Resident Wellness as a Priority in a Pediatric Residency Program
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### Background
The transition from medical school to residency is challenging. The incidence of physician burnout ranges from 25% to 70% and starts as early as residency. While there are limited studies on preventing physician burnout, addressing burnout and resident wellness are valuable interventions. In response, we formed a Resident Wellness Committee in 2014 to promote resident self-care and mental wellbeing. This academic year, we started to integrate elements of the AAP Resiliency Curriculum and developed a Wellness & Resiliency Curriculum.

### Goals of the Curriculum
Target resident wellness on 3 levels:
1. Increase one’s recognition of and the ability to respond to the challenges of residency
2. Develop one’s skills to adapt and maintain resiliency to battle emotional and physical exhaustion
3. Identify and nurture attitudes that promote self care and wellness

### Program Objectives
In addition to the common challenges that programs face, ours are aggravated by the exponential growth of a children’s hospital that exceeds our resident’s capacity to keep up. Thus, we aim to:
1. Normalize new challenges faced throughout residency
2. Address intern and resident depersonalization in one’s personal life and professional career
3. Boost morale in the setting of unanticipated events
4. In a collective effort, offer support and resources

### Resident/Fellow Learning Objectives
1. Discuss the emotional impact of residency training and the value of addressing this impact on one’s overall wellbeing.
2. Articulate why wellness is an important aspect of their training and practice of medicine.
3. Identify and reflect on experiences of emotional exhaustion or burnout and coping mechanisms utilized.
4. Discuss, compare and develop healthy coping mechanisms to stress experienced during residency.
5. Identify stress and emotional exhaustion as precursors to burnout and utilize strategies to prevent its progression.

### Educational Strategies/Activities
1. Intern orientation & “intern boot camp”
2. Summer workshops
3. Chief office hours in the hospital
4. Faculty & peer mentors
5. Acknowledgements: personalized jackets, mini iPads
6. Awards: medical student appreciation, instant recognition
7. Annual class retreats, wellness mini-retreats
8. Debriefing sessions
9. Intern wellness check-ins
10. Morale boosters: food events, themed days on the wards, Secret Santa, holiday parties
11. Wellness Individual Learning Plans

### Learner Assessment
1. Meetings with faculty mentors to discuss Individual Learning Plans
2. Reviewing Wellness Individual Learning Plans with residents
3. Check-ins with leadership
4. Post questionnaires
5. The Professional Quality of Life Scale (ProQOL) 5

### Program Evaluation
1. Feedback evaluations after activities and events
2. Tracking participation rate per activity throughout each year
3. End-of-the-year program survey

### Implementation
1. Collaborators: Wellness Committee, Program Evaluation Committee
2. Resources: staff, faculty, donations, Wellness fund, AAP Resiliency Curriculum
3. Barriers: time constraints, funding, resident & faculty buy-in

### Lessons Learned
1. General feedback about the Resident Wellness Committee efforts has been positive.
2. Residents feel supported by their peers and faculty.
3. Residents are appreciative of our efforts and find them worthwhile.
4. The program will work to find more ways to integrate the concepts of wellness and resiliency into residency training.

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