

Abstract Form

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Project Title:	Healthcare Leadership and Advocacy Training for Internal Medicine Residents

Research Category (please check one):

<input type="checkbox"/>	Original Research	<input type="checkbox"/>	Clinical Vignette	<input type="checkbox"/>	Quality Improvement	<input checked="" type="checkbox"/>	Medical Education Innovation
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Abstract

Introduction: Despite being major stakeholders in the U.S. health care system, many internal medicine residents lack the knowledge, skills, and resources to be effective physician leaders and advocates. Few residency programs incorporate specialized training in health systems, health policy, leadership models, organizational behavior, hospital leadership, and advocacy, all of which are necessary for future medical providers to successfully improve existing infrastructures and to provide quality care for patients. To address these training deficiencies, the Olive View-UCLA Internal Medicine Residency program developed an elective Healthcare Leadership and Advocacy (HLA) curriculum track to foster leadership skills necessary in hospital and clinic-based practices and to promote resident engagement in healthcare advocacy.

Methods: This 12-month track is composed of six core topics: 1) Introduction to Health Systems, 2) Introduction to Health Policy, 3) Introduction to Leadership, 4) Organizational Behaviour, 5) Effectively Maximizing a Healthcare Team, 6) Wellness and Relationship-Centered Leadership, 7) Introduction to Healthcare Disparities, and 8) Hospital Leadership. Each core topic includes pre-workshop videos and/or readings, and a one-hour didactic or flipped-classroom with educators from Olive View, USC, NYU, and UCLA. One week of elective per year is dedicated to shadowing experiences with leaders of the hospital C suite or the LA department of Health Services, and working with community partners to bridge healthcare needs in Sylmar. Community partners include Medical-Legal Partnership, Mobile Homeless Clinic and Meet Each Need With Dignity (MEND). Participants of the track are PGY1, PGY2, and PGY3 level trainees who were selected based on their application.

Outcomes: The track emphasizes core elements of leadership training, high value care models, steps to engaging in and leading advocacy projects and community partner engagement. A final capstone project culminates in the creation of a resolution or bill on health policy, as well as advocacy work in Sacramento, CA and Washington, DC.

Next Steps: We plan to anonymously survey Olive View IM residents to assess their perception of their advocacy and leadership abilities. We will provide a post-survey to track participants to assess the effectiveness of the HLA track in developing specific leadership and advocacy skills. We will incorporate feedback on the track to improve the curriculum.