

Job Aid	Well-being Job Aid for Residents and Fellows - GME	Policy ID	36339
Keywords	wellness, wellbeing, fatigue, resource, burnout, resilience, resilient, lactation, sleep		
Department	Graduate Medical Education (GME)		

I. Purpose of Policy

This job aid defines the ways in which a Resident is supported in their efforts to become a competent, caring, and resilient physician while completing Accreditation Council for Graduate Medical Education (ACGME)-accredited training programs at Dartmouth Hitchcock.

II. Policy Scope

Residents in an ACGME-accredited training program at Dartmouth Hitchcock.

III. Definitions

- **Burnout:** Long-term exhaustion and diminished interest in work. Dimensions of burnout include emotional exhaustion, depersonalization, and feelings of lack of competence or success in one's work. Burnout can lead to depression, anxiety, and substance abuse disorders.
- **Resident:** Any physician in an ACGME-accredited graduate medical education program including residents and fellows.
- **Resilience:** The ability to withstand and recover quickly from difficult conditions or situations. During training, Residents may face difficult patient care, educational or personal events which can negatively affect their well-being. Decompressing after such situations, through conversation with peers, mentors or family, and self-care activities, can increase Resilience.
- **Well-being:** Refers to the state of being healthy, happy, and successful. Well-being may be positively increased by interacting with patients and colleagues at work, being intellectually stimulated and by feeling that one is making a difference/helping. In addition, self-care activities, including exercise, getting plenty of rest and connecting with others, is beneficial.

IV. Policy Statement

A Resident's physical, mental and emotional well-being is of paramount importance to Dartmouth Hitchcock and our ACGME-accredited training programs. A Resident is encouraged to lead a healthy life and make healthy choices that support them in their personal and professional growth. To that end, we provide the following strategies to support a Resident's health, well-being and resilience:

1. Mental Health

- Institutional Options:
 - Employee Wellness provides Dartmouth Health employees with resources and services that motivate, encourage, and promote healthy lifestyles and foster resilience. Services include:
 - Lifestyle Improvement Program: Support and services to help employees with their personal wellness through a variety of wellness programs and services including health coaching, education, challenges, and local resources. Programs focus on key areas of lifestyle management including stress management, exercise and movement, nutrition and healthy eating, and weight management
 - Employee Assistance Program (EAP): Confidential and free counseling services for staff members and their immediate family members, which include up to six in-person visits/year. After-hours access is available by phone through the KGA Employee Assistance Program, ensuring 24/7 access to mental health support
 - Dartmouth Health Behavioral Health Solution (DHBHS): A program using an evidence-based approach to provide psychotherapy, supportive counseling, and medication management as well as resources and group sessions to support employees. Individual therapy is billed to insurance.
 - Graduate Medical Education Specific:
 - The Behavioral Health Clinic for GME Resident/Fellows is available as a confidential mental health service providing assessment and therapy for Residents.

2. Physical Health

- Food:
 - A Resident has access to healthy food and beverage options at the Dartmouth Hitchcock Medical Center cafeteria and from other on-campus food purveyors, including overnight food and beverage availability.
 - The GME Office provides coffee, fruit and snacks in the Resident call room and supplies dinner on Saturday evenings for an on-call Resident, free of charge.
 - The Resident receives a meal stipend as part of their bi-weekly paycheck to support the purchase of food/meals on or off campus.
- Sleep and Fatigue:
 - Each Resident and core faculty member completes an annual learning module on sleep alertness and fatigue mitigation.
 - A Resident may take advantage of vouchers for transportation or taxi-service to and from the hospital if they are too fatigued to drive home during and/or after a clinical shift free of charge. Contact the GME office for information.
 - A Resident has access to the GME call room space on level five of the main campus which provides a gym, work and lounge space, and sleep/rest facilities.

- Lactation:
 - A private GME-dedicated lactation room is available on level five of the main campus, opposite the GME Call Rooms, including work stations and refrigeration. In addition, Mamava nursing pods are available throughout the main campus as well as at the Heater Road facility. Contact the GME Office for access codes to the GME-dedicated lactation room.
 - Refer to the Lactation or Pumping at Work Policy for more information including lactation resources, additional lactation rooms and support with speaking to a Program Director about how to meet your lactation needs prior to returning to work.

3. Academic

- The GME Office is a safe place where a Resident can ask for and receive help with various needs, including policy support, academic counseling, coaching, and mentoring.
- A Resident may become member of, or participate in, the Associated Resident Council (ARC), its subcommittees, and sponsored events. The ARC membership is composed of representatives from each of the residency and fellowship programs which comes together to discuss issues affecting Resident life. The ARC seeks to promote harmonious and collaborative relationships amongst Residents, faculty and staff and enhance the Resident community through advocacy, volunteer, and social activities.
- Patient and employee safety reporting for actual events and near misses, as well as disruptive behavior, is available through the institutional Occurrence with Learning System (OWLS).
- The Learning Environment Subcommittee (LES) of the GMEC reviews Resident work hour violations on a quarterly basis and works with programs, as necessary, to identify and mitigate the cause(s) of violations.

4. GME Events

- The GME Office sponsors an many annual events where a Resident can increase their sense of belonging, feel valued and supported. These include:
 - *Resident and Fellow Appreciation Week* where a Resident has the opportunity to participate in daily activities/shared meals. During the week, Dartmouth Hitchcock community members write notes of appreciation to trainees and individual programs sponsor wellness activities for their Residents.
 - Resident/Fellow Welcome Picnic where a Resident can connect with colleagues and make new friends each summer for a shared meal and activities.
 - Other celebration days with food, competition and prizes including Match Day and other themed days or holidays.

V. References

Institutional Requirements. Retrieved from ACGME.org: [Institutional Requirements](#)

Common Program Requirements. Retrieved from ACGME.org: [Common Program Requirements](#)

Responsible Owner:	Graduate Medical Education	Contact:	Karen Miller
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Related Polices & Procedures:	Time Away from Training Policy - GME Work Hour Policy - GME Well-being Policy - GME Lactation or Pumping at Work Policy: Location and Break Time – Employees, Covered Individuals		
Related Job Aids:	Supporting Residents During and Post Pregnancy Job Aid - GME		