



**Council of
Emergency Medicine
Residency Directors**

Session title	<i>Fostering Wellness for Program Coordinators – Yes, Program Coordinators!</i>
Speaker name (s)	Lori Berryman, Deborah Cini, and Deborah Richards, MS
How this info can change current practice	Coordinators have an essential role in helping residency programs succeed; however, there is often little acknowledgement given to the importance of helping them maintain their own wellbeing. With increasing program and learner demands, it is important to create a space for coordinators to develop, along with the rest of the education team. This immersive session will focus on the development of a sustainable wellness program for coordinators, which can be duplicated at other institutions.
Major teaching point #1	Both national and institution specific survey results among coordinators indicate that the need for a coordinator wellness program exists within the realm of graduate medical education. Coordinators lack balance in the dimensions of wellness, suffer from stress and burnout which leads to increased coordinator turnover.
Major teaching point #2	A wellness program can be created by the coordinator independently of the formal coordinator role. By assessing the needs of fellow coordinators, one can implement a wellness curriculum for a wellness retreat series at their own institution.
Major teaching point #3	Engaging and obtaining the support of the DIO or other personnel who oversee the Residency coordinators will be important in order for a wellness program to be successful. Using an existing platform (for instance, a standing GME-wide coordinator meeting) to begin to implement your ideas helps to reach a larger audience.
Major teaching point #4	By identifying one's weaknesses within in the dimensions of wellness (Physical/Financial/Intellectual/Emotional/Social/Spiritual), coordinators can pursue opportunities that would lead to wellness in these deficient areas. Identifying and working on these weaknesses will help lead to both personal and professional development.
Major teaching point #5 (as needed)	Developing mentorship relationships among coordinators can help to build a network for coordinators to exchange resources and build a community of practice.
Helpful resources for more information	<ul style="list-style-type: none"> • Kennymore, J. Balancing Your Wellness Wheel (PowerPoint slides). Retrieved from https://www.nwmissouri.edu/wellness/shift/assessments.htm • Kelly, M. (2011)<i>Off Balance: Getting Beyond the Work-Life Balance Myth to Personal and Professional Satisfaction</i> • Martinelli, K. Writing a Professional Development Plan. High Speed Training. Retrieved from https://www.highspeedtraining.co.uk/hub/professional-development-plan/ • Fineberg, TA, Patel, P, & Levi, J (2017). It doesn't just affect faculty and residents: The Impact of Burnout on Program Coordinators. Manuscript submitted for publication.
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