In accordance with recommendations from the ACGME and consistent with UCSF policy, the Fellowship Program in Pulmonary & Critical Care Medicine has an explicit policy regarding the Well-Being/Impairment of Fellows.

The UCSF Division of Pulmonary and Critical Care Medicine is a large and collegial Division, whose Faculty are committed to the education and nurturing of Fellows. Faculty are intimately involved in all of the clinical activities of the Division, and routinely cover the clinical services so that Fellows can attend scientific meetings, etc. Thus Faculty are always available to step in should there be a need.

**Training:** At a staff meeting, Faculty are instructed in issues related to physician impairment, and Fellows receive instruction as part of the UCSF Orientation. Issues addressed are the recognition of, intervention in, and management of impairment related not only to sleep deprivation and long work hours, but also to issues such as alcohol and other substance abuse; depression; dementia; and other mental, emotional, and physical disorders in their peers, as well as in the principles and methods of active intervention. All Fellows are required to complete the UCSF educational module, “Sleep, Alertness, and Fatigue Education (SAFER)” annually, http://medschool.ucsf.edu/gme/Prog Resources/SAFER.html.

**Monitoring:** Fellows work closely with Attendings, who spend 4-8 hours per day in face-to-face interactions. Any evidence of impairment is therefore appreciated by Faculty who are reminded of the issues and who are sensitive and observant.

A Fellow who is too tired or otherwise unable to perform his/her duties safely and effectively should be sent home (by taxi if necessary) and the Attending will assume responsibility for the Fellow's clinical duties.

The Program Director should be notified and he/she will follow up with the fellow to determine the there is a systemic problem that led to the event. In addition, both the Program Director and the Associate Program Director have “open door policies” and are available at any time to sit down with Fellows to discuss any issues. In addition Dr. Lazarus solicits an assessment of Fellows’ well-being at virtually every Faculty Meeting.

**Resources:** The UCSF Faculty & Staff Assistance Program (FSAP) provides confidential assessment, counseling, crisis intervention and referral services to faculty, staff, and healthcare professionals of the campus community. They provide consultation and organizational counseling interventions with skill and compassion that honors the dignity of all. Dr. Lazarus will consult with the FSAP anytime there is a question regarding possible physician impairment.

*Revised September, 2011*