New Initiatives in Pediatric Fellowship Programs

We are pleased to announce that a new Fellowship Leadership Team (FLT) was formed in February 2017 to provide common core support to our 105 fellows-in-training across 20 subspecialty programs in the Department of Pediatrics. Since launching, the FLT has created several innovative programs that promote a fellow learning community, including redesigning the Fellows College and Fellows Research Club, and launching a Fellowship Well-being Program and Fellows Council.

**Fellows College** includes 48 hours of longitudinal curriculum on leadership, well-being, quality improvement, professionalism, teaching, communication, mentoring, feedback, hospital economics, health disparities, and advocacy. The curriculum also includes innovative opportunities for fellows such as Mock interviews, 1:1 CV evaluation, and oral presentation feedback. The curriculum is mapped to ACGME core program requirements and shared sub-competencies.

**Fellows Research Club** meets bimonthly and focuses on topics such as: identifying mentors and scholarly projects; study design; survey development; statistics; statistical software; grant writing; research-related topics and networking; manuscript and abstract writing; and all aspects of the American Board of Pediatrics scholarship curriculum.

To address the critical issue of physician burnout, the **Fellowship Well-being Program** (FWP) combines specific well-being curricula, personal skill building, and institutional strategies to reduce burnout in fellow physicians. The program targets several key drivers for physician burnout and includes a novel curriculum focused on fatigue mitigation, self-care, resiliency, and stress mitigation, and skills targeting breathing, movement, and mindfulness. This curriculum is paired with several programs focused on changing the culture of well-being, including monthly debrief sessions led by the Palliative Care team to target grief and stress, and quarterly Food4Thought confidential meetings for fellows.
To promote community and peer support among fellows, a Fellows Council was launched, which is a fellow-run committee with representation from each of the subspecialty programs. The Fellows Council has initiated a peer support system with a Big/Little Sib program, monthly social events, collaborative QI projects, and an exercise program.