

LEADERSHIP, COACHING, AND MENTORING PROGRAMS FOR FAMILY MEDICINE

The following list was gathered together by the ADFM Leader Development Committee

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PROGRAMS WITH SIGNIFICANT MENTORING:

- **Association of Departments of Family Medicine:** ADFM LEADS Fellowship: Leadership Education for Academic Development and Success – for faculty aspiring to be senior leaders. Link: <https://www.adfm.org/programs/leads-fellowship/>
- **Association of Departments of Family Medicine:** Administrator’s Mentorship Program. A formal mentoring program that pairs seasoned ADFM Administrators with new ADFM Administrators (less than 3 years) in family medicine departments that are closely related. Link: <https://www.adfm.org/programs/administrators-mentorship-program/>
- **Association of Departments of Family Medicine** also offers New Chairs Advising and an Interim Chair Hotline. Link: <https://adfm.org/programs/new-chair-programs/>
- **Society of Teachers of Family Medicine:** both offers and lists on its website multiple Family Medicine leadership/mentorship opportunities at various developmental stages from several organizations – from the **ABFM Visiting Scholars Program** to the Family Medicine **Health Equity Fellowship Program** to the **Emerging Leaders Fellowship** Link: <https://www.stfm.org/facultydevelopment/otherfacultytraining/leadershipdevelopmentopportunities/overview/> STFM also offers a Virtual Coach Program - <https://www.stfm.org/virtualcoachingprogram>
- **North American Primary Care Research Group: Grant Generating Project (GGP)** for budding researchers. Link: <https://napcrg.org/programs/grantgeneratingproject-ggp/grant-generating-project-ggp/>
- **Association of Departments of Family Medicine Residency Directors:** National Institute for Program Director Development (NIPPD) – development program to enhance knowledge, attitudes, and skills in order for participants to become effective residency program directors. Link: <https://www.afmrd.org/page/about-the-nipdd-fellowship>.
- **American Academy of Family Physicians:** Finding a mentor in medicine. Link: <https://www.aafp.org/students-residents/medical-students/begin-your-medical-education/finding-a-mentor.html>
- **Robert Graham Center: Robert L. Phillips, Jr., Health Policy Fellowship Program** -one-year fellowship in health policy and faculty development - Link: <https://www.graham-center.org/rgc/scholars-fellows/fellowship-program/about.html>

- **Teaching of Tomorrow:** sponsored by the Departments of Family and Community Health, IM, and Peds at UMass) – two weekend program in Central/Western Mass. Two levels are offered - Track 1 - Foundation of Clinical Teaching and Educational Planning and Track 2 - Building Your Career as a Clinician Educator. Link: <https://www.umassmed.edu/cfdc/teaching-of-tomorrow/>
- **American Association of Medical Colleges:** various in-person programming for different career stages and positions – seminars for **Early Career Women Faculty Leadership Development to Leadership Educational and Development (LEAD) Certificate Program**. Link: <https://www.aamc.org/professional-development/leadership-development>
- **ELAM - Executive Leadership in Academic Medicine Program for Women and ELH - Executive Leadership in Academic Health Care**, sponsored by Drexel University for senior leaders. Links: <https://drexel.edu/medicine/academics/womens-health-and-leadership/elam/> and <https://files.constantcontact.com/f009563f001/4de72ab3-bc92-458d-8a1a-1f5935087688.pdf>
- **American Association for Physician Leadership.** Offers Advanced Degrees and Certification Programs for physician leadership, including a Certified Physician Executive (CPE) program and master’s program. Link: <https://www.physicianleaders.org/education/physicians>
- **Health Management Academy Physician Leadership Program.** Limited to health systems who are members of the Academy. 6-month program designed to accelerate leadership growth. Academy GE Fellows program, 2-year program focused on senior leader development. Links: <https://hmacademy.com/leadership-development/physician-leadership-program/> and <https://hmacademy.com/leadership-development/ge-fellows/>
- **National Center for Faculty Development and Diversity:** range of programs that include free programming to a Faculty Success Program, a 12-week coached program with weekly videos, daily check-ins, and weekly coaching calls. Link: <https://www.facultydiversity.org/> and www.facultydiversity.org/fsp-bootcamp

OTHER CONSIDERATIONS:

- There are many, top tier degree programs in Healthcare Management. These include MBA with a healthcare focus, Master’s in Public Health, Master’s in Medical Management, Master’s in Health System’s Administration. Many have “executive” format which facilitates on-line learning, evening/weekend with intermittent on-site coursework over the course of 1-2 years.
- **Zen Leader:** Most people struggle to stay effective and energized in these wildly disruptive times; we combine the Zen breakthrough of ego with embodied leadership skills, so they can lead with purpose, joy and resilience and get breakthrough results. Link: <https://zenleader.global/>

- "Family of FM" list of leadership development opportunities kindly housed by STFM: <https://stfm.org/facultydevelopment/otherfacultytraining/leadershipdevelopmentopportunities/overview/>

OTHER RESOURCES:

- Seehusen DA, Rogers TS, Al Achkar M, Chang T. Coaching, Mentoring, and Sponsoring as Career Development Tools. *Fam Med*. 2021;53(3):175-180. <https://doi.org/10.22454/FamMed.2021.341047>.
- Galke, Curtis L., and Jennifer W. Swoyer. "Mentoring in Family Medicine Education." *The Annals of Family Medicine*, vol. 18, no. 2, 2020, <https://doi.org/10.1370/afm.2527>.
- Hernandez-Lee J, Pieroway A. Mentorship for early-career family physicians: Is there a role for the First Five Years in Family Practice Committee and the CFPC?. *Can Fam Physician*. 2018;64(11):861-862.
- Developing a Culture of Mentorship to Strengthen Academic Medical Centers Choi, Augustine M.K. MD; Moon, Jennifer E. PhD; Steinecke, Ann PhD; Prescott, John E. MD *Academic Medicine*: [May 2019 - Volume 94 - Issue 5 - p 630-633](#) doi: 10.1097/ACM.0000000000002498
- Independent investigator incubator (I³): a comprehensive mentorship program to jumpstart productive research careers for junior faculty [John Paul Spence](#), [Jennifer L. Buddenbaum](#), [Paula J. Bice](#), [Julie L. Welch](#) & [Aaron E. Carroll](#) *BMC Medical Education* volume 18, Article number: 186 (2018)
- Sorkness, C.A., Pfund, C., Ofili, E.O. *et al.* A new approach to mentoring for research careers: the National Research Mentoring Network. *BMC Proc* **11**, 22 (2017). <https://doi.org/10.1186/s12919-017-0083-8>
- Wingard DL, Garman KA, Reznik V. Facilitating faculty success: Outcomes and cost benefit of the UCSD National Center of Leadership in Academic Medicine. *Acad Med*. 2004;79(10 suppl):S9–S11.
- Coe C, Piggott C, Davis A, et al. Leadership Pathways in Academic Family Medicine: Focus on Underrepresented Minorities and Women. *Fam Med*. 2020;52(2):104-111. <https://doi.org/10.22454/FamMed.2020.545847>.