

University at Buffalo Pediatric Emergency Medicine
Fellow and Faculty Well-Being Policy (June 2025)

Purpose and Intent:

The UB PEM program is committed to complying with the ACGME common program requirements and specialty requirements regarding well-being policy

Summary:

The Program is aware that in the current health care environment, fellows and faculty members are at increased risk for burnout and depression. Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician. Self-care is an important component of professionalism; it is also a skill that must be learned and nurtured in the context of other aspects of fellowship training. The PEM program, in partnership with the University at Buffalo, has the same responsibility to address well-being as they do to evaluate other aspects of fellow competence.

Fellow and Faculty Well-being Policy:

Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician and require proactive attention to life inside and outside of medicine. Well-being requires that physicians retain the joy in medicine while managing their own real-life stresses. Self-care and responsibility to support other members of the health care team are important components of professionalism; they are also skills that must be modeled, learned, and nurtured in the context of other aspects of residency training.

1. Fellows and faculty members are at risk of burnout and depression. Both the fellowship program and the University at Buffalo have the responsibility to address wellbeing as other aspects of fellow competence. Physicians and all members of the health care team share responsibility for the well-being of each other. For example, a culture, which encourages covering for colleagues after an illness without the expectation of reciprocity, reflects the ideal of professionalism. A positive culture in a clinical learning environment models constructive behaviors and prepares fellows with the skills and attitudes needed to thrive throughout their careers.

2. The responsibility of the fellowship Program, in partnership with the University at Buffalo, to address well-being includes:

- a. Efforts to enhance the meaning that each learner finds in the experience of being a physician, including minimizing nonphysician obligations, providing administrative support, promoting progressive autonomy and flexibility, and enhancing professional relationships.

- b) Attention to scheduling, work intensity, and work compression that influences learner well-being.
- c) Evaluating workplace safety data and addressing the safety of learners and faculty members.
- d) Policies and programs that encourage optimal fellow and faculty wellbeing.
- e) Providing program and institutional resources for understanding of the impact environment has on health, providing information on principles of exercise and relaxation techniques, providing a basic understanding of the principles of stress response management techniques.
- f) Opportunities to schedule and attend medical, mental health, and dental appointments.
- g) Attention to resident/fellow and faculty member burnout, depression, and substance abuse.
- h) There are circumstances in which residents/fellows may be unable to attend work and these circumstances include but are not limited to family emergencies, parental leave, illness, burnout, or fatigue. The program allows an appropriate length of absence for resident/fellow unable to perform their patient care responsibilities. When a learner is unable to attending work due to these circumstances or they are unable to perform their patient care responsibilities, their patient care responsibilities are covered by the program faculty and/or peers as appropriate. This is implemented without fear of negative consequences for the resident/fellow. (Training time may be extended as appropriate.)

3. The Program, in partnership with the University at Buffalo, educates faculty members and fellows regarding well-being. Topics include, but are not limited to:

- a) Fatigue, sleep deprivation, burnout, depression, and substance abuse, including identification and recognition of symptoms and means to assist those who experience these conditions.
- b) How to alert the Program Director or other GME leaders of any concerns, including suicidal ideation or potential for violence.
 - i. Fellows and faculty members are encouraged to alert the Program Director or other designated program personnel when they are concerned that another fellow or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence.
- c) Recognition of symptoms of signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence in themselves and how to seek appropriate care.

4. Residents/Fellows and faculty members are provided access to tools for self-screening.

- a. <https://www.admboard.org/addiction-mental-health-self-screening.aspx>

5. University at Buffalo provides access to confidential and affordable mental health assessment and treatment and counseling, and access to urgent and emergency care 24 hours a day, 7 days a week.

Concern About Immediate Harm

Crisis Services 24-hour hotline: 716-834-3131

This service offers a 24/7 response to concerns in the area of emergency mental health services. It offers a local resource for treating and assisting people in emotional crisis through a variety of therapeutic services. Calls can be for information, referral or immediate assistance.

National Suicide Prevention Lifeline (toll-free) 1-800-273-TALK

911 – Call if there is an injury or immediate danger, and the situation requires that a law enforcement officer, firefighter or emergency medical help is needed right away.

UB Employee Assistance Program (EAP)

Counselors can meet with residents on all UB campuses. Submit the form via the website or by calling 716-645-4461 or email ub-eap@buffalo.edu.

- Neal – EPA – 716-645-4458

Center for Occupational and Environmental Medicine (COEM)

COEM is the provider for resident and fellow employee health requirements.

COEM Social Worker

Contact [Carrie Wieder](#), social worker, by email or call 716-898-4967 for support and resources.

ECMC Help Center

The Help Center provides outpatient evaluations for individuals who have the desire to link with mental health services, as well as provide short-term intervention for those who may be experiencing a crisis or feeling distressed. To access, call 716-898-HOPE (4673), press option #3 (psychiatry), then press option #4 (Psychiatric Help Center).

Fitness for Duty Concern

Program directors may contact the **Lead Physician for Resident Employee Health**, [Kenyani Davis, MD](#), if they are concerned about a resident or fellow's fitness for duty.

Resources for Mental Well-Being During Distressing Times

Updated April 10, 2020

- Building Resiliency Training Video
- CALM App - Free Content
- COVID-Focused Communication Strategies
- Crisis Text Line
- Down Dog App - Also Containing Apps for HIIT, Barre Exercise and a 7-Minute Workout
- Fitness Blender - Free Workouts
- Headspace Premium - Now Free to Healthcare Providers By Entering Your NPI.
- Mindful Practice - Gold Humanism Society
- National Academy of Medicine Health and Well-Being Strategies and Resources
- Nike Training Club
- Peleton - Free 90-day Trial
- Resources for Psychological Health - Osmosis.org
- Ten Percent Happier
- Tone It Up - Free 30-day Trial
- UB Step Challenge - April 1-30, 2020!
- UCLA Mindful Meditations

Resources can be found at

<https://medicine.buffalo.edu/offices/gme/residents/resident-well-being.html>

Resources

**Office of Medical
Education Counseling**

716 - 645 - 2720

By appointment

GME Wellbeing

**ECMC Help Center
In person**

716 - 898 - 1594

Mon-Fri: 8am - 10pm
Sat-Sun: 10am - 6pm
Holidays: 10am - 6pm

**ECMC Help Center
Virtual**

716 - 898 - 1594

Mon-Fri: 8am - 9:30pm

**MSSNY Peer-to-Peer
Support Program**

1- 844 - P2P - PEER

24 hours a day
7 days a week

NYS Emotional Support
Helpline

1- 844 - 862 - 9314

8am - 10pm
7 days a week

ReST Mental Health
Program

716-835-1246