



POLICY MANUAL

Effective Date: November 2018

Section: Medical Education

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Subject: Wellness

Background:

In an era where an estimated 41-76% of all US residents are burned out, are depressed, and doctors continue to leave the field, making the doctor shortage ever larger, more emphasis is being placed on wellness and the medical culture during medical training. As a leader in Social Medicine, Stony Brook Southamptom Hospital has the unique opportunity to expand on and develop more activities that have been considered to be in the wellness space. The

Wellness Committee was formed to unite all the wellness-related activities, so it can serve as a general resource for residents and to maintain their wellness and wellbeing. Faculty members are encouraged to sit on the committee and participate in wellness activities.

The Wellness Committee at Stony Brook Southamptom is a natural fit, as it already houses a Wellness Center in its own hospital, provides for treatments like OMM and urban zen for patients, and hosts a Social Medicine month for interns every year, where they spend time learning about cultural and social aspects of medicine that are not regularly studied in medical school. By striving for wellness and teaching residents the various ways to self-care, the Wellness Committee seeks to empower residents and change the medical culture.

Objective:

The Office of Graduate Medical Education at Stony Brook Southamptom Hospital is committed to ensuring that trainees and faculty remain physically, mentally, emotionally, and spiritually healthy while training and teaching. Doing so, allows trainees and faculty to find meaning and fulfillment in their career choices.

Stony Brook Medicine Graduate Medical Education provides resources to affordable counseling for faculty and also provides free confidential counseling services, with trained psychiatrists committed to Stony Brook trainees. We encourage all trainees to take advantage of this program offered with the assurance that participation is strictly confidential.

The Graduate Medical Education Office also encourages trainees and faculty members to alert a program director, the GME Office, and/ or other personnel when concerned that another resident, fellow, or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence.

Faculty and trainees are educated in identifying symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. Trainees and faculty members are also educated to recognize those symptoms in themselves and how to seek appropriate care.

Wellness Committee Mission Statement:

To enrich and promote the wellness of the Stony Brook Southampton Hospital Residency Programs by optimizing the physical, mental, professional, emotional, and social health of its residents.

Mental/Emotional Well-Being:

Mental health activities include, but are not limited to, courtesy check ins by senior residents, holding informal resident peer groups, facilitating awareness of and increased access to mental health resources.

Physical Well-Being:

Ensure that all residents have access and time for their own primary care including visiting and following up with their own primary physicians and specialists.

Promote physical well-being activities, which include, but are not limited to, delivering healthy snacks and drinks to hospital teams, collaborating with other practitioners to practice various forms of stress relief, and encouraging physical fitness through various forums such as education, engaging in various outdoor and athletic activities, and volunteering with other organizations such as Walk with a Doc.

Social Well-Being:

Ensure social well-being of residents by providing for monthly lunches/ dinner/ gatherings for residents to relax and bond with each other during and after work

Gatherings will be open to all residents in order to incorporate a sense of unity and community between their professional and personal lives.

Multiple social activities will be offered to help forge bonds between the residents. Activities may include organizing holiday meals for residents that are working, as well as bowling nights, beach days, bonfires, karaoke, hikes.

Professional Well-Being:

To help develop the careers of residents and encourage increased faculty collaboration with residents.

Develop faculty mentorship program to help discuss further career options and plans for the future.

Provide a retreat experience for residents (e.g., during Social Medicine month) outside of the workplace in order to learn various team-building skills.

Develop a resident mentorship program where seniors "adopt" an intern and provide them with support throughout the year.

Roles and Responsibilities of Wellness Committee Members:

A resident-run Stony Brook Southampton Hospital Wellness Committee has been formed, reporting to the Chief Academic Officer.

- **President(s)** - will oversee all operations, report to the Chief Academic Officer. If feasible/ necessary as the Committee expands, this duty may be split among representatives from Family Medicine, Internal Medicine, and Transitional Year.
- **Vice president** - will assist the president in planning, communicating to the greater Stony Brook Southampton Hospital community
- **Secretary** - will communicate announcements within the group as well as make communications to interface with the residencies at Southampton, update the calendar
- **Treasurer** - accountable for keeping track of the funds and reimbursements for food drop-offs, events