

# The Learner Wellness Office: A Primer for Program Directors and Program Administrators



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# Learner Wellness Office – Why We are Here

- The medical life, beginning with medical school and residency, is:
  - a `long run` of five decades or more
  - integrated with the rest of our life
  - a source of deep joy and satisfaction, but not without stress, setback and disappointment
- Physicians must maximize their personal health and wellbeing in order to provide the best possible care to their patients, maintain their resilience, and make a rewarding life in medicine
- The Learner Wellness Office is here to help residents learn how to root themselves in their own self-care, while building healthy communities of practice

# Learner Wellness Team – Who We Are



Dr. Robby Stein (Asst Dean Undergrad), Stephanie Coccimiglio (Manager, Windsor), Margaret Wegrzyn (Admin Asst), Dr. Terri Paul (Assoc Dean, now Dr. Sandra Northcott, photo at right), Dr. Don Farquhar (Asst Dean Postgrad), Dr. Art Kidd (Director, Windsor), Pam Bere (Manager/Counselor)



# Learner Wellness Office – Where We Are



The office is located in the Kresge Building, adjacent to the Medical School on Western Campus, but Dr. Farquhar is available and prepared to meet with residents at whichever hospital location is most convenient at any given time

# Learner Wellness – What We Offer

- A safe and confidential space for residents to express concerns and seek help, at arm's length from their residency program and clinical department, the PGME office, and hospital Medical Affairs office
- Counseling and follow-up from seasoned professionals
- Referral to the most appropriate additional resources, as required

# Learner Wellness – What We Do in Response to Individual Learner Needs

Provide counseling, coaching, and transitional support for individual learners with:

- Physical or mental health concerns or accommodation needs
- Burnout and/or difficulty managing stress or fatigue
- Doubts about their choice of specialty and program
- Concerns about career planning, transitions, workplace culture, inter-personal dynamics, learning environment, or mistreatment
- Stress related to academic difficulty, performance, remediation, examinations, learning needs, finances, or matters of a personal or family nature

# Learner Wellness – What We Do Proactively to Promote Resident Wellbeing

Collaborate with residency programs, PGME office, PARO, clinical departments and Medical Affairs to:

- Help foster a healthy workplace and learning environment (e.g., through support of program-based resident wellness teams)
- Raise awareness of concepts of physician health and wellbeing, work-life integration, burnout, and resilience through academic half-days and Departmental grand rounds
- Facilitate debriefing of critical incidents and stressful events through small group discussion within residency programs

# Learner Wellness – When to Call Us

- To refer any resident who is struggling personally or professionally (residents may also self-refer)
- To seek counsel and support, specifically, for residents who are:
  - Dealing with significant learning difficulties
  - Entering a period of remediation or probation
  - Considering transfer to another specialty
  - Reintegrating into residency after a period of leave
- To engage our assistance in:
  - Organizing or re-booting a Departmental resident wellness committee or team
  - Planning an academic half-day, grand round, or retreat with a physician health and wellbeing theme
  - Facilitating debriefing sessions for residents – allowing them to share thoughts and feelings about recent trying clinical circumstances or tragic cases
- To ask our advice about situations where the learning environment has been identified as stressed, or where conflicts have arisen between learners and teachers

If in doubt – call! We are always available to help!



# Contact Us on any Matter Concerning Resident Wellbeing

- Office: K1, Kresge Building
- Telephone: (519) 661-4234
- Email:
  - [Equity.Wellness@schulich.uwo.ca](mailto:Equity.Wellness@schulich.uwo.ca) General inquiries
  - [Donald.Farquhar@sjhc.london.on.ca](mailto:Donald.Farquhar@sjhc.london.on.ca) Assistant Dean
  - [Arthur.Kidd@hdgh.org](mailto:Arthur.Kidd@hdgh.org) Director, Windsor
  - [Pamela.Bere@schulich.uwo.ca](mailto:Pamela.Bere@schulich.uwo.ca) Manager/Counselor
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