

Pharmacy Residency Program Resilience and Well-Being Policy & Procedures

Policy:

This policy outlines crucial systems that have been put place in order to foster and sustain residents' resilience and well-being. In order to recognize symptoms of burnout, residents have periodic check-ins throughout the year. There are additional resources available for residents upon request.

Development Plan

- Each resident will meet with their respective Residency Program Director (RPD) quarterly
 - Identify residents' strengths, weaknesses, and goals
 - Meet quarterly in order to modify the design and/or conduct of the program for resident
 - Track and monitor residents' goals and progress

Resident-Faculty and Residency Advisory Committee (RAC)

- PGY1 and PGY2 Chiefs to report any issues during monthly resident-faculty meetings
 - Each chief resident will survey and collect any feedback from co-residents prior to meetings
 - Preceptors will discuss and provide proposed resolutions back to the respective chief resident during or after the meeting
- Residents will complete self-evaluations regarding rotation and residency progress, and mental well-being
 - Mental health questionnaire will ask about level burnout and strategies of managing stress
 - Self-evaluations will be reviewed at each meeting and discussed with each individual resident

Mentorship/Support

- Each resident will be assigned a mentor separate from their RPD
 - Quarterly, informal mentor-mentee meetings will occur in order to build trust and have open communication
 - Mentor will serve as a liaison and foster professional development

PGY2 Buddy

- PGY1 residents will be paired with PGY2 resident(s) who can provide additional support and guidance
 - Assist with adjusting from student to resident

Policy Name: Resilience and Well-Being	Date Approved: 5/2022	Policy #: R-011
Written by: Elise Kim, PharmD, BCACP, CDCES, Justin Andrade, PharmD, BCIDP, Christine Ciarmella, PharmD, BCCCP	Approved by: Robert DiGregorio, PharmD, FNAP Chief Pharmacotherapy Officer	
Replaces: none	Reviewed: 5/2022	Revised:

Resilience Skills Training Program

- Formal resilience training program led by rotation preceptors
 - Adapted from American Society of Clinical Oncology
- Topics include, but not limited to:
 - Myers-Briggs and working with different personalities
 - Time Management
 - Post-Code Debriefing
 - Work-life Balance
 - Stress Management
 - Imposter Syndrome

Extracurricular/Celebrations/Bonding

- Annual resident/faculty BBQ bonding event prior to start
- Team building (ie. Escape Room)
- Monthly birthday celebrations
- Formal celebrations (ie. Holiday, Match Day, Graduation)
- Periodic resident and faculty outings and events (ie. Trivia Night, Pumpkin Carving, etc.)

Mindfulness*

- Free Headspace app with ASHP membership

Miscellaneous

- Monthly stipend to the hospital cafeteria
- Discounted gym membership to Long Island University*
- Support with professional CE presentations*
- TBHC Employee Assistance Program (EAP)*

*Available upon request

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