

COM GME Internal Medicine Program Policy

Policy 2.300 Internal Medicine
Section Resident Support/Conditions for Employment
Subject Well-Being
Policy Requirements 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
Version History 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 and faculty well-being.
 - A variety of internal and external events will be organized to enhance health and community spirit among all team members.
 - The Wellness Committee, consisting of selected faculty and residents, will oversee the development and coordination of these initiatives.
 - During the September/October Ambulatory didactic session, the Program Director and Program Manager will provide training on recognizing warning signs of burnout, depression, suicidal ideation, potential for violence, and/or substance use concerns in themselves and in their peers. This training will address both the signs and symptoms to look for and the appropriate procedures for confidentially reporting concerns.
- **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 will not experience negative academic, clinical, or professional consequences for being unable to provide clinical services due to an illness, provided that appropriate notification and applicable institutional leave procedures are followed.
- Residents will be provided with reasonable opportunities to attend medical, mental health, and dental appointments during work hours without negative academic or professional consequences. Residents should provide appropriate advance notice when possible and follow applicable program and institutional procedures for scheduling and time away from clinical and educational duties.
- Residents and Faculty 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.
 - Employee Assistance Program (EAP) – free confidential short-term counseling and assessments. (501) 686-2588 or (800) 542-6021 for emergencies after hours
 - Supportive conversations: An anonymous, 24/7 service connecting employees and students with trained listeners and social workers (501) 516-9120
 - AR ConnectNow – A 24/7 confidential call center and virtual clinic offering mental health treatment for Arkansans (501) 526-3561 or (800) 482-9921
- 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

