

## COM GME Internal Medicine Program Policy

<b>Policy 2.300</b> Internal Medicine
<b>Section</b> Resident Support/Conditions for Employment
<b>Subject</b> Well-Being
<b>Policy Requirements</b> ACGME Institutional: 2.6.c.; 3.2.g ACGME Common: 1.9; 2.8.e.3; 4.3.g; 6.13 ACGME Internal Medicine: 1.9; 2.8.e.3;4.3.g; 6.13
<b>Version History</b> Date developed: 3/2024; 08/2025 Revisions Approved: 10/2025 Reviewed by Program Evaluation Committee: 10/2025

**Purpose:** To outline the processes and programs that encourage optimal resident and faculty member well-being.

**Policy:** The COM Internal Medicine Program is committed to fostering an environment that supports the well-being of its residents and faculty. This policy details the program's commitment to educating its community about well-being and describes the mechanisms for annually reviewing the effectiveness of these efforts.

**Process:**

- **Wellness Training and Events**
  - The program will offer specialized training sessions focused on resident well-being.
  - A variety of internal and external events will be organized to enhance health and community spirit among team members.
  - The Wellness Committee, consisting of selected faculty and residents, will oversee the development and coordination of these initiatives.
- **Wellness Assessments**
  - Wellness assessments will be conducted informally during biannual meetings with advisors.
  - Additional wellness check-ins with advisors or the Program Director will be available upon request to address any immediate concerns or issues.
- **Resources and Support**
  - Residents have access to a range of resources provided by the UAMS College of Medicine. These resources include self-screening tools, mental health care services, and an FAQ section on well-being.

- For further information and resources, individuals are encouraged to visit the Resident Wellness page on the UAMS College of Medicine website at <https://medicine.uams.edu/residentwellness/>
- **Monitoring and Evaluation**
  - The program's efforts toward well-being will be reviewed annually to ensure effectiveness and relevance.
  - Feedback from residents and faculty will be solicited as part of this review process to continually adapt and improve the program.

**Resources:**

SupportU – a peer-to-peer program for UAMS providers, staff, and learners. The mission of SupportU is to assist ANY UAMS provider, staff member, learner, or volunteer who is experiencing normal reactions to an adverse patient-related event. <https://inside.uams.edu/patientsafety/supportu/>

COM GME Policy 2.310

COM Internal Medicine Policy 1.600