

Wellness, Mental Health and Fatigue Mitigation

Purpose:

The purpose of the Policy is to inform COM students, faculty, and staff about available resources and COM practices to support wellness and mental health, and mitigate fatigue.

Scope:

This Policy shall apply to Duquesne University College of Osteopathic Medicine (COM) faculty, staff and students.

Responsibility:

The responsibility to review and revise this Policy is established by the COM leadership and approved by the COM Dean and Duquesne University Provost. It is effective as of the date noted and shall remain effective until amended or terminated by the COM Dean or University Provost.

Policy:

1. Wellness and Mental Health Resources

There are a number of resources on campus related to the health and well-being of all members of the University community, including the resources identified below. The following is not intended to be an exhaustive list, but rather is intended to provide a reference for COM students, faculty, and staff relating to certain health and wellbeing resources:

- a. Duquesne University's Center for Student Wellbeing: Duquesne University's Center for Student Wellbeing is a center within the Division of Student Life and includes Health Services, Counseling Services, and Recreation services to promote health and well-being for the mind, body, and spirit. Information regarding the Center for Student Wellbeing is available on their [website](#).
- b. Health Services: Health Services is available to all full-time University students. Detailed information regarding the services provided by Duquesne University Health Services can be found on their [website](#). Health Services provides telehealth as an option for student visits and care when on campus or off campus including all clinical rotation sites.
- c. Counseling Services: University [Counseling Services](#) offers free confidential personal counseling services and is an available resource for University students. Counseling Services provides telehealth as an option for care when on campus or off campus including all clinical rotation sites. In addition, crisis support is available to all students, faculty, and staff 24 hours per day, 7 days per week by calling ReSolve Crisis Service at 1.888.796.8226. Note also that each clinical site or region provides students with access to care with the nearby hospital, emergency department, physician practices, and Federal Qualified Health Centers (where applicable), and prior to beginning clinical rotations, students are provided a list of nearby physical and mental health resources by the COM Office of Clinical Affairs.

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- d. Power Center Recreation and Fitness Facility: All students, faculty, and staff have access to an 80,000 square foot recreation and [fitness facility](#) featuring an array of fitness classes, cardio machines, multiple weight lifting options, an indoor track, and more.
- e. Spiritan Campus Ministry: The Spiritan Campus Ministry seeks to welcome all Duquesne community members, regardless of denomination or faith tradition. The [Spiritan Campus Ministry](#) offers liturgical and worship ministries, faith-sharing programs, and social outreach opportunities.
- f. Human Resources: The [Office of Human Resources](#) provides information and resources for all faculty and staff related to employee benefits, wellness programs, learning and development opportunities, and an employee assistance program.
- g. COM Employee Education: The COM provides annual faculty and staff educational programming based on needs assessments. Such programming is tied to the COM's mission and strategic plan.
- h. COM Student Affairs: COM students are supported by a COM Student Affairs Department that collaborates with [University Student Services](#). The Student Affairs Department at the COM supports students academically, emotionally, and spiritually through academic counseling, mentorship programming, student government, and student interest groups. This includes programming for all medical students including orientation, fatigue mitigation, financial aid counseling, and study/test-taking skills.

2. Fatigue Mitigation

Any student, faculty, or staff member may initiate a discussion regarding fatigue mitigation by raising the concern with the COM Director of Student Affairs or their supervisor. Once a fatigue concern has been reported, the Director of Student Affairs or the supervisor will discuss the concerns with the student/employee and together will establish a plan for fatigue mitigation.

Effective Date: 11/1/2022

Revised: Revision: 0