

HEAL-USA

Distinguish Yourself as a Leader!

Mission

To decrease health care disparities by increasing the number of underrepresented minority physician leaders in academic practice.

Program Background and Description

Housestaff Emerging Academy of Leaders (HEAL), launched by UT Southwestern's Office of Faculty Diversity & Development, is a networking and professional development program designed for residents, fellows, and supporting faculty that have been historically underrepresented in medicine, such as Black/African Americans, Latin/Hispanics, American Indian/Alaska Natives, and Native Hawaiian/Other Pacific Islanders.

HEAL affiliates attend monthly sessions designed to provide them with key knowledge and skills that are necessary for their career success.

HEAL-USA is a 6-month program designed to further develop and provide underrepresented minority housestaff (residents/fellows) from across the nation with the additional components needed, ideally, for a successful transition into the role of academic faculty.

Program Goals and Requirements

The goal of **HEAL-USA** is to prepare interested underrepresented minority housestaff in a future career in academic medicine and enhance their knowledge and leadership abilities.

To complete the program, **HEAL-USA** participants must accomplish several requirements:

Session Meetings

Attend 6 monthly HEAL webinars covering a range of topics needed to prepare you for being a faculty member.

Challenge Assignments

Monthly challenges that allow you to connect with other HEAL participants and complete topic related tasks.

Coaching Skills Training (Optional)

Meet with our executive coach and gain free skills and training on helpful coaching strategies.

Webinar Sessions

Participants are required to attend the 6, monthly, webinar sessions. HEAL webinars will be offered virtually and will begin January through June. All sessions will be held in the evening, Central Standard Time Zone.

Housestaff Emerging Academy of Leaders (HEAL-USA) 2022 Curriculum

Date	Time (Central)	Session Topic
January 19	5:30-7:00pm CST	Welcome to HEAL-USA: Orientation & What is Academic Medicine?
February 23	6:00-7:00pm CST	Mentorship, Sponsorship and Networking
March 23	6:00-7:00pm CST	Beating Burnout
April 20	6:00-7:00pm CST	Crucial Conversations Part 1: Deciding Your Future and Making Tough Choices
May 18	6:00-7:00pm CST	Crucial Conversations Part 2: Managing Conflict & Feedback
June 22	6:00-7:00pm CST	Preparing to Apply

Challenge Assignments

Participants will be given monthly challenge assignments related to the webinars. Challenge assignments are due prior to each live session. If you are unable to complete your challenge assignment on time, we still highly recommend and encourage you to attend the live session.

Coaching Skills Training (Optional)

[Christina Ahn, Ph.D., CPCC, ACC](#), our departmental Executive Coach, will offer to interested and committed residents/fellows a course in coaching skills. There will be a special interest session offered in January, followed by five (5) monthly sessions for the interested cohort. What is coaching? Coaching facilitates and encourages:

- Deeper connection with yourself and others
- Finding solutions you face in the workplace
- Strategies for improvement in areas that matter to you
- Better clarity and discovery
- Enhance your leadership abilities

Coaching Skills Training with Dr. Christy Ahn

Date	Time (Central)	Topic
January 20	5:30-6:30pm CST	Coaching Fundamentals and Curriculum Q&A
February 17	5:30-6:30pm CST	Coaching Fundamentals: Part 2
March 24	5:30-6:30pm CST	Fulfillment
April 21	5:30-6:30pm CST	Perspectives
May 19	5:30-6:30pm CST	Your Presence Matters
June 16	5:30-6:30pm CST	Putting It All Together and "Coaching Skills Graduation" Celebration

Program Conclusion

In-Person Leadership Seminar – Pending COVID-19 and Institutional Travel Guidelines

We hope that travel and social interactions will be possible in the summer. If so, participants are encouraged, however it is not mandatory, to attend a half day leadership development seminar hosted at UT Southwestern Medical Center, Dallas, TX. The seminar is to be held July 2022. More details to come!

Program Completion

- Upon successful completion of the **HEAL-USA** program, participants will be recognized and awarded a certificate of completion that may be highlighted within their CV and their Program Director and Department Chair will be notified of their accomplishment.
- Those who also participate and successfully complete the necessary Coaching Skills Training, will have a special emphasis placed upon their certificate.

- Career development awards in the amount of \$500 will also be issued to the top 5 housestaff (residents/fellows) who exceed expectations within the program. The \$500 may be used to register for a career development conference of the awardee's choice.

Eligibility

- Selected residents/fellows must commit to the necessary requirements in order to successfully complete the program.
- All residents and fellows may apply. Underrepresented-in-medicine housestaff are highly encouraged to sign-up for **HEAL-USA**.
- Faculty members in any rank are welcome to participate and join sessions to offer insight to the trainees. Faculty are not required to complete assignments and will not be eligible for the career development award.

Application/Costs

- Interested participants must complete and submit their applications by **December 15, 2021**.
 - **Enroll now!** - <https://www.surveymonkey.com/r/healusa2022>
- There are no costs or fees to be a **HEAL-USA** participant.

Contact Information

If you have questions or comments regarding Housestaff Emerging Academy of Leaders (HEAL) and the **HEAL-USA** program, please feel free to contact us!

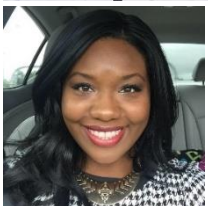
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HEAL-USA Team Organizers!



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