Virginia Tech Carilion School of Medicine
Chief Well-Being Officer
Position Description

This position description outlines the requirements and responsibility of the individual who will serve as the Chief Well-Being Officer (CWBO) for the Virginia Tech Carilion School of Medicine (SOM).

Position Overview:

The overall goal of this work is to facilitate programs that will enable all members of the VTCSOM community to work and learn in an environment that prioritizes and promotes professional fulfillment, meaning and purpose.

The CWBO role is responsible for the design, direction and implementation of a comprehensive well-being strategy that addresses the needs of our learners (e.g., medical students, residents, fellows, others), faculty and staff. Efforts will be focused on individual, group and system level issues, balancing the need for individual level supports with the need to implement change at the systems level in order to weave a culture of well-being into the fabric of VTCSOM. The work will include development of growth opportunities for those who are thriving as well as resources for those who are experiencing challenges and need targeted interventions. Collaborations will include partnerships with other well-being leaders across the VTC academic health center, the Virginia Tech main campus and other affiliated sites. The successful candidate will be a collaborative leader, innovator and superb communicator who will have widespread knowledge of well-being issues within academic medicine. This position will report to the Dean of VTCSOM. The CWBO will also work closely with and supervise a new full-time manager position devoted to work in this area. The initial CWBO FTE will be 0.25 with the intention of increasing it to 0.50 over time based on the availability of resources.

Primary responsibilities include:

- Be the foundational leader who advances a culture change in which all VTCSOM decisions are passed through a well-being lens. The CWO will accomplish this by being present at the decision-making table and sharing insight and recommendations with a spirit of advocacy and collaboration. With several strong and competing demands, the CWO represents the best interests of VTCSOM team members, allowing them to flourish in their training and careers.
- Providing strategic vision, planning and direction to the development, implementation, evaluation and return on investment of well-being initiatives.
- Leading a systematic effort to assess the well-being status of learners, faculty and staff, with alignment of well-being support/programming and identified needs.
- Implementing evidence-based interventions and programs in support of the well-being of all constituent groups.
- Leading and/or actively participating in well-being committees across the enterprise.
- Collaborating actively with the VTCSOM executive leadership team, decanal staff, department chairs and UME/GME leadership to facilitate ongoing program development and dissemination of impact.
• Staying abreast of the literature concerning best practices regarding well-being, including LCME and ACGME accreditation requirements.
• Leading and/or participating in an active program of scholarly research in this area, to include dissemination of results and pursuit of internal and external funding.
• Serving as a key “voice of well-being” on behalf of VTCSOM in a variety of local, state, regional and/or national venues, to include participation in professional networking opportunities and exploration of best practices with colleagues from other institutions.
• Collaborating with the offices of faculty affairs and diversity, equity and inclusion to address disproportionate impacts on historically underrepresented/excluded communities relative to the well-being of those community members.
• Pursue/advance well-being efforts in a collaborative manner across the VTCSOM and the academic health center.

Qualifications:

The successful candidate will possess the following qualifications and experiences:

• The MD, DO or equivalent medical degree.
• A strong commitment to diversity, equity and inclusion.
• Progressive leadership experience in a complex and highly matrixed academic health center environment, including strong organizational and management skills.
• Completion of formal professional development experiences regarding the leadership of programs related to occupational burnout, professional fulfillment and well-being.
• A substantive record of accomplishment in advocating for and developing well-being strategies at a departmental and/or system level.
• Skills and expertise in negotiation, interpersonal communication and coaching with various constituents within the health sciences setting.
• Ability to develop and maintain effective relationships with strategic partners, co-workers and others while working effectively to achieve common goals.
• Ability to articulate the business case for advancing health care workforce well-being.
• Development of an environment where faculty, staff and learners feel heard, valued, and safe to express their concerns about issues pertaining to well-being.
• Ability to effectively inform VTCSOM leadership of commonly voiced concerns with recommendations for action steps to address those concerns.