

## Leadership Subcommittee Executive Summary - June 2018

### **Statement regarding the development of future physician leaders at CUSOM**

*Every graduate from the University of Colorado School of Medicine will be a leader. A leader is an emotionally intelligent individual who pursues excellence through reflection on experiences and feedback to engage with and inspire others to work together toward shared goals.*

### **Recommendations**

#### **1. Establish a Medical School Culture that is Supportive of Student Leadership**

Traditional hierarchies of medical school and health care systems must be broken down and changed to ensure a culture that supports student leadership development, improves professional identity formation and resilience, and reduces physician burnout.

#### **2. Create a Formal Leadership Curriculum for All Medical Students at CUSOM**

After beginning with self-assessments, all students will engage in a foundational curriculum in *emotional intelligence* while applying core leadership knowledge and skills in leading 1) oneself, 2) teams, 3) organizations, and 4) change. *Learning communities* will consist of 8 students and 2 faculty. Faculty will assess leadership competencies and provide mentorship and coaching through *longitudinal relationships* over all four years. Core elements from LEADS Track, IPED/CAPE, and leadership electives will be incorporated into the new curriculum. All students will complete a *capstone project* through an individual leadership pathway outside of the general leadership curriculum.

#### **3. Ensure Opportunities for Medical Student Leadership**

Students will develop and teach part of the curriculum. Students who have completed core clinical and interprofessional experiences will serve as coaches to preclinical students to help ensure relevance of the curriculum. Leadership knowledge and skills learned in the classroom will be immediately applied in clinical or non-clinical settings with opportunities to reflect on these experiences in their learning communities.

#### **4. Require Student Involvement with Medical School Administration**

All students will have opportunities to engage with administration to understand and influence changes in the medical school curriculum.

#### **5. Provide Adequate Peer and Faculty Mentorship and Coaching in Leadership**

Core faculty from diverse backgrounds will be selected through a competitive application process to serve as educators, mentors and coaches.

#### **6. Dedicate Sufficient Resources to Student Leadership**

Core faculty will receive appropriate support for time, resources, and ongoing faculty development. Students will have opportunities to receive awards/recognition for their work and support to present their scholarly work at CUSOM and outside the university.

### **Outcomes/Competencies to Measure Success**

Outcomes should reflect the ability of our future physicians to be emotionally intelligent leaders that work effectively on interprofessional teams to improve patient outcomes for vulnerable populations, engage with community leaders and organizations to lead change, achieve professional satisfaction, improve resilience and reduce burnout.