The University Well-Being Committee addresses issues of health and well-being that influence the professional and personal lives of medical students and housestaff in the UCSF Fresno Medical Education Programs. Students and housestaff may self refer or be referred by their chief residents or program director for help with depression, loss and grief, anxiety, relationship or family problems, academic difficulties, the disruptive resident, alcohol or substance use and many other issues which negatively influence job performance. The Well-Being Referral Policy can be found at http://www.fresno.ucsf.edu/housestaffportal/gmec.html.

Our goal is to take a proactive approach to handling student and housestaff issues that promote a healthier learning and working environment at UCSF Fresno and assist them with the broad range of challenges that can arise during their training. Referral by or consultation with this committee is confidential.

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POLICY: Well Being Committee Referral Policy

PURPOSE: To provide a policy by which UCSF Fresno program directors, faculty, housestaff and medical students can be referred or refer themselves to the Well Being Committee for consultation and/or evaluation for substance abuse, psychiatric evaluation, personal and professional matters as necessary.

POLICY: Housestaff and medical students may be evaluated or consult with the Well Being Committee members individually by a formal or informal referral.

Formal Referral
A formal referral of a housestaff/medical student to the Well Being Committee occurs when a housestaff/medical student is instructed and/or required by his/her program director to contact a member of the Well Being Committee for consultation and/or evaluation regarding a concern the program director has related to the housestaff/student’s performance within the training program. The program director will contact the Well Being Committee Chair to notify them of the incoming referral. Automatic referral to the Well Being Committee will also be triggered if the housestaff/medical student is removed from duties due to reasonable suspicion of impairment in the workplace.

Informal Referral
An informal referral of a housestaff/student for consultation and/or evaluation by any member of the well being committee can be done by the student, housestaff, faculty, or program director, or Chief Resident contacting any member of the committee.

When referrals are received by committee members, the committee chair will be notified by the member receiving the referral. All contacts will be logged on the Well Being Committee Contact Form (including follow-up contacts). Once a contact has been made and the committee member has consulted with the housestaff/ medical student being referred the form must be completed and returned to the Graduate Medical Education HR Specialist in the Office of Medical Education so that a file number can be assigned.

The Well Being Committee meets bi-monthly to review and discuss cases that have been referred. Committee members evaluate each case discussed to determine the progression and if further referral is needed beyond the Well Being Committee.

(Original signed Policy is available in the UCSF Fresno Office of Medical Education)

Michael Peterson, M.D., Interim Associate Dean, Chair GMEC