



HOW TO FUND A WELLNESS COUNSELOR

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HAVE YOUR DATA READY TO PRESENT TO STAKEHOLDERS

- ACGME Common Program Requirement - Section VI.C. "Well-being"
- Physician Burnout & Mental Health statistics and Effects on Patient Care Metrics and Financial Costs of burnout (Costs of recruitment, lower productivity, increased errors)

FORM A GRASSROOTS MOVEMENT

- Look for potential counselors in your own institution (i.e. Psychologists)
- Pilot wellness programs with residents (provides experience, data, and initial support)
- Form a Wellness Task Force (multi-disciplinary, multi-departmental) for momentum and weight
- Bring in a Wellness champion & Executive Champion (Chief of Staff, CMO, etc.)

PREPARE TO ASK FOR FUNDING

- Structure and FTE of the position will you figure out how much you need
- Do you need a Fulltime FTE or can you have 0.5 FTE (or even 0.25 for the first year)?
- Will they have regular "office hours" or "on call"?
- Can they be remote? Via Skype or Zoom?

BRAINSTORM VARIOUS SOURCES OF FUNDING

- Who pays for your physicians and residents? Hospital vs University vs Foundation
- Can you share costs with other groups? CMO Office, Student Health, UME/GME office, Hospital Foundation, Medical Staff Contributions, Local Medical Society
- Many hands make light work. \$10k-\$20k from 4 groups = 0.5 FTE!