

Residency Wellness Initiative 2024-2025

1. Formalized mentorship program:

- Each resident will have an assigned faculty mentor who will offer personal, academic, and career support. Mentors will arrange a time to meet with each resident this July and will continue to check on each resident monthly for the first quarter of the year and quarterly thereafter.
- Each second and third-year resident will serve as a mentor to a new resident. The main role of an Upper Level Mentor is to answer any questions the new resident might have. Each mentor will introduce themselves to their mentee during the first two weeks of July and check on them monthly. If the Upper Level Mentor does not know the answer to a question or if support needs go beyond basic questions, the Mentor should ask Dr. Patel or Dr. Walsh for assistance.
- Dr. Patel and Dr. Walsh remain available at any time for help, guidance, and support. Please text or email to schedule a time to speak or drop-in with any concerns.
- Additional mentors can be assigned at a resident's request. For instance, if a resident has specific career goals in mind, we would be happy to link the resident to a mentor in that field at Texas Health Dallas or from our alumni network.

2. Lectures:

- Pertinent wellness topics such as physician mental health, fatigue mitigation, and financial wellness will be presented across the 3 years of residency. If there are any topics that a resident would like to have included in the future, please contact Dr. Walsh.

3. Wellness Hours:

- We are excited to host wellness hours in place of four noon conferences this year. These will be times to come together, check in, and learn wellness skills.

4. Kudos & Congratulations:

- Please email Dr. Walsh with "Kudos & Congratulations" for any co-resident, faculty member, or staff member that has done a good job or experienced a life event to be celebrated. This could be thanks for an informal act of kindness, recognition of excellent patient care, recognition of anyone going the extra mile, a formal position or award earned, or a special life event. These will be announced to the program community on a regular basis.

5. Socials:

- Our program will continue to sponsor times for us to get-together as a community, both for residents only and for residents and faculty together. Please mark your calendars for the following tentative dates. If any of these dates change, we will let you know.
 - Wednesday, June 26, 2024: Ice Cream Social for Residents
 - Thursday, August 22, 2024: Welcome Party
 - Wednesday, October 16, 2024: Fall Social
 - Friday, November 22, 2024: Applicant Virtual Social #1
 - Friday, December 13, 2024: Applicant Virtual Social #2
 - Thursday, December 5, 2024: Holiday Party
 - Friday, January 24, 2025: Applicant Virtual Social #3
 - Wednesday, February 19, 2025: Spring Social
 - Friday, February 28, 2025: Thank a Resident Day
 - March 2025: National Doctors' Day lunch (Date TBD)
 - Wednesday, April 9, 2025: Post-Match Celebration
 - Thursday, May 22, 2025: Seniors Dinner
 - Thursday, June 12, 2025: Graduation (Tentative; THD vs Central Graduation)

6. Fatigue Mitigation:

- Resident schedules will lighten around THR holidays. Morning report, Team C teaching rounds, and noon lectures will not be held on THR holidays. This academic year, the THR recognized holidays are July 4, 2024; September 2, 2024; November 28, 2024; December 25, 2024; January 1, 2025; May 26, 2025; and June 19, 2025.
- In addition to the THR-recognized holidays above, our program will also offer lighter days with no morning report or noon lectures on the days around Thanksgiving (November 28-29, 2025) and winter holidays (December 23, 2024, through January 1, 2025).
- No night call on Wards months and no night float rotation.
- PTO: 20 weekdays, defined as four weeks with contiguous weekends

7. Residents' Wellness Room:

- Formal construction of a new wellness space is in the planning phase. However, we would like to add to one of the current call rooms to create an improved, temporary wellness space. Please let your Chiefs know what ideas you have for this space. Some ideas: a ping pong table, foosball table, air hockey table, free weights, yoga mats, sound machine, massage pad. We look forward to your ideas.

8. Wellbeing Resources:

- The Wellbeing Index is a tool to help you gauge your level of well-being. This will be available to residents throughout the year.
- THR Wellbeing resources and national wellness resources are distributed to new residents during Orientation.
- Sign up for the "Practicing Excellence" platform that includes a module on Clinician Wellbeing.
- Additional resources are available through the resident health plan. The GME's current plan is Blue Cross Blue Shield of TX (PPO).
- Dr. Patel, Dr. Walsh, Core Faculty, and Faculty mentors are available to offer support. Please seek out these faculty as needed.

9. Nutrition:

- Our program provides daily lunches as well as a meal allowance of \$950 annually, up to \$12/visit, for use in the cafeteria.

10. Physical Fitness:

- Residents have the opportunity to join the Finley Ewing Cardiovascular Center.
- Residents should speak with the Chief Residents about the addition of equipment to a temporary Resident Wellness Space, as above.