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

Nida S. Awadallah, MD1, Matthew R. Martin MD2, and Brian S. Bacak, MD1
1University of Colorado School of Medicine, 2STRIDE 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.1
• 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.

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

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