

GME POLICY #223WELL-BEING RESOURCES, FUNDING, AND OUTCOMES

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POLICY SCOPE

This policy applies to Residents, Fellows, Medical Students, Faculty, Program Coordinators, and other Graduate Medical Education (GME) administrative staff at The University of Tennessee College of Medicine Chattanooga (UTCOCM).

This policy guides Chairs and Program Directors or their designee in developing an overall well-being curriculum, resources, and activities as well as how to request approval and funding for these activities. The curriculum should outline intended goals, outcomes, and a process for monitoring these efforts as we strive to help the team have access to resources and skills that promote engagement, empowerment, and a culture of well-being to complete the noble work to which they have dedicated themselves.

POLICY STATEMENT

The University of Tennessee College of Medicine Chattanooga (UTCOCM) and its Graduate Medical Education Committee (GMEC) are committed to providing resources and funding for well-being related activities, and to tracking outcomes experienced in each Department or Program. The Program Director or his/her designee will be responsible for tracking outcomes and reporting those back to the Assistant Dean for Well-Being. This policy outlines information and a path for supporting a culture supportive of well-being in all dimensions within our health system through the provision of a balanced, integrated, safe, meaningful and collaborative training and work experience.

The UT College of Medicine Chattanooga has been able to allocate funding resources for each department to support well-being related activities, initially in the 2020-2021 Academic Year. We now have almost one-year's experience in implementing various program-level activities. As each program plans well-being activities for the 2021-2022 year, we strongly recommend that the program:

- Develop an overall well-being curriculum and annual activities to provide resiliency skills (*e.g.*, support self-care, healthy lifestyles and behaviors, time management, understanding and recognition of impairment, fatigue mitigation, and appropriate balance of clinical and personal experience).
- Identify a plan of activities to support your well-being curriculum, based on your last year's outcomes, current needs within your program/department, and feedback received from those individuals who participated in events last year.
- Optimally, you are encouraged to develop an annual well-being plan.
- For each individual activity and event, a Program Director or Chair or their designee must submit a completed Well-Being Proposal Activity Form at least two weeks prior to the event:
- Attach your curriculum and overall plan with your well-being event proposal forms for consideration and approval by the Assistant Dean for Well-Being.
- Indicate whether or not assistance is needed from the Assistant Dean for Well-Being.
- Identify which of the eight domains of well-being or any other related aspect will be covered at each event:
 - **Emotional** (Copying effectively with life and creating satisfying relationships)
 - **Environmental** (Good health by occupying pleasant, stimulating environments that support well-being)
 - **Intellectual** (Recognizing creative abilities and finding ways to expand knowledge, and skills)
 - **Physical** (Recognizing the need for physical activity, diet, sleep, and nutrition)
 - **Occupational** (Personal satisfaction and enrichment derived from one's work)
 - **Spiritual** (Expanding our sense of purpose and meaning in life)

- **Social** (Developing a sense of connection, belonging, and a well-developed support system)
- **Financial** (Satisfaction with current and future financial situations)

- Describe 2 – 4 learning objectives for each activity.
- Explain how you will be socially/physically distancing during the event (as long as recommended by CDC guidelines).
- Following the conclusion of the event/activity, submit a brief summary based on participant evaluations, and submit a list of those who attended the event.
- Submit the form to the GME Lead Coordinator for review and approval by the Assistant Dean for Well-Being.

The Well-Being Activity Proposal Form should be used to request approval of an event and submitted with the program's well-being curriculum for approval by the Dean's Office.

Will be submitted to the GMEC for approval 07/27/2021.