



# Family Medicine Interest Group (FMIG) Program of Excellence Award Winners

*Categorical Award, Excellence in Diversity, Equity, and Inclusion*

Windsor University School of Medicine

## FMIG Operation

Windsor University School of Medicine (WUSOM) FMIG was established by faculty members and medical students seeking to get international medical students from WUSOM involved in academic activity and community outreach related to Family Medicine. In 2022, we were accepted as the first international medical school to participate in the American Academy of Family Physicians (AAFP) Primary Care Leadership Cohort, which was influential in designing our organizational structure. We emphasized “Relational Leadership” as our foundation and adapted our roles to our individual strengths. The inaugural batch of student leaders has the labels of traditional roles (i.e., President, Vice President, Secretary, etc.) with the flexibility to speak up or step back within their roles to empower our peers and allow for a more inclusive environment. As our organization grew, we introduced additional leadership roles and emphasized a collaborative environment. This allowed our organization to foster growth, encourage diversity, and cultivate leadership in others. We encourage those who follow to embrace an inclusive environment and to uplift their peers as opposed to pursuing their own personal gain. WUSOM FMIG is also proud to have helped current members connect with other organizations (i.e., SNMA & AMWA) where they acquired leadership opportunities and committee memberships. Our leadership board meets bi-monthly to assess our FMIG progress toward our goals, engagement with our medical students, and alumni recruitment. Our general meetings are held every other month to discuss upcoming events, updates from each committee on their involvement with students, and discuss any challenges and feedback.

Description of Student Leaders:

### Co-Presidents

- Calls and chairs all meetings and represents the organization in administrative matters.
- The Co-Presidents maintain, update, and follow guidelines within the Constitution of The Windsor University School of Medicine (St. Kitts & Nevis) Family Medicine Interest Group.
- He/she/they/them is responsible for keeping up to date with Windsor University policies and procedures while presenting all proposals and presentations to said bodies, including the required end-of-term report to the Dean of Students Office.
- He/she/they/them is responsible for researching and relaying academic and community outreach-related opportunities that will help medical students to be prepared for a career in Family Medicine in the U.S.

### Vice President

- The Vice President supports the Co-Presidents in all matters needed and shall replace the Co-Presidents in the event they cannot attend.

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- He/she/they/them assist the entire executive board in all matters and provide support for the club as a whole.
- Oversees fundraising and aiding the Alumni & Public Relations coordinator with any matters related shall be a main concern during the term.

#### Treasurer

- Responsible for the financial affairs of Windsor University FMIG, including maintaining an accurate expenditures record, ordering equipment as directed by the Workshop Coordinator, and writing the budget for the next fiscal year as well as producing an end-of-year budget summary.
- The Treasurer will also be responsible for the club money box and bank account.
- He/she/they/them shall be responsible for keeping up to date with Windsor University's financial policies and procedures.

#### Secretary

- Shall take and post all meeting minutes.
- The Secretary is also responsible for advertising club events using the email list, the organization's website, Windsor University FMIG Post, and flyers on designated bulletin boards.
- He/she/they/them shall maintain current membership.

#### The Alumni & Public Relations Coordinator

- Keeps contact with all Alumni from previous terms as well as expands the current list of Windsor University FMIG alumni.
- Keeps all social media accounts up to date and is an anchor of communication between the club, alumni, and student body.

#### The Workshop Coordinators

- In charge of workshops, ordering supplies, training and finding volunteers for workshops, and keeping inventory of workshop supplies.

#### The Fundraising Coordinators

- In charge of the fundraising committee and setting up the term fundraiser.
- He/she/they/them shall be in charge of all fundraising and delegate fundraising tasks to other board members/committees.
- He/she/they/them must coordinate with school and club officials in order to properly schedule, set up, and execute any fundraising activities throughout the term.

#### The Community Outreach Coordinators

- Oversees the planning and implementation of outreach strategies.
- He/she/they/them are primarily responsible for connecting people in the broader community by creating sponsorship agreements and cultivating relationships with businesses, individuals, and other relevant organizations.

