

Council of Emergency Medicine Residency Directors
Mini-Fellowship in Wellness Leadership
2024 - 2025

Mini-Fellowship Overview

This mini-fellowship will take place over the course of one year. It will begin with a half-day workshop held during the CORD Academic Assembly 2024 and continue with a series of online journal clubs/didactics facilitated by faculty members of the CORD Resilience Committee. Each resident will be responsible for the development of a longitudinal wellness project with guidance from the mini-fellowship leadership and their personal mentors. All mini-fellowship residents will be included as members of the CORD Resilience Committee and encouraged to participate in projects sponsored by the Committee. Graduation from the program will take place at the CORD Academic Assembly in 2025.

Mini-Fellowship Goals

The goal of this mini-fellowship is to provide Emergency Medicine residents with the knowledge and skills to effect positive change in the areas of well-being, resilience, and engagement at their own programs and institutions

Mini-Fellowship Objectives

By the end of this mini-fellowship, residents will be able to:

- Understand and explain basic concepts relevant to wellness, including but not limited to resilience, mindfulness, positive psychology, burnout, and second victim syndrome/second trauma phenomenon.
- Reflect on their own styles (leadership, communication), beliefs, strengths, and weaknesses and understand how these facets of themselves affect their own wellness and how they might ameliorate any problems they find.
- Develop a plan for change management at their own institution, both current and future

Leadership Structure

Drs. Laryssa Patti and Ryan Bodkin will serve as joint primary mini-fellowship Directors and be responsible for duties including, but not limited to recruiting faculty, selecting applicants, and organizing the workshop and lectures. Dr. Christine Stehman will serve as the mini-fellowship Assistant Director with primary responsibility for serving as the liaison for the mentors.

Project Leader Contact Information

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Application Requirements

Emergency medicine residents in good standing are encouraged to apply. Residents must be rising seniors anticipated to graduate in June 2025. More than one resident from each residency program may apply. Applicants must submit their CV, personal statement, one letter of recommendation, and a form letter of endorsement by their Program Director. Eight residents will be chosen for participation in this year of the mini-fellowship. In addition, four residents will be chosen as alternates. Applications will be blinded for review and mini-fellows will be selected by the Resilience Committee and Mini-Fellowship leadership.

Personal Statement

Applicants must submit a brief (approximately 500 words) personal statement that answers the following questions: (1) Why are you interested in resident and/or medical student wellness? (2) Describe a wellness project or intervention that you would like to see implemented at your institution and why.

One Letter of Recommendation

Applicants are encouraged to solicit one letter of recommendation from a faculty member or other mentor who knows them well and can speak to their appropriateness for the mini-fellowship.

Form Letter of Endorsement

A standard form to be completed by the Program Director will be provided in the application package. This form confirms that the resident is currently in good standing and that the program

will support the resident to attend the CORD Academic Assembly 2022 and 2023. Resident needs to be a CORD member for their department.

Anticipated Timeline

By November 2023	Board of Directors approval
November 2023	Advertising for the mini-fellowship via the CORD community exchange platform. May coincide with general advertising for the Academic Assembly. Will also email all PD's directly.
November 16, 2023	Application opens
December 16, 2023, at 5:00 pm EST	Application deadline
February 1, 2023	Announcement of mini-fellows
February 15, 2023	Mentors assigned to mini-fellows
February - April 2023	Mentee pre-work: literature search on their selected topic for their project, filling out "tests" to help with pre-day (imposter syndrome, self-compassion, leadership style, communication style)
March 24-28, 2024	CORD AA 2022 <ul style="list-style-type: none"> - Meet with mentors to set schedule for the year - Half-day introductory workshop (see below)
April 2024 - Mar 2024	Virtual journal club (see below) Meetings with mentors (see below)
November/December 2024	Abstract deadline for CORD AA 2025
March 2025	Graduation ceremony at CORD AA 2025

Community

All fellows will be made members of the Resilience Committee for the year of their fellowship and have the opportunity to participate in Resilience Committee projects and meetings. They will be added to the CORD online Resilience Committee Community. There will also be a CORD

Resilience Mini-Fellowship in Wellness Community in order to facilitate communication among members and foster interactions between all the participants, fellows, and faculty alike.

