

Instructions for Use of CAFM tool

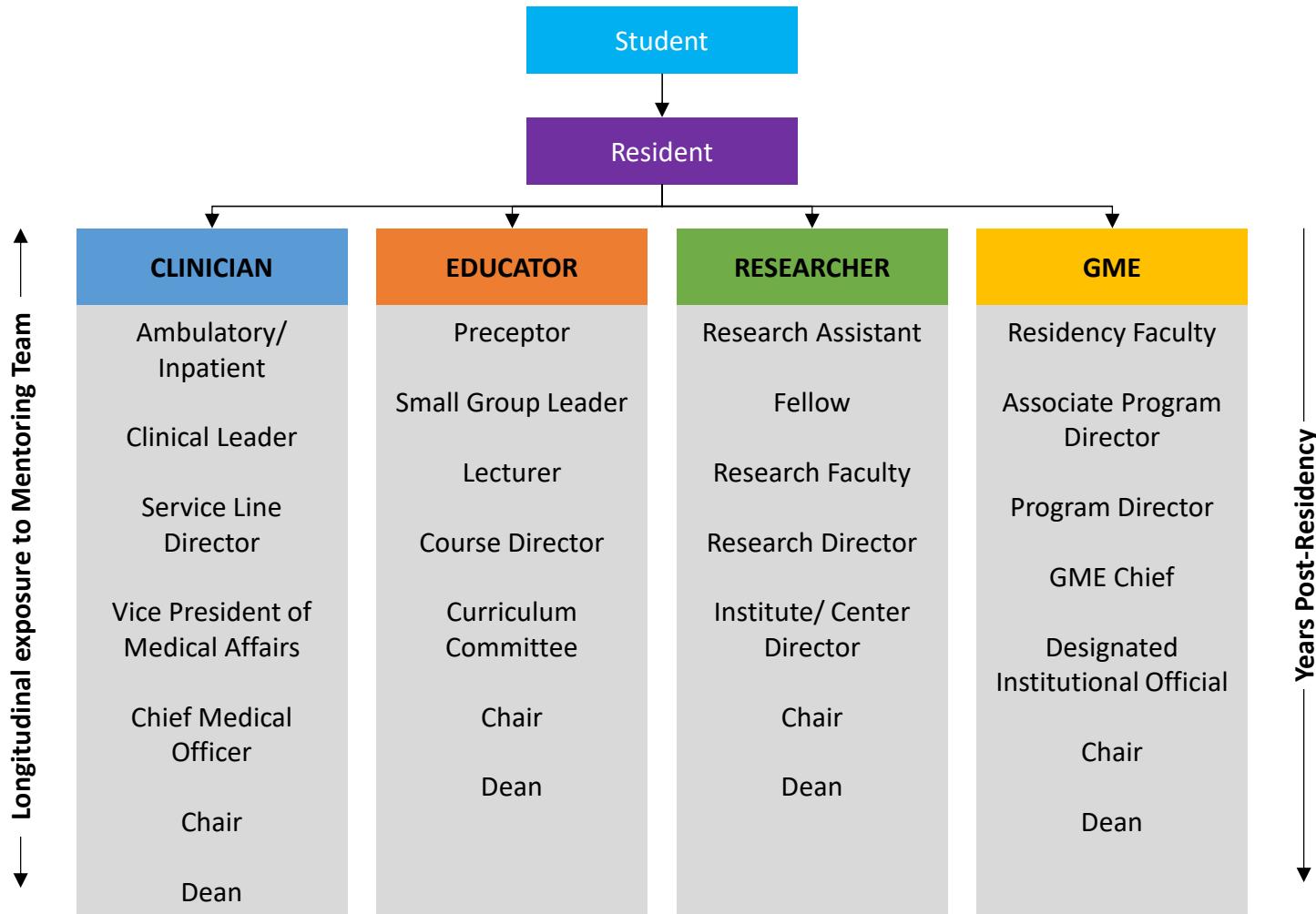
- There are a number of leadership development opportunities available for individuals who are seeking to develop themselves as leaders in academic family medicine. A gap identified by a 2016-17 CAFM Leadership Development taskforce was intentionally directing individuals to the appropriate opportunities for them in their current positions which match their current skills and aspirations. This tool is was designed to help fill that gap.
- An individual at any stage of their career, including the student/resident stages, can navigate through the key pathways (Clinician, Educator, Researcher, GME pathways) depicted in this tool. Pages 2-3 depict overall pathways, with specific pathways delineated on pages 4-9.

