

## David C. Leach Award



Named to honor the ACGME's former Executive Director, Dr. David C. Leach (1997-2007), and his commitment to resident education and physician well-being, this award recognizes resident/fellow-led projects and innovations.



**Matthew Robert Martin, MD**

Family Medicine

Saint Joseph Hospital Family Medicine Residency

Denver, Colorado

### About the Project:

"The project is the formation and achievement of a resident-led wellness committee. Through a process of continuous quality improvement, feasible solutions to resident identified wellness concerns were developed and multiple systems-level interventions were implemented with faculty and resident buy-in. The cumulative impact of these changes resulted in objective improvement in resident wellbeing. Additionally, through the designation of a Resident Wellness Champion, a structure for continued sustainable change was created. Ultimately, this project has achieved a robust wellness culture within the Saint Joseph Hospital Family Medicine Residency Program."

"The project began with the formation of a resident-led wellness committee. Simultaneously, a review of current well-being literature was conducted to more effectively direct the committee's efforts."

"The committee designed a wellness needs assessment with the goal of identifying actionable concerns. The assessment evaluated each rotation and the program as a whole for perceived compliance with the ACGME wellness requirements. The committee reviewed the results of the assessment and targeted systems-level changes to rotations for which fewer than 50% of respondents reported optimum support of well-being."

"Based on the results of this assessment, the committee designed and enacted the following changes in a nine-month period:

- Creation of the resident Wellness Champion leadership role
- Increased time off on the reported most challenging rotation of the intern curriculum

- Night Float was changed from a one-month block to two separate two-week rotations
- Identified scheduling conflicts were brought to the program director's attention
- Creation of a social committee for regular social events
- Encouraging residents to schedule medical appointments as needed
- Education about mental health resources provided by the hospital
- Advocating for a protected workspace for the family medicine inpatient team
- Planning for EMR efficiency lectures focusing on reducing EMR burden
- Encouraging residents to talk openly about struggles with burnout and mental illness
- Didactics on gratitude and negativity bias, fatigue management, exercise, and healthy diet
- Values clarification exercise
- Clinic director given IHI white paper on creating joy in the workplace