

Job Description of the Coach

A. Purpose:

The position of Coach is a longitudinal role focusing on student success within the medical school curriculum from matriculation to graduation. Coaches will assist students as they create and carry out professional development goals. The intent is to have a diverse faculty to provide representation and help the students with professional identity formation. The goals of the coach are:

- To create a safe, longitudinal, supportive relationship with a small cohort of students
- To use evidence informed methods to provide coaching services
- To model and reinforce professional behaviors appropriate for physicians
- To serve as an accountability partner for students with academic difficulty
- To support professional identity formation

B. Requirements to be a Coach:

1. UPSOM faculty including "Clinical-prefix" faculty, Non-tenure stream, and Tenure stream for at least 2 years, at appropriate ranks or levels. They should have a doctoral degree. Current active clinical experience is preferred, but not required.
2. Divisional and departmental support to allow for the time commitment
3. This will be a 4 hour/half day (0.1 FTE) commitment per week, with an average of 2 hours of additional faculty development per month
4. Salary support for the 0.1 FTE will be determined by the faculty's salary, capped at \$250,000

C. Activities to include:

1. Maintain a longitudinal caseload of 7-8 students per year (this 1st year will only have 8 coaches but will build up to 28-32 over a 4 year cycle)
2. Monthly 1:1 coaching meetings
3. Availability to meet with students and respond to communications (email, text, etc.) within in a timely fashion
4. Attend group coaching lunches on a quarterly basis to discuss various topics and allow for peer-peer coaching
5. Provide student updates to the Director of Coaching Services and reach out if a student requires further intervention
6. Attend ongoing faculty development which will include (at minimum) monthly faculty development sessions and check in calls to discuss challenging cases & gain new coaching skills
7. Coaches should assist in covering other coaching cohorts as needed, when other coaches are on vacation or a leave of absence. A coach should not miss more than six weeks of the curriculum per year without explicit prior approval.
8. The current expectation is that a coaching term will be four years, to see a full cohort from matriculation to graduation. This is renewable once (for a total of 8 years) assuming that the job expectations are met.
9. The coaches will report to the Director of Coaching Services and will be collaborating closely with Advisory Deans, Longitudinal Educators, and the Office of Student Affairs.