

# The Development and Implementation of a Novel Physician Well-being Leadership Fellowship for Junior Faculty

Nida S. Awadallah, MD<sup>1</sup>, Matthew R. Martin MD<sup>2</sup>, and Brian S. Bacak, MD<sup>1</sup>

<sup>1</sup>University of Colorado School of Medicine, <sup>2</sup>STRIDE Community Health Center

## Background

- Physician burnout adversely affects healthcare and should compel “leaders to make an immediate and widespread commitment” to promote provider well-being on a systems and individual level.<sup>1</sup>
- Training opportunities to address these needs are limited.
- Addressing this multifaceted challenge is vital and necessitates the training of physician leaders with specialized skills.

## Program Description

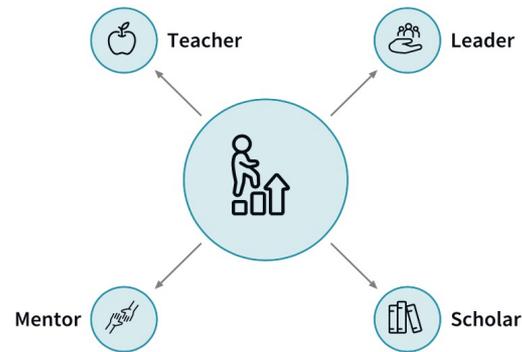
In September 2020, a one-year junior faculty development well-being fellowship was implemented in Dept of Family Medicine (Figure 1).

Graduates are expected to:

- 1) summarize and apply literature around well-being,
- 2) observe, design, implement, and evaluate interventions to promote well-being at the individual and organizational levels, and
- 3) develop leadership skills to champion systems-level change.

See Figure 2 for curricular details.

## Figure 1: Program Strategy



## Figure 2: Curriculum



## Program Elements

The fellowship program consisted of the following elements:

- Self study
- Monthly check-ins
- Fellowship didactic curriculum
- Leadership training with leadership coach
- Leadership of educational activities

## Program Elements (cont.)

- Attending institutional leadership meetings
- Attending outside educational conferences
- Networking with wellness professionals
- Participation in scholarly activity

## Results

- Our 2021 fellowship graduate successfully obtained a position as a “Provider Well-being Specialist”.
- In a follow-up survey our graduate noted routine use of the knowledge and skills gained in the fellowship and felt well-equipped to promote well-being practices at the organizational level and to champion systems-level change.
- Most helpful aspects of the program included self study, networking with wellness professionals, and attending outside conferences.

## Conclusion

This fellowship can serve as a model to equip junior faculty with the tools and expertise necessary to combat this crisis.

## Reference

1. National Academies of Sciences, Engineering, and Medicine. Taking action against clinician burnout: A systems approach to professional well-being. Washington, DC: The National Academies Press; 2019.