Half-Day Introductory Workshop at CORD AA 2024

The goal of the half-day introductory workshop is to introduce the residents to the goals, objectives, and expectations of the mini fellowship as well as teach them knowledge and skills that will allow them to “hit the ground running” with their longitudinal wellness projects.

Date: March 24, 2024, 1:00 PM CT – 5:00 PM CT

Virtual Journal Club Series

Following the half-day workshop at the CORD AA 2024, residents will be expected to attend a series of online virtual journal clubs in which they will interact with faculty of the CORD Resilience Committee to discuss important topics in Wellness and Resilience by reviewing important articles on those topics. Each journal club will be followed by a facilitated roundtable discussion of the residents’ progress on their longitudinal projects. Sessions will occur in the evening (8 PM - 9:30/10 PM EST) of the third Tuesday of every other month. Sessions will be conducted and recorded using Zoom.

Structure:

8:00 - 8:30 pm - didactic by expert

8:30 - 9:30 pm - journal club-style discussion of the article(s) on the topic [2 max]

9:30 - 10:00 pm - discussion of the projects

Diversity and Inclusion of speakers

Sample Journal Club Schedule (2020-2021 schedule):

1. April 8th: SVS and the Secondary Trauma of Emergency Medicine Shannon McNamara
2. June 10th - Optimizing workflow - Jennifer Kanapicki on life hacks on being efficient.
3. August 12th: Depression and Suicide (lead-up to Annual National Suicide Prevention Day - Loice’s initial mentee as a lecturer) with articles about Positive Psychology/finding the bright spots to affect change included to balance
4. October 14th: Shame in Medicine, The Imposter syndrome, and Self Compassion - Al’ai to do a didactic and then journal club on same (consider scoping review from AK and Gottlieb as one of the articles)
5. December 9th - Gita Pensa on litigation stress, including Gita’s top articles on this

6. February 10th - Dara Kass on advocacy as a form of wellness, how to get involved, effective advocacy skills.

Proposed Topics: some of these will be chosen for the journal club, others for the didactics, others for self-study

- Business of Medicine and systems change for well-being
- Leadership and communication styles
- Role modeling and personal wellness
- Mindfulness - does it still have a place in medicine?
- How to organize events related to storytelling, logistics, etc; Journal club: narratives, reflections, storytelling in medicine

Meetings with Mentors

While it is expected that mentees and mentors will keep in close contact with each other, during the months that there is no Virtual Journal Club scheduled, the expectation is that mentors and mentees will have either an in-person or video meeting to discuss and go over specific topics. This will facilitate the completion of the longitudinal project. The schedule is as follows:

- June: prepping the IRB
- August: conducting a needs assessment/creating the survey
- October: collecting and analyzing the data
- November/December: finalize abstract for submission to CORD AA 2024
- February: prep presentation for CORD 2024

Final Project

Fellows will be expected to submit at least a poster presentation to CORD AA 2025.

Mentorship

Each of the participants will be paired with two faculty members from the CORD Resilience Committee. Mentors will help to guide their projects as well as act as a contact for networking and sponsorship opportunities. Each mentor will be provided with basic guidelines and expectations. Mentors and fellows will meet during CORD AA 2024 to start setting up a plan for their year.

Expectations of Mentors

1. Provide guidance and support for individual longitudinal projects.

2. Touch base via phone or email every other week. This may also include networking and one-on-one meetings during CORD Academic Assembly and other national meetings.
3. Be available via phone and email for mentees throughout the year
4. Attend the half-day introductory workshop during CORD AA 2024
5. Participate in at least three (4) of the virtual journal clubs throughout the year.

Graduation

Although the final graduation session is not mandatory, residents are invited to attend a short ceremony at the CORD Academic Assembly in 2025. Certificates will be mailed to any residents who cannot attend. The ceremony will occur during the lunch period of the half-day introductory workshop. Graduates are encouraged to meet the new fellows and offer advice and wisdom that they have gained over the course of completing the mini-fellowship.