#### The Social Events Coordinator

- The Social Events Coordinator makes arrangements for all club activities including dinner events or parties, special events, open houses, receptions, or social mixers to attract new club members

### Goals

The WUSOM FMIG is a student-run organization supported by the Department of Family Medicine at Windsor University School Of Medicine (WUSOM) and the American Academy of Family Physicians (AAFP). In order to maintain equality and inclusiveness, WUSOM FMIG membership is free and open

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to currently enrolled WUSOM students, as well as WUSOM Alumni. WUSOM FMIG's mission is to encourage, inform and equip students at WUSOM to pursue the exciting field of Family Medicine by increasing awareness of the vast career opportunities within the field of Family Medicine and the overall impact the field has on our communities and the healthcare system.

WUSOM FMIG made a conscious effort to assess the needs of our members and help organize opportunities for the masses by developing a mentorship program, conducting workshops on scholarly activity, alumni networking, and more. Additionally, we encourage and support individuals to get involved with AAFP on State and National levels. Six members of WUSOM FMIG were selected to participate in AAFP PCLC, representing the first international medical school to do so.

WUSOM FMIG members have had posters accepted into the AAFP National Conference (i.e., 2021 & 2022), a poster accepted to the AAFP Family Medicine Experience Conference (i.e., 2021), an oral presentation at the Family Medicine Midwest Conference (i.e., 2022), more than ten peer-reviewed publications in various academic journals, and four members have received the Family Medicine Leads Scholarships for National Conference 2022.

Multiple members are active participants in their local State chapters and have been advocating for Family Medicine as well as directly lobbying Congress to influence the public policies affecting the specialty.

#### WUSOM FMIG Goals:

- Engage medical students and incoming first years by fostering leadership development, professionalism, and academic opportunities.
- Educate and increase awareness for our medical students about the broad scope of practice in Family Medicine.
- Provide resources, guidance and opportunities for our FMIG members to get involved with scholarly activity (i.e., case reports, research, oral presentations, etc).
- Aim to bridge the gap between basic sciences and clinical rotations by having FMIG student members serve as mentors and offer peer support for incoming students in subsequent years.
- Recruit WUSOM alumni in Family Medicine residency programs and/or practicing physicians to collaborate and mentor students.
- Get students involved with local communities in St. Kitts & Nevis, the United States of America, and Canada.

#### Faculty Advisor

Our faculty advisors consist of board-certified practicing Family Medicine physicians who are passionate about teaching and mentoring students. Their diverse areas of practice (e.g., rural, community, urban, and academic institutions) allow for extensive insight into the multidisciplinary scope of Family Medicine. Their guidance has been key in exploring the vast opportunities within the field of Family Medicine and advancing members' professional development. In addition to being an attending physician at Swedish Hospital (Chicago, Illinois), Dr. [Name], MD oversees WUSOM FMIG member scholarly activity and engages students in clinical research. Dr. [Name] is clinical faculty at Rural Health Medical Program (Selma, Alabama) with a strong interest in Community Medicine & Adolescent Health. Dr. [Name] has organized & facilitated Community Outreach events and Health Fairs in underserved areas that have become a blueprint for WUSOM FMIG Community Outreach events. Additionally, [Name] has provided opportunities for WUSOM alumni to do an externship in Rural Family Medicine in Alabama to stay clinically relevant as they wait to apply for residency in the United States. WUSOM Associate Clinical Dean, Dr. [Name] relays scholarly activity opportunities outside of Family Medicine, and networking events, connects WUSOM FMIG with physician contributors for various Clinical Skills Workshops, and oversees community outreach events. Our staff support, Mr. [Name] is the point of contact for the Clinical Dean and WUSOM alumni. Additionally, Mr. [Name] aids in communicating to the WUSOM student body any

WUSOM FMIG events open to non-members. Our faculty advisors' guidance and staff support have been key in advancing our members to hold multiple professional development positions.

