

Sample Wellness Curriculum

RESIDENT WELLNESS AND PROFESSIONALISM

Our Professionalism and Wellness Curriculum allows us to engage in a slightly less formal way both inside and outside our work environment. From simulated patient encounters for the incoming interns to journal club dinners to team rafting trips or basketball games, this program highlights the part of being a neurosurgeon often times overlooked during the busy work week. The overarching goal of our residency program is to produce well-rounded neurosurgeons, poised to be leaders in their field, engaged in their patients, and propelling the field forward. Emphasizing the need for personal wellness is an important tool towards that goal.

Residents are encouraged to exercise regularly and get adequate sleep. Should any individual resident, faculty member, or the Program Director, perceive a need for assistance or counseling, the guidelines for independent confidential assistance are provided. These are listed in the House Staff Manual of the Graduate Medical Education office. We aim to be forward thinking in providing many avenues for diagnosis and treatment of physicians in need of counseling through the Employee Assistance Program dedicated to helping residents, faculty, and staff.

Didactic Lectures include:

- Intern Orientation with the Associate Program Director
- Fatigue mitigation
- Career reflections from faculty and recent residency graduates
- Motivation maintenance and burnout avoidance

Team activities include:

- Softball practice and tournaments
- Bowling/Top Golf outings
- Journal Clubs hosted by individual faculty members
- Spa outings
- Camping/rafting/kayaking trips
- Group dinners and runs during conference travel

Individual resources include:

- University recreation center
- Center for Professional Health
- Department of Work/Life Connections
- Occupational Health Clinic
- Directed mentoring between residents and faculty

TIME-OFF POLICY: VACATION/HOLIDAY/SICK/SELF-CARE

Neurosurgery residents are provided 15 days of paid vacation. Ten days may be taken during the academic year with Chief Resident approval. The third week (5 days) is taken at the end of December or first week in January. Vacations and holidays must be scheduled with the Chief Resident(s) to ensure appropriate clinical coverage. Holidays are not automatically observed as time-off for residents.

Vacation time does not roll over each academic year and will be forfeited if not taken.

Residents accrue sick time which can be used for doctor appointments and/or illness. This time can be used for self-care to attend medical, dental, and mental health appointments during work hours.

Residents must schedule this time away in advance with the Chief Resident when possible or notify the Chief Resident when out due to illness.

LEAVE POLICY

The Department of Neurosurgery complies with the University leave policy as set forth for all house staff. ABNS training requirements must be met before graduating. Extended time-off may require an extension of resident training as determined by the Program Director on a case by case basis.