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Organizational Strategies to Promote Well-Being and Combat Burnout in Rheumatology:
Comment on the article by Calabrese et al

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LETTERS

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Organizational Strategies to Promote Well-Being and Combat Burnout in Rheumatology: Comment on the article by Calabrese et al

To the Editor:

We read the article by Calabrese et al with interest because they highlight the need for creative strategies to prevent burnout in rheumatology.¹ We concur with the authors' assessment that excessive administrative burdens associated with billing and documentation are harmful to physician well-being.

According to a prior study published in *JAMA* in 2017, the impact of organizationally directed strategies to minimize burnout was noticeably greater than the impact of physician-directed interventions.² We support the authors' proposal to increase the number of fellowship positions in rheumatology in underserved rural areas.

Early-career rheumatologists in our 2019 study, in which we conducted semistructured interviews with recent fellowship graduates, faced a unique set of challenges.³ These graduates frequently complained about being preoccupied with work-related obligations when at home, experiencing an overflow of work-related stress in the house. Several women in the incipient stage of their rheumatology career reported that maternity leave was often viewed as a burden rather than a necessity.



Rheumatology is a desired specialty, but the changes in relative value units compensation along with the fluctuations in musculoskeletal ultrasonography reimbursement puts our practice at risk and raises the likelihood of burnout. The American College of Rheumatology's advocacy efforts with the Centers for

Medicaid and Medicare Services to prevent payment reductions are highly commended.

The integration of pulmonary, nephrology, neuromuscular, and dermatology clinics with rheumatology clinics may play a role in the expanding practice of collaborative clinics, particularly in large academic centers. These practice models may foster high-quality social interactions, build a professional support system that will help build longitudinal relationships, and promote well-being.

With the widespread adoption of artificial intelligence and large language models, incorporating their use in the electronic medical record in a HIPAA-compliant manner could also help decrease administrative load.

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