

LEADS Progress Report January 2025 (Year 4, Report 1)

This report is the first report to the ABFM-Foundation in 2025 to report on the progress of the expansion of the Leadership Education or Academic Development and Success (LEADS) Fellowship of the Association of Departments of Family Medicine.

This report includes a summary version of our “Background” shared previously and then provides updates from the previous 6 months as follow-up to our report in August 2024.

Background

Since 2009, ADFM has been training future Chairs of Depts of Family Medicine through a Fellowship mechanism which has accommodated generally between 4-8 fellows annually. In the 2018 ADFM identified leadership and diversity, inclusion, and equity as two overarching priorities, specifically goals to:

- *Increase the number of women, racial and ethnic minorities, and individuals from other groups underrepresented in medicine (including rural) serving as FM department chairs and department leaders.*
- *Increase the pool of individuals interested in and prepared to become department chairs and administrators*

In 2018, we launched a re-branded fellowship, Leadership Education for Academic Development and Success (LEADS). The goal of the fellowship is to train pluripotent mid- to late career family medicine leaders to have the skills/understanding of a high level leadership position like a department chair and who would also be competitive for other leadership positions beyond the scope of their current role within health systems. It is designed to be complementary to other programs but to offer something unique without overlap (as best we can tell) with an intent to provide high level leaders for the discipline.

Summary of Support

The ABFM-Foundation agreed to fund \$60,000 in year 1 (beginning Jan 2022), \$30,000 in year 2 (Jan 2023), and \$10,000 in year 3 (Jan 2024) for helping with support of the success of the effort.

They also approved \$20,000 per year over years 2, 3, and 4 to be distributed as \$5,000 scholarships along with \$10,000 in year 4 for evaluation of the program.

Updates from August 30, 2024 to January 1, 2025:

Since our August 2024 report, we've continued with our 2024-25 cohort and started onboarding our 2025-26 cohort, which will officially begin their year in February 2025. As we've stated previously, the current cohort of fellows continues to impress our faculty and staff. They seem to get along really well and are thoughtful in their conversation and offer a lot of great insights for our other fellows to gain. We are excited to meet the new cohort and help them get to know one another - we have a few virtual meet and greets scheduled in January to start that process.

24-25 Cohort Progress

The LEADS curriculum continues to evolve with our cohort-responsive content (i.e. built in flexibility in topics depending on cohort needs as determined by the strengths and areas for growth in the leadership competency areas). As a reminder, the program is structured with several in-person workshops throughout the year along with weekly hour-long meetings that alternate between journal discussions, project updates, and webinars, plus a time every other month for meeting as small group "learning communities." One minor change to the agenda is that this year we've included more time for the fellows to share their projects. This cohort is broken into two of these learning communities, which are led by our two faculty advisors, Val Gilchrist and Steve Zweig.

November workshop. Using some of the feedback we received from the summer workshop, we planned another successful in person workshop in conjunction with the AAMC Annual Meeting: Learn, Serve, Lead in November that took place in Atlanta, GA. With feedback from the summer workshop in mind, the November workshop focused largely on strategic planning principles, challenges and opportunities in family medicine with members from the ADFM Board providing their perspectives, and our colleague, Ted Johnson, Chair at Emory, presented on Change Management. We featured one panel of several deans who were previously family medicine department chairs, as we have done in recent years, and this was well received by the group. Most of the sessions, however, involved a fair bit of role playing and small group discussions. A little under half of the fellows chose to stay for the AAMC conference and we planned a few times for them to connect during the sessions. We continue to receive mixed reviews on whether or not this opportunity is helpful for the fellows, but will continue to include (and evaluate) the option as we recognize it's an important opportunity to move beyond the family medicine bubble.

Next steps for our 2025-2026 Cohort

We closed our call for applications for the 2025-26 cohort on August 14, 2023 and have accepted [17 fellows](#). We originally started with 18 applications to review, but unfortunately 1 withdrew due to time constraints. We were able to provide 4 partial tuition scholarships this year thanks to the generous support of the ABFM Foundation. We are extremely excited that Val Gilchrist and Steve Zweig will be staying another year as learning community faculty advisors; so thankful for a seasoned team!

Checking in with our alumni!

We continue to try to better serve our LEADS alumni and create opportunities for networking with the addition of a few in person receptions across the year. The hope is that these receptions will provide an opportunity for past fellows to reconnect and for potential future applicants to learn more about the program. We hosted a reception at the 2024 ADFM Annual Conference and had a large turnout of past, current, and prospective fellows and department chairs. We're planning to host another reception at the 2025 ADFM Annual Conference. We continue to use the Alumni listserv to stay connected with past fellows, communicate upcoming events, and share open chair and other senior leader positions.