- Individuals can then go to this website to find leadership development opportunities which are organized by career stage (eg Senior/Mid-Junior level, Resident, Student):

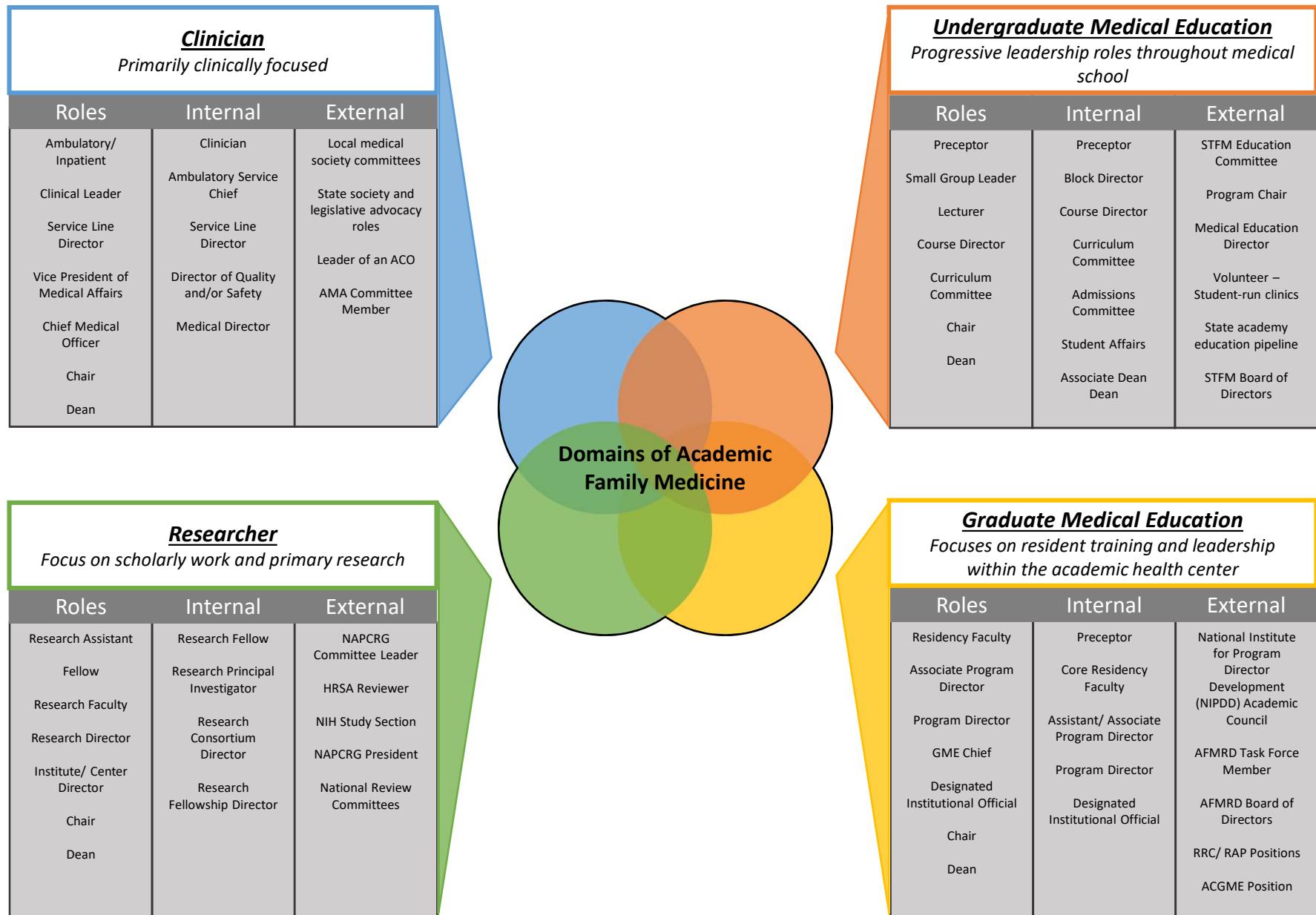
<https://www.stfm.org/facultydevelopment/otherfacultytraining/leadershipdevelopmentopportunities/overview/>

- The last two pages (10-11) of the tool are devoted to illustrating who members of a “mentoring team” might be to help individuals determine which leadership development opportunities are most appropriate for them within their own contexts. Engaging mentor(s) in use of the tool to help identify appropriate leadership development opportunities for individuals interested in striving for, and thriving in, academic family medicine leadership roles is recommended.