## Programs

### Intellectual & Developmental Disability Training

WUSOM FMIG Primary Care Leadership Cohort aims to address healthcare disparities among individuals with Intellectual and Developmental Disabilities (IDD) by defining and integrating the concepts of developmental medicine within WUSOM medical school curriculum. Through our IDD training, we hope to prepare future physicians who are capable of caring for such a population with compassion and without prejudice to improve patient-centered care. As of now, WUSOM FMIG has partnered with a non-profit organization (i.e., Muhsen) and organized an IDD Patient Clinical Skill module that aims at expanding the knowledge and skills that students and health professionals are able to use to deliver great care to individuals with IDD and other co-occurring behavioral health conditions. Student participants will receive a certificate of competency once they've successfully completed IDD modules. In the near future, we hope to organize a Special Olympics for the Muhsen community, as well as conduct a health fair with additional healthcare providers as a volunteering opportunity for WUSOM students. To aid in our efforts, WUSOM FMIG PCLC was approved by AAFP Family Medicine Student Organization Grant for \$500.00. We look forward to presenting the following curriculum to the WUSOM Board of Education with the support of WUSOM FMIG faculty and staff advisors.

#### Curriculum:

- Implement individuals with IDD into the Standardized Patient curriculum of M1 through M4 and Clinical Rotations OSCEs to ensure all students have interactions with this population while learning basic history and physical exam skills. Additionally, this allows students to gain experience using Person's First Language.
- IDD Workshop for students prior to starting clinical rotations to educate them on communitybased resources and empathy training in order to improve the efficacy of medical staff to communicate with and care for individuals with IDD. Students gain a better understanding of how personal and social factors affect a patient's access to and compliance with health care. This will be a safe space for students to ask questions to patients and families that will help them understand special considerations to make when caring for patients with IDD.
- Create a fourth-year elective for students to gain experience performing a history and physical, and formulating individualized treatment plans for individuals with IDD. The elective will expose students to individuals with complex medical needs originating in childhood such as IDD, Cerebral Palsy, Spina Bifida, Down Syndrome, Autism, technology-dependent individuals, and other individuals with complex needs.
- Connecting students with IDD and their families through community outreach. Students in St. Kitts & Nevis and the United States can hold Community Health Fairs that provide behavioral health information, dental health outreach, vaccine information, blood pressure, and glucose screenings, etc. This will afford students first-hand insight into how one individual's chronic condition affects their family and friends, and quality of life.

### Alumni Table Talk

An event organized by our FMIG where we hold monthly zoom with our alumni who matched into family medicine to share experiences and insights into their journey into residency. They discussed the challenges they faced, advice on how to prepare for the residency match, what to expect during the interviews, and how to have a successful match. We kicked off 2023 with a

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virtual event featuring our panelists to share their experiences on the rank list process.

### Residency Preparation Boot Camp

Our WUSOM FMIG holds a month-long boot camp for residency preparation which includes the following:

- Overview of ERAS Application
- How to Formulate a CV
- Writing a Personal Statement
- How to Apply Strategically
- ECFMG Certification Requirements
- How to Request a Strong LOR
- Virtual Webinars (ft. recently matched residents)
- Interview Preparation
- Graduation Requirements

### Clinical Skills Workshop

WUSOM FMIG aided members in forming study groups in order to prepare for the end of rotation Objective Structured Clinical Examinations (OSCEs). Due to COVID-19, these workshops were held virtually once a month prior to scheduled OSCE. Once COVID-19 restrictions were lifted, the Clinical Skills Workshop resumed in person at WUSOM office but those who are unable to attend in-person events still have the option to attend virtual sessions. While in clinical rotations, WUSOM FMIG leaders held workshops to work on suture skills, splinting & casting, and phlebotomy. Moving forward, we aim to provide opportunities in improving clinical skills relevant to the field of Family Medicine through hands-on workshops joint injection and aspiration, POCUS, and etc.

### Scholarly Activity Workshop

- WUSOM FMIG holds a bi-monthly workshop led by faculty members and students with experience in research to aid members interested in publishing original research, literature review, and case reports. For more personal experience, we offer peer-to-peer mentorship with experienced faculty, alumni, and student members.
- Our FMIG gives a talk on WUSOM Research Day to medical students in basic sciences on how to connect with faculty members and physicians to jumpstart their research endeavors.
- WUSOM FMIG and Loretto Hospital held a research symposium competition in 2022, for students to showcase their work and build skills for conference presentations and our next one is scheduled for June