



Policy Name:	Health, Wellness and Fatigue Mitigation Policy
Approval Authority:	Dean's Council
Responsible Executive:	Dean
Responsible Office(s):	Dean's Office
Effective:	January 2021
Expires:	October 2024
Last Revised:	September 2021
Next Review Date:	N/A

Health, Wellness and Fatigue Mitigation Policy

Policy Statement

Noorda-COM is committed to fostering a community where wellness and emotional, mental and physical health are cultivated through the physical and cultural environment.

Resources and activities related to student, faculty, and staff mental health and wellness and fatigue mitigation are provided in order to promote health and wellbeing.

These programs are intended to foster an organizational environment in which students, faculty, and staff feel empowered to take ownership of their own wellness, and to easily and openly access assistance when necessary.

This process will help improve the skills of the faculty with a focus on student learners to fulfill the Noorda-COM mission. Faculty development will maximize each student's potential to provide outstanding and compassionate patient care and to achieve excellence within the healthcare field.

Entities Affected by the Policy

Students
Faculty
Staff

Policy Procedures

Wellness Curriculum

As a component of the longitudinal Core Entrustable Professional Activities (CEPA) course, students must document at least one hour of mental or physical wellness activity each week. Any activity related to mental, emotional, or physical wellness will be accepted as completion of this requirement. Some examples of these activities may include: golf, biking, yoga, retail therapy, ice skating, walking, skiing, etc.

Unstructured Time

Unstructured time is inherently built into the curricular model through helping to maximize wellness opportunities and minimize fatigue. Didactic content is available asynchronously allowing students the ability to define their own schedule. Structured activities are spread across the period for each course providing students with a variety of times to demonstrate proficiency in clinically related skills. Elective content allows students to pursue personal interests that will augment their educational experience and grow in their desired clinical specialty acumen. This model also provides faculty and staff the opportunity to create a schedule providing them with periods of unstructured time to pursue wellness and contribute to fatigue mitigation.

Wellness Committee

A wellness committee that includes students, faculty, and staff is charged with assuring regular upkeep of wellness plans and programs, conducting wellness assessments of the college facilities, executing student, faculty, and staff wellness surveys, and upholding a community environment that supports wellness.

Student Health

On-campus care is provided on a walk-in basis, and all services, except certain immunizations, are provided free of charge. Our services include the following:

- Care for acute illnesses and injuries
- Preventive health services, including immunizations
- Allergy shots
- Sexual health evaluation, treatment, counseling
- Coordination of outside care and referrals

Students who seek care with us can rest assured that they are in a safe environment. Noorda-COM recommends the use of the Intermountain Connect Care service for non-urgent and minor health issues. For urgent healthcare needs that cannot wait for regular clinic hours, it is recommended to present to one of Intermountain's 31 Instacare locations. Our staff clinicians and Intermountain providers involved in Connect Care and Instacare are not involved in teaching or in evaluating a student's academic or clinical performance. Read our full policy on the provision of confidential care.

If you are experiencing a life-threatening emergency outside of our clinic hours, call emergency services (911) or go to the nearest hospital emergency room, and notify us of your treatment as soon as possible.

Student Behavioral Health

At Noorda-COM, we understand that the academically rigorous environment of medical school may cause unfamiliar stress. To help deal with that stress, we provide students free, confidential mental health services, by appointment, through the Department of Student Affairs. Students may self-refer or may be identified by and referred to counseling support services by others, all in a confidential manner.

Our Student Health Service provides short-term counseling. Issues we may be able to help with include the following:

- Depression
- Stress
- Anxiety disorders

- Alcohol or drug use
- Eating disorders
- Concerns about academic performance
- Relationship problems
- Family problems
- Sexual concerns
- Identity concerns

If we recommend long-term treatment beyond the initial counseling sessions, our psychologist may refer you to a mental health specialist who can provide care tailored to your needs.

Wasatch Mental Health Provide quality mental health care for all individuals within Utah County. Wasatch Mental Health is a comprehensive community mental health center offering an array of programs and services in both Utah and Wasatch Counties. The following services are provided: inpatient, residential, day treatment, case management, outpatient, 24-hour crisis line, outreach, follow-up, referral screening, consultation, education and prevention.

