

WVU SOM GME Well-Being Policy

1. Purpose

The purpose of this policy is to define WVU SOM GME's commitment to the physical, psychological, emotional, and professional well-being of residents, fellows, faculty, and staff participating in training programs. This policy aligns with ACGME requirements that programs and sponsoring institutions promote optimal well-being and address workplace safety, scheduling, fatigue mitigation, and access to care.

2. Scope

This policy applies to all individuals participating in ACGME-accredited and Non-Standard training residency and fellowship programs sponsored by WVU SOM GME, including residents, fellows, faculty members, and program administration.

3. Definitions

- **Well-Being:** A state encompassing physical, psychological, emotional, and social health that enables physicians and trainees to thrive personally and professionally.
- **Fatigue:** A state of tiredness that can impair alertness, judgment, and performance.
- **SupportingYou:** A multidisciplinary peer support network intended to provide support after critical events or those acutely struggling.
- **FSAP:** Faculty and Staff Assistance Program

4. Policy Statement

WVU SOM GME is committed to fostering a clinical learning and working environment that supports resident and faculty well-being, promotes personal health and resilience, and encourages professional fulfillment. Trainees and faculty should feel safe to raise concerns about their well-being without fear of retaliation.

5. Well-Being Components

WVU SOM GME will implement the following components:

5.1 Education and Awareness

- Programs will provide education on the identification of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. This responsibility includes educating residents/fellows and faculty members in how to recognize those symptoms in themselves, and how to seek appropriate care. (3.2.g.1)

- GME will provide the above education during new trainee orientation on an annual basis and additional training modules through the AMA GME online platform
- GME, in coordination with the CWO and the GME Wellbeing Committee, will administer an institution-wide wellbeing survey on an annual basis to trainees.
- GME will make self-screening tools available to programs via SOLE (3.2.g.3.)
- Institutional Resources are available on the GME SOLE site
- The WVU Medicine CWO, FSAP, and Hospital Spiritual Care are all available for well-being educational sessions.

5.2 Access to Health and Support Services (3.2.g.4.)

- Residents, fellows, and faculty will have access to confidential behavioral health and counseling services through the FSAP <https://health.wvu.edu/faculty-and-staff-assistance-program/>
- Those with after-hours urgent and emergent mental health care needs should contact the following services:
 - WVU House Supervisor for coordination with Emergency Department evaluation
 - SupportingYOU 304-974-4YOU
 - Help4WV 24-hour Crisis Line 1-844-435-7498

5.3 Scheduling

- Program schedules will comply with ACGME Duty Hour Regulations and consider workload intensity and work compression that may affect well-being.
- Programs must ensure that trainees have adequate time for rest, recovery, and personal needs
- Programs are required to allow time off for trainees to attend medical, mental health, and dental care appointments, including those scheduled during working hours (6.12.c.1.)

5.4 Psychological Safety and Reporting

- A culture of respect and psychological safety will be fostered to encourage reporting of well-being concerns without intimidation or retaliation.
- Trainees can anonymously report concerns about well-being and/or psychological safety through the GME “button” mechanism.

5.5 Coverage for Absences

- Programs will maintain policies and procedures to address circumstances where a trainee is unable to attend clinical duties (e.g., fatigue, illness, family emergencies) without fear of negative consequences, while ensuring continuity of patient care.

- Trainees should be supported in accessing appropriate leave (e.g., sick leave, parental/caregiver leave) consistent with institutional policy and ACGME expectations.

5.6 Monitoring and Continuous Improvement

- Program leadership, in partnership with GME and the Chief Wellness Officer, will regularly assess well-being indicators, workplace safety data, and trainee feedback to identify opportunities for improvement.

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