Title: “I’d Like to Thank the Academy”...Reflections on our Inaugural Fellows Academy

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Purpose:
To create a department-wide Fellows Academy to provide senior trainees with an inclusive educational forum, inter-divisional mentorship, networking opportunities and wellness activities.

Background:
Fellows in the final stages of training can often become siloed within divisions as they narrow their scope of practice. We created a Fellows Academy to bring together fellows across subspecialties to discuss common issues as they prepare for independent practice and to enhance a broader sense of community within our department.

Methods:
We conducted an initial needs assessment survey to determine interest, meeting frequency, and topics of interest. In response, we planned three talks for the year - one on malpractice and one about preparing for a job interview - both requested by 80% of respondents. We also included a joint wellness session with residents about writing a condolence letter to a patient or her family. Fellows evaluated each individual session as well as the overall program.

Results:
48% of fellows completed the needs assessment. 70% felt that a Fellows Academy would be beneficial to their training and 30% were unsure. Evaluations of the individual events were extremely positive. All three sessions received a mean rating 5.0 out of 5.0. Representative comments included, “thanks for organizing - this was a great and under-addressed topic” and “moving, helpful exercise”. At the conclusion of the academic year, 100% of respondents felt that the Fellows Academy should be continued.

Discussion:
Fellows appreciated the opportunity to come together as a community to partake in junior faculty development events relevant to their stage of training.