UTAH STATE CRISISLINE (800) 273-TALK (8255) 24 hours a day / 7 days a week
Additional Resources are available off site through StudentLinc. Access to and education on utilization of these apps are to be preloaded to tablets issued to the students during orientation.

StudentLinc Noorda-COM will provide access to StudentLinc, a Student Assistance Program available 24/7 to provide confidential and professional guidance for personal or school concerns. This service is available by phone, through a student portal, and through an app.

Health Insurance Information

All Noorda-COM students are required to maintain personal health insurance and current, updated immunizations. Students must submit proof of personal health insurance and immunizations to the Admissions Office before matriculating and to the Department of Clinical Education before beginning first-year early clinical experiences and again before beginning clinical clerkships.

All students must report any break in coverage or change in health insurance to the Associate Dean for Student Affairs during their first two (2) years. COM students must report any break in coverage or change in health insurance to the Department of Clinical Education during the third and fourth years.

Students may have insurance through a variety of options including insurance through parents, spouses, or health exchanges. To ensure students have access to a comprehensive plan, Noorda-COM is making available a student health insurance plan for the 2021-2022 school year through HSA Consulting. All students must enroll in the Noorda-COM sponsored health plan or provide proof of other acceptable health coverage.

Noorda-COM requires all students to have health insurance and does not waive immunization or student health requirements for religious or personal preferences. Noncompliance with Noorda-COM health and immunization policies may result in unexcused absences leading to failure of a course, academic probation, failure to progress, delay in graduation or even dismissal from the College.

Fitness and Recreation Programs

In collaboration with the City of Provo, Noorda-COM provides membership to Provo Triple Play access to faculty, staff and students. This provides access to all fitness classes at Provo Recreation Center as well as the Peaks Ice Arena and East Bay Golf Course. Engagement with these opportunities is an acceptable component of the CEPA course's wellness curriculum. Community fitness center discounts are also available, including through all [VASA Fitness](#) locations.

Fatigue Mitigation Training

Noorda-COM recognizes that the rigors of a medical education may introduce fatigue in a variety of new ways, and that fatigue mitigation is a critical issue in healthcare. As a component of the longitudinal CEPA course, students will be instructed in fatigue mitigation management as appropriate in each year of the curriculum.

Students on clinical rotations will have additional wellness and fatigue mitigation training as a component of the each on-campus, core clinical rotation content. Students experiencing fatigue issue while on clinical services are instructed to contact their Docent, Regional Assistant Dean, or the Assistant or Associate Dean for Clinical Affairs who will serve as an intermediary to assist in resolving fatigue issues.

Employee Wellness

Noorda-COM encourages employees to be proactive about their health and wellness needs. In order to assist employees with these needs, all employees will be given 30 minutes 3 times a week to address one of the eight Dimensions of Wellness. These dimensions are:

- Emotional
- Environmental
- Financial
- Intellectual
- Occupational
- Physical
- Social
- Spiritual

The manner in which each employee spends their time is up to them, but it must address one of these Dimensions of Wellness. Supervisors must approve when the time is taken, but do not need to approve the way the time is spent. Wellness time can NOT be used to come to work late, increase lunch time break, or to leave work early, but can be used in conjunction with a lunch time break.

Additionally, every employee will be given Self-Care and Wellness training during the first 90 days of employment and subsequently as needed. Certificates of participation will be presented to employees upon successful completion of training.

Employee Assistance Program

Intermountain Employee Assistance Program (EAP) offers professional counseling services to all Intermountain employees and their immediate family members. EAP staffed by licensed healthcare professionals who offer confidential counseling, elder care services, crisis intervention, and training and education to address a variety of issues at no cost to employees.

Definitions

Responsibilities

Dean
Associate Dean for Student Affairs
Associate Dean for Academic Affairs
Associate Dean for Clinical Affairs
Student Health Center Provider
Human Resources

Policy Violations

Interpreting Authority

Dean's Council

Statutory or Regulatory References

N/A

Relevant Links

Policy Adoption Review and Approval