

# One-Day Career Development Retreat for First-Year Medicine Subspecialty Fellows



at the University of California, San Francisco  
School of Medicine

## SUMMARY

### Target Audience

First-year medicine fellows in medical subspecialties, including geriatrics

### Purpose

To address professional needs and training requirements for academic career promotion that are not specialty-specific

### Program

Mandatory one-day, off-campus annual retreat for target audience

### History

The program began in 2002 and has been held annually for all subspecialty fellows in medicine

### Operating Costs

Time of Department of Medicine Chair and Director of Graduate Medical Education, 6-8 senior subspecialty faculty, and administrative support staff; meeting space; handouts; meals

### Outcomes

As of 2002, 90 fellows have participated in the retreat and rated the experience good to excellent on evaluations

### Available Materials

Article on retreat

### For More Information

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## Program Overview

A mandatory day-long retreat is held off-campus for all first-year fellows in the medical subspecialties, including geriatrics. The retreat fills an important void by addressing professional needs and training requirements common to all first-year subspecialty fellows. It also helps promote collegiality and cross-divisional collaboration. This serves to raise awareness about geriatrics among all medicine subspecialty fellows.

This annual retreat is intended to create a forum that bridges specialties and familiarizes fellows in the Department of Medicine with topics necessary for recruitment into academic careers that are not specialty-specific. These include:

- understanding the academic pathways and criteria for promotion
- obtaining research funding and salary support
- providing effective subspecialty consultations
- working collaboratively across divisions

## Program Operations

The retreat begins with an icebreaker activity. A variety of educational methods, including large- and small-group discussions and lectures, are used to address the core topics. The Chair of the Department of Medicine leads a discussion about the structure, funding, and promotion process of academic medicine departments. Breakout groups led by senior faculty from a variety of disciplines focus on strategies for funding and how to become successful clinician-educators, basic science researchers, and clinical researchers.



## **Staffing Requirements**

The following personnel are needed:

- Chair of the Department of Medicine (one hour)
- Director of Graduate Medical Education in the Department of Medicine (for retreat logistics planning)
- Six to eight senior faculty (one hour each)
- Minimal administrative support staff time

This document is part of a compilation of approaches to geriatrics recruitment, career development, and programmatic expansion, based on the work of the John A. Hartford Foundation "Centers of Excellence in Geriatric Medicine and Training." For more information, visit [www.afar.org/recruitment](http://www.afar.org/recruitment) or [www.jhartfound.org](http://www.jhartfound.org).

## **Program Costs and Funding Sources**

Faculty and administrative time, meeting space, handouts, and food, totaling approximately \$500. Most costs are indirect. Funded by the Department of Medicine.

## **Process and Outcomes Data**

As of 2002, 90 fellows have participated in the retreat and have rated the retreat with good to excellent scores on evaluations. The retreat continues to be refined based on the feedback received each year.

## **Implementation Lessons**

- Arrangements must be made with program directors well in advance because it is difficult to free fellows from clinical work.
- It helps to begin the retreat in the middle of the day so that fellows can complete necessary work before going off campus.

## **Available Materials**

### Publications

- A Retreat for First-Year Medicine Fellows. Johnston, B, Fenton, C, Jain, S  
*Academic Medicine*, 2002

## **For More Information**

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