

Council of Emergency Medicine Residency Directors  
**Mini-Fellowship in Wellness Leadership**  
**2021 - 2022**

**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; and to continue to be a champion for physician wellness as part of their ongoing careers.

**Mini-Fellowship Objectives**

**Three big objectives:**

- **Understand basic concepts relevant to wellness**
  - Participate in a bimonthly journal club
  - Understand how the articles are chosen vs other available articles
  - “Master how to navigate and process the constantly expanding knowledge base of physician wellness literature”
- **Reflect on who you are and how that affects your own wellness**
  - Leadership and communication styles
  - Values
  - Boundaries
  - Future goals
- **Develop a project related to change management at your institution**
  - During the half day introduction at CORD, learn how to identify problems within your institution and begin to think of solutions
  - Successfully put together a project and submit the results of the project to CORD as an abstract for the CORD 2022 meeting
  - Interact with your mentor(s) on a monthly basis

**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 2021 (Sunday April 11th) and continue with a series of journal club/didactics given by faculty members of the CORD Resilience Committee and other wellness experts. Each resident will be responsible for the development of a longitudinal wellness project with guidance from the mini-fellowship leadership and assigned 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 2022.

## **Leadership Structure**

Drs. Christine Stehman and Al'ai Alvarez 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. Loice Swisher 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**

Senior emergency medicine residents in good standing are encouraged to apply. Residents must be rising seniors anticipated to graduate in June 2022. 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 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 letter to be completed by the Program Director This letter should confirm that the resident is currently in good standing and that the program

will support the resident to attend the CORD Academic Assembly 2021. The resident needs to be a CORD member for their department.

### Anticipated Timeline

January 2021	Advertising for the mini-fellowship via the CORD community exchange platform. PDs will receive an email directly from the mini-fellowship leadership as well.
January-February 2021	Solicitation of mentors
February 1, 2021	Application opens
February 28, 2021 at 5 pm PST	Application deadline
March 1 through March 14, 2021	Blinded application review and selection of mini-fellows
March 15, 2021	Announcement of mini-fellows, collection of program fees
March 15 - April 10, 2021	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)
By March 31, 2021	Assignment of mentors
April 11, 2021	CORD AA 2021 introductory workshop (virtually) <ul style="list-style-type: none"> <li>- Meet with mentors to set schedule for the year</li> <li>- Half-day introductory workshop (see below)</li> </ul>
April 12-15, 2021	Resilience Committee meeting
April 2021 - Mar 2022	Virtual journal club (see below) Meetings with mentors (see below)
November/December 2021	Abstract deadline for CORD AA 2022
March 27-30, 2022	Graduation ceremony at CORD AA 2022

### 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 2021**

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.

<b>Time (Eastern)</b>	<b>Segment</b>	<b>Proposed Faculty</b>	<b>Description</b>
12:00 pm - 1:15 pm	Virtual Meet & Greet, Welcoming Remarks	Christine and Al'ai	Provide an overview of the mini-fellowship, timelines, and <b>expectations</b> . Introduce faculty members and have the fellows introduce themselves
1:15 pm - 1:30 pm	Introduction to Wellness Scholarship	Christine	Maximizing credit for wellness initiatives
1:30 pm - 2:00 pm	Needs Assessment	Sara Krzyzaniak	How to conduct a needs assessment
2:00 pm - 2:30 pm	Options for Dissemination of Scholarship	Mike Gottlieb	<ol style="list-style-type: none"> <li>1. project management, pearls/pitfalls for writing, and how to select journals/submit for publication</li> <li>2. how to pick a journal/target the journal (with some wellness-specific examples)</li> <li>3. alternate outlets (eg, open access online journals, MedEdPORTAL-esque repositories, and blogs/podcasts)</li> <li>4. adjunctive strategies (eg, Twitter and infographics)</li> </ol>
2:30 pm - 3:00 pm	Problem/Gap/ Hook	Teresa Chan	Finding the right questions for your research
3:00 pm - 3:15 pm	<i>Break</i>		<i>(May push through and skip)</i>

3:15 pm - 3:45 pm	The ins and outs of being in a mentoring relationship	Arlene Chung	Mentorship contract
3:45 pm - 4:15 pm	Tips and Tricks for productivity/ organization	Al'ai Alvarez	Productivity tools
4:15 pm - 5:00 pm	Knowing yourself	Greg Guldner	Reviewing the “tests” the mentees took pre-workshop and learning a little on how they might affect their wellness this year.

### **Virtual Journal Club Series**

Following the half-day workshop at the CORD AA 2021, 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 (8PM - 9:30/10PM EST) of the third Wednesday of every other month. Sessions will be conducted and recorded virtually.

Structure:

8:00 - 8:45 pm - didactic by expert

8:45 - 9:30 pm - journal club style discussion of article(s) on topic [2 max] - if there is time as the didactics portion takes precedence

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

*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 - Dr. Angela Chen, one of the original “fellows” as lecturer) with readings 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 Alvarez
5. December 9th - Gita Pensa on litigation stress
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

Dates for 2021-2022 Didactics: May 19, 2021; July 21, 2021; September 15, 2021; November 17, 2021; January 19, 2022; March 16, 2022.

### **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: submitting the IRB (this discussion should happen as soon as possible after the intro workshop).
- August: conducting a needs assessment/creating the survey
- October: collecting and analyzing the data
- November/December: finalize abstract for submission to CORD AA 2022
- February: prep presentation for CORD 2022

### **Final Project**

Fellows will be expected to submit at least a poster presentation to CORD AA 2022.

### **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 2021 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 2021
5. Participate in at least three (3) 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 2022. 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.