

Scholarship in Wellness Pilot Grants

The Scholarship in Education Allocation Committee (SEAC) will select up to two (2) Scholarship in Wellness pilot grant recipients funded by The Office of Professional Wellbeing (OPW) at the UNM SOM to study professional wellbeing FY 2023.

Introduction:

A healthy physician work force is a top priority in health care. Burnout among physicians and learners negatively impacts patient quality and safety, cost of medical care, number of medical errors, communication within medical teams, doctor-patient communication, and professionalism.¹ We are still learning how the COVID pandemic will impact the mental health of physicians and trainees, but have reason to be concerned about possible increases in anxiety, depression, insomnia, and PTSD in our workforce.² Evidence-based strategies exist to reduce burnout and enhance wellbeing.³⁻⁶

OPW and SEAC encourage you to implement one of these evidence-based strategies in your local practice or to try a new intervention and assess how it impacts wellbeing of your team. The [AMA's STEPS forward module on "Getting Rid of Stupid Stuff"](#) is a terrific reference for identifying practice issues that are small enough to change and big enough to make a difference.

As with other SEAC-selected awards, your project must represent scholarship; meaning work that builds upon the work of others, entails a public accountability, is open to peer review, and is subsequently utilized by others in their own educational work. Scholarship in teaching and education requires faculty to frame and systematically investigate questions related to student learning-the conditions under which it occurs, what it looks like, and how to deepen it "...with an eye not only to improving their own classroom but to advancing practice beyond."

The call for proposals period for the 12-month 2022-2023 fiscal year cycle is now open. **The deadline to submit a proposal is May 16, 2022.**

Proposal Details:

Each proposal submitted requires the following elements:

- Title of proposal
- Name of principal investigator
- Names of any co-investigators – must include at least one fellow, resident, or medical student
- Research question
- Methods, including plan for assessment. The National Academy of Medicine offers excellent resources on how to measure burnout and wellness.⁷
- Outcomes and dissemination plan
- Timeline for the project, with start date of 07/01/22
- Budget –\$2500 maximum itemized to show how the funds will be spent; all funds must be spent by June 30, 2023 (see [Budget Guide and Samples](#))
- Submissions must be made via these forms:
 - Proposal Submission: <https://bit.ly/2022Wellness-Form>
 - Budget Submission: <https://bit.ly/2022SEACBudget>

Funding Details

Funding for individual projects during this cycle is available for up to 12 months during the 2022-2023 academic year. All funds must be used, and projects completed and submitted for presentation/publication by June 30, 2023.

Funding is available up to a maximum of \$2500 per project. This funding may be used for project supplies, student time, statistician time, making a poster, travel to meeting to present work, or other relevant project needs approved by OPW. Salary compensation to faculty or staff is not permitted. Student employees can be included following guidelines for student employment and must be budgeted to include fringe benefits. Statistical services provided by UME-PEAR, CERC, etc. are permitted but funds cannot be used to directly compensate staff or faculty.

Projects that address one or more of the following themes will be given priority in consideration.

Priority Themes:

1. the faculty life cycle, including faculty development, retention, and work-life balance
2. diversity, equity, ableism, and inclusion, including impact on professional well-being and on professional wellbeing faculty and learner retention and promotion
3. information technology, including e-mail burden and electronic medical record, and how these impact professional wellbeing and retention
4. COVID 19 impact on physician and learner mental health, faculty retention, gender equity, and/or other aspects of professional wellbeing

Rating Criteria:

- Required participation of a faculty member plus resident and/or student
- Research question (clearly stated, supported by review of literature) -30%
- Research question focuses on a priority theme - 10%
- Scholarly plan (clear timeframe, feasibility, ability to answer question) - 30%
- Outcome and Dissemination Plan and Benefits - 15%
- Impact of Project on UNM SOM or HSC (faculty, learner and systems impact; will benefits be sustainable?) - 15%

References:

1. Dyrbye LN, Shanafelt TD, Sinsky CA, et al. Burnout Among Health Care Professionals: A Call to Explore and Address This Underrecognized Threat to Safe, High-Quality Care. *NAM Perspect*. Published online July 5, 2017. doi:10.31478/201707b
2. Schwartz R, Sinsky JL, Anand U, Margolis RD. Addressing Postpandemic Clinician Mental Health: A Narrative Review and Conceptual Framework. *Ann Intern Med*. 2020;173(12):981-988. doi:10.7326/M20-4199
3. Olson K, Marchalik D, Farley H, et al. Organizational strategies to reduce physician burnout and improve professional fulfillment. *Curr Probl Pediatr Adolesc Health Care*. 2019;49(12):100664. doi:10.1016/j.cppeds.2019.100664
4. Shanafelt TD, Noseworthy JH. Executive Leadership and Physician Well-being: Nine Organizational Strategies to Promote Engagement and Reduce Burnout. *Mayo Clin Proc*. Published online November 18, 2016. doi:10.1016/j.mayocp.2016.10.004
5. Sinsky CA, Biddison LD, Mallick A, et al. Organizational Evidence-Based and Promising Practices for Improving Clinician Well-Being. *NAM Perspect*. Published online November 2, 2020. doi:10.31478/202011a
6. <https://nam.edu/systems-approaches-to-improve-patient-care-by-supporting-clinician-well-being/checklist-for-health-care-leadership-on-health-it-and-clinician-burnout/>
7. Dyrbye, L. N., D. Meyers, J. Ripp, N. Dalal, S. B. Bird, and S. Sen. 2018. A Pragmatic Approach for Organizations to Measure Health Care Professional Well-Being. *NAM Perspectives*. Discussion Paper, National Academy of Medicine, Washington, DC. <https://doi.org/10.31478/201810b>