We continue to see success with our alumni transitioning to more senior leadership transitions after their fellowships. In the fall, we surveyed the LEADS alumni on any changes to their roles since their fellowship year and learned that 5 more fellows recently transitioned to chair or other senior leadership roles. We plan to survey the alumni regularly.

Plans and process improvements

We have been working to roll out the following additional features with the current cohort:

- *Requesting payments for advertising to LEADS Alumni.* With all the open chair positions across the country, we often get requests to market them specifically to our LEADS fellows and alumni. This year we've started charging a fee of \$500 and several search firms have taken us up on this offer.
- *Ensuring more time for project updates in our annual agenda.* Getting feedback from the LEADS faculty and their peers is an important part of the fellows' annual projects. As our cohorts have grown, we've had to get creative with ensuring that everyone has time on the agenda to provide two project updates throughout the year, ideally one at the beginning and one at the end. We've done this by using the fifth week of the month and removing some of the independent work time weeks.

- *Adjusting call for applications timeline.* This past year we adjusted the timeline for the call for applications to coincide with the ADFM Annual Conference, the best opportunity we have each year to reach our target audience for the fellowship. This seemed to work well this past year and we will be continuing it into 2025 and beyond.
- *Planning a LEADS alumni centered ADFM Hot Topics.* The ADFM Hot Topic format has taken off over the last few years. These informal webinars are meant to provide an opportunity for members to connect on timely topics and provide a forum for ample Q&A. We often invite members to extend an invitation to others in their department who would benefit from the content. This March we're planning a webinar on how to work with search firms that will be marketed to our LEADS fellows and alumni and we see it as an opportunity to garner interest in the program as well.

Welcome to the 2025-2026 Cohort!

Below is the list of individuals we will be accepting into the 2025-2026 cohort, their institutions, and their proposed projects/project areas. Notifications of acceptance and contracts are being sent to these individuals this week!

Name	Institution	Project title
Erin Corriveau, MD, MPH	University of Kansas Medical Center	KUMC and Vibrant Health Unite
Joanne Dempster, MD, MHA	Columbia University/New York Presbyterian Hospital	Developing a culture of ongoing quality improvement among staff, faculty and residents at our family medicine outpatient practice.
William Dixon, MD	Southern Illinois University - Quincy Family Medicine Residency Program	Staff Leadership Development in a Rural Residency Program and FQHC
Roli Dwivedi, MD	University Of Minnesota	Community Engagement- A tool to Build Trust and advance Health Equity : Increasing the knowledge and practice of community engagement in Family Medicine
Carlos Elguero, MD, FAAFP	Albany Medical College	Clinical Accountability Meeting
Jon Hallberg, MD	University of Minnesota Medical School	The Good Doctor: Increasing the Accurate Representation of Family Physicians in Film and Television
Shawn Hickernell, MHA	Banner Health	Enhancing Provider Well-being and Cultivating a

		Positive Culture in Family and Community Medicine
Shermeeka Hogans-Mathews, MD	Florida State University College of Medicine	Promoting Departmental Wellness & Connectivity through Scholarship
Katie Imborek, BA, MD	University of Iowa Health Care	Leveraging Data to Facilitate Access, Increase Continuity of Care Index, and Promote Provider Well-Being
David Kelley, MD	University of Arkansas for Medical Science	Bringing education to the front
Hobart Lee, MD	Loma Linda University Health	FM CARES: Family Medicine Coaching and Academic Resiliency for Education and Service
Dan Sepdham, MD	University of Texas Southwestern Medical Center at Dallas	Ensuring Continued High Quality Faculty Mentorship for the UT Southwestern Department of Family & Community Medicine.
Zubair Syed, MD	UT Southwestern Medical Center	“Where does the money come from, and where does it go?”
Tina-Ann Thompson, MD, MBA	Emory University	Implementing Value Based Care concepts in Residency Training
Kristi VanDerKolk, MD, FAAFP	Western Michigan University Homer Stryker M.D. School of Medicine	Transitioning to competency-based education and evaluation in a Family Medicine Residency
Brandon Williamson, MD	Texas A&M Health Science Center; Department of Primary Care and Rural Medicine	Development of a departmental onboarding and mentoring process for new faculty.
Camilo Zaks, MD	Keck School of Medicine of USC	Implementing a Clinical Revenue Model for Street Medicine

We thank the ABFM-Foundation for the funding to get this program underway and look forward to sharing the next update in summer 2025!

Attachments:

- [November workshop agenda](#)