Key Pathways into Academic Family Medicine Leadership



Key Pathways into Academic Family Medicine Leadership



Student and resident points of entry into leadership are typically through the FMIG or State AFP. It is important to develop a mentorship team during this phase.

Opportunities within the Student and Resident Domains

STUDENT	RESIDENT		
Internal	External – Statewide	External – National	
Involvement in: FMIG/PCP State AFP AAFP/STFM Non-FM organizations (AMA, AAMC, AMSA, SNMA, etc) Student Government Curriculum committee	Recruitment Leader Chief Resident Housestaff Council Curriculum committee	State AFP participation Leadership in AFP State Non-FM Organizations (e.g AMA)	AAFP Elected/Appointed position Representative to other organizations (STFM, ADFM, ABFM, AFMRD) Chapter Delegate

Clinically focused family physicians can assume leadership positions in at multiple levels in the clinical and administrative realms.

Opportunities within the Clinician Domain

Clinician	Internal	External – Outside of Institution	Extra Training
Ambulatory/ Inpatient Physician	Clinician	Local medical society committees	Lean Certification
Clinical Leader (e.g. clinic chief)	Ambulatory Service Chief	State society and legislative advocacy roles	MPH
Service Line Director	Service Line Director	Leader of an ACO	MBA
VPMA	Director of Quality and/or Safety	AMA Committee Member	
CMO	Medical Director		
Chair			
Dean			

Educators function at multiple levels in community, residency and medical school environments.

Opportunities within the Educator Domain

EDUCATOR	Internal	External – Outside of Institution	Extra Training
Preceptor	Preceptor	STFM Education Committee	Leadership courses
Small Group Leader	Block Director	Program Chair	Extra Degrees
Lecturer	Course Director	Medical Education Director	Faculty Development Fellowship (UNC)
Course Director	Curriculum Committee	Volunteer – student-run clinics	AAMC courses
Division Chief	Admissions Committee	State academy education pipeline	STFM Leadership Program
Curriculum Committee	Division Director	STFM Board of Directors	ADFM Chair Development Workshops
Chair	Associate Dean		
Dean	Dean		

Researcher focused faculty build administrative skills through leadership of teams and skills in obtaining grant funding.

Opportunities within the Researcher Domain

RESEARCHER	Internal	External – Outside of Institution	Extra Training
Research Assistant	Research Fellow	NAPCRG Committee Leader	Masters in Clinical Research
Fellow	Research Principal Investigator	NAPCRG President	PhD in Translational Science/Epi/other
Research Faculty	Research Consortium Director	HRSA Reviewer	NRSA Primary Care Research Fellowship
Research Director	Research Fellowship Director	NIH Study Section	Robert Wood Johnson Clinical Scholars Program
Institute/Center Director		National Review Committees	NIH/DoD/Private Career Development Programs
Chair			
Dean			

Direct responsibility for training residents builds broad academic and administrative skills across a variety of environments.

Opportunities within the GME Domain

GME	Internal	External – Outside of Institution	Extra Training
Residency Faculty	OSCE developer	AAMC Group on Resident Affairs	AAFP Program Director's Workshop
Associate Program Director	Simulation Ctr and Standardized Patient development	NIPDD Academic Council	AFMRD National Institute for Program Director Development (NIPDD)
Program Director	Assistant Program Director	AFMRD Task Force Member	
GME Chief	Program Director	AFMRD Board of Directors	
Designated Institutional Official	Designated Institutional Official	RRC/RAP positions	
Chair		ACGME position	
Dean		AAMC's GME Leadership Development Certificate Program	

Additional Training Opportunities Depicted by Domain

Clinician	UME	GME	Researcher
Lean Certification	Leadership courses	AAFP Program Director's Workshop	Masters in Clinical Research
MPH	Extra Degrees		PhD in Translational Science/Epi/other
MBA	Faculty Development Fellowship AAMC courses	AFMRD National Institute for Program Director Development (NIPDD)	NRSA Primary Care Research Fellowship
	STFM Leadership Program ADFM Chair Development Workshops		Robert Wood Johnson Clinical Scholars Program
			NIH/ DoD/ Private Career Development Programs

Mentoring Team

