

COACHing for Coaches

Community,
Organization, Allyship,
Commitment, and
Healing
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Overview

We organized a series of community- and spirit-building events for UCSF Medical Student faculty physician coaches over 6 months. The goal of these events was to build connection among our diverse community of ~70 coaches and support staff, in order to promote their wellbeing and capacity to continue to support students, and each other, through a challenging time.

Data Snapshot

- A total of **40 members (~57%)** of the coaching community attended at least one event
- Attendance at events ranged from 5 (evening at museum) to 19 (art class/grad night dinner)
- We had to cancel several outdoor events due to weather
- Ability to bring a guest enhanced attendance
- The two events that were best attended were linked to existing obligations (graduation, faculty development day)

Resources



Project Details

The UCSF Medical Student Coaching program has been in place since 2016, and is consistently one of the highest rated portions of the UCSF curriculum. The coaches' role spans all 4 years and nearly every aspect of the students' academic and professional experience. In addition to formal faculty development offerings, the coaching program depends on the interconnectedness of coaches for continued learning and support.

Recently, the pandemic, sociopolitical unrest and rapid changes in clinical and educational expectations have threatened the wellbeing of students and faculty alike. As coaches are a major source of consistent and individualized support for students, coaches' wellbeing is critical to our students' wellbeing. This proposal seeks to promote connection, community and wellbeing among coaches, with an ultimate goal of preparing coaches to better serve our students and colleagues.

We proposed a series of community-building events, designed to appeal to various pillars of wellness, and provide multiple opportunities for coaches with varying family and geographic circumstances to come together.

Project Challenges

- Attendance was variable: although everyone agreed this was important, people are balancing multiple obligations.
- Last minute cancellations were common: even when people intend to attend, sometimes they can't
- Staying on budget was hard: some of our initial events were canceled, so we filled in with others, but the last event had unexpected costs that ended up pushing us over budget
- Scheduling events, and managing RSVPs and attendance, created significant additional work for the organizers

Lessons Learned

- Community building is valued, and enhances faculty coach wellbeing and capacity
- A variety of events, allowing coaches with various personal and family circumstances to attend, was appreciated
- Events that allowed coaches to bring loved ones with them, and those that occurred when people were already gathered, were most successful.
- Even those who couldn't attend appreciated the effort, and felt a sense of community