

Coaching is a learner centered process. As a student success coach, you are not a counselor, mentor, or advisor- you are there to assist the learner in becoming successful. This is accomplished in many ways, including building a longitudinal relationship with the learner, gaining trust, asking powerful questions, and actively listening and allowing the learner to identify their gaps, create a learning plan, and increase accountability (with frequent check ins). In doing so, you assist them in building new habits that allow them to grow and flourish.

Before you start in this role, you will participate in faculty development sessions to get acquainted with the program and how it fits into the larger picture of academic support resources at PittSOM. This will occur **before** the new class matriculates at the end of July. Please note you will get CME credits for these sessions. We will also continue to meet every other week over the academic year as a group to explore more topics to help hone your skills and review challenging cases.

This role comes with a 0.1 effort (or the equivalent of 1 afternoon/week). Coaches are expected to handle ~8 students per class over the course of the academic year. This means that the 1st week you may meet with your MS1s each for 30 minutes, the next week your MS2s each for 30 min, and so on. There may be students you need to meet with more frequently as you get to know them and some you do not need to meet with as often. Some students will have more difficulty during the pre-clinical years and others during clerkships. Your role is to be there for them when they encounter times of struggle and help them determine what is holding them back so they can move past that. You do not need to be a content expert, nor a clinical reasoning expert. Coaching training will provide the skill set that you need.

You will collaborate with the Advisory Deans and other members within OSA, DEI, and OMED as needed to ensure student success.

Please note that second year students have dedicated time in December and January to focus on STEP 1 study. This is a time of intense coaching needs, so please make sure you are available during that time period, as we do not want to pass students to another coach. If you do not have the capacity to handle this caseload, please let me know.

Also, faculty who evaluate/ assign grades to students are not allowed to be their coach, as this would constitute a conflict of interest. However, if you have a co-course director, you can recuse yourself from grading anyone you are coaching, and have your partner grade them instead.

Currently, the coaches are MDs and DOs that have a Pitt affiliation. If you do not have a Pitt affiliation (ex. full time UPP), please let me know ASAP.

As the Director of Coaching Services, I oversee the program, including recruitment and onboarding of coaches, pairing of coaches and coachees, monitoring of progress, and continued faculty development. It is a two-way street, I give updates from my coaches and the committee gives me updates I relay back to keep everyone up to date. Coaches are expected to send me regular updates on their students- preferably after each meeting via a simple template that can be completed on our student success dashboard. I then report general updates to the Academic Success Team (Dr. Gonzaga, Dr. Pettigrew, Dr. Borghesi, the learning specialists Jessica Owens and Tiffany Martin, and myself) which meets weekly to review student progress.