Well-Being at ETSU

Diana Heiman, MD
Assistant Dean for GME/Well-Being

Attitude is Contagious
Culture is Intentional

PRACTICES
STORIES
DETAILS
ACGME Requirements
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Well-Being is mentioned in the body of the Common Program Requirements 16 times

New focus on making sure Residents and Faculty are able to appropriately take care of patients
ACGME Mandate

Residents must demonstrate competence in the ability to recognize and develop a plan for one's own personal and professional well-being.
Known Issues

Work Compression

Emotional Well-Being Suffers after Adverse Events

Stanford Duck

System Issues are the Center of Burnout
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ACGME Common Program Requirements -
https://www.acgme.org/Portals/0/PFAssets/ProgramRequirements/CPRResidency2019.pdf
ETSU RESIDENT ASSISTANCE PROGRAM

Graduate Medical Education
Quillen College of Medicine

Physician Wellness

Resident Assistance Program

1. For assistance call: pager (423) 854-0342 - **available 24 hours a day**

What is the Resident Assistance Program?

Who can receive services?
IMPAIRMENT

Mental illness

Substance Abuse

Burnout
MENTAL ILLNESS

DEPRESSION:

As common as it is in the general population - 20% of women and 10% of men

Suicide rates are higher for physicians, especially female physicians

Program Director, faculty and Coordinator will be monitoring you for changes in behavior
SUBSTANCE ABUSE

14% prevalence for ETOH and 6% for other substances

Addicted physicians can continue to function at high levels for a long time before their performance at work is impaired

Program Director, faculty and Coordinator will me monitoring you for changes in behavior
BURNOUT

Definition: loss of emotional, physical and mental energy

Estimated 45%+ of physicians, and this is increasing!

(GME) will send out surveys twice per year and your Program Director and Coordinator will be monitoring you for Burnout

Train-the-trainer sessions are rolling out for Burnout prevention
FATIGUE

A state of exhaustion or extreme tiredness
Overwhelming
Globally affects functioning
Different than simply being tired

Moodiness, irritability
Limited speech or flat affect
Impaired problem solving
Sedentary nodding off (e.g. during conference)
Medical errors
Micro-sleeps (5-10 second lapses in attention)
Repeatedly checking work
Difficulty focusing on tasks
FATIGUE MITIGATION

If you are showing signs of clinical fatigue, you **must stop and alert a faculty member!!**

There is a taxi service that will take you home and is paid for by GME.

**PLEASE use it if you are too fatigued to safely drive home!**
Fatigue Mitigation Tips

- Get a full night's rest (most people need 8 hours of sleep) before any work day
- If you are on night float, you must sleep during the day
- Expose yourself to bright light before starting your shift, if possible
- If using caffeine, use it only when working and feeling sleepy (not when awake or on weekends)
- Nap during the call/shift especially if you are tired or didn’t get adequate day sleep. Shorter, more frequent napping (15-45 minutes every 2-3 hours) helps avoid sleep inertia.
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ETSUHealth
Helpful Sites and Apps
For Physician Well-Being

ACGME, the accrediting body of our residency and fellowship training programs, is committed to exploring causes and solutions for physician well-being. In alignment with the ACGME’s initiative to combat the stresses of graduate medical education training ETSU GME is committed to this cause. ETSU GME recognizes your residency or fellowship can be one of the most rewarding yet challenging times of your life. The resources listed below can help maintain your well-being by identifying problem areas, lowering your stress level, avoiding burnout, and learning how to achieve a healthy work/life balance.

ACGME Physician Well-Being (Toolkit for Program Directors)

AWAKE - A free app created by ACGME to provide physicians an array of tools to help them identify opportunities to improve their well-being and strategies for promoting resilience.
Cognitive Reframing

Change your response to be able to move forward
You are the only one who can change your own
response to a situation, you can't change how
someone else reacts

Think of a time when something made you angry
How can you change your thinking/response to
make you less angry?
How can you be aware of this in the future to
not become angry?
3 Good Things

Before going to bed, write down 3 things you did today that benefited someone else

This practice has evidence-based outcomes regarding improvement in mood/outlook the next morning!
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Stories

Work got my better self

I love you and it's not your fault
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