

## **WONCA Europe Scholarship**

Zalika Klemenc Ketiš, Job FM Metsemakers

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### **Introduction**

It has been custom that WONCA Europe provided bursaries for WONCA Europe and WONCA World congresses. The goal was to allow a small number (10-15) of colleagues to participate in a conference, whereas they normally would not have the opportunity to do so.

There are two difficulties with this activity.

- Organisation
- Results

### **Organisation**

Often the HOC of a Conference also has a bursary program. Combining these programs has proven to be difficult. Having two (or more) separate programs allowed the same person to get two bursaries.

Applicants for bursaries are asked to write a letter of motivation and have to submit a CV. These documents have to be read and reviewed by a small group. Using balancing criteria on gender, country income and history of earlier bursary the bursaries are provided. Selection on documents only, has proven to be difficult.

### **Results**

During a reception we meet with the bursary winners, get acquainted, and expect them to write a short story on what they learned. The winners are greatly thankful but we do not have any guarantee that they will come back another time, nor that they will or can become active in their own country. Some write reports as requested, other do not.

## **WONCA Europe Scholarship**

WONCA Europe Executive proposes a more longitudinal approach in a **WONCA Europe Scholarship**.

The purpose is to scout and stimulate future international leaders of Family Medicine/General Practice. The WONCA Europe Scholarship will be for minimum 2 to maximum 4 years and will not be limited to attending the WONCA Europe/World Congress

but employs other activities which enable the growth of participants both on the personal and professional levels

Attending a meeting of one of our Networks, participating in a 360 exchange, visiting a department of Family Medicine, or the WHO can be part of the Scholarship. Furthermore a review of a health related policy document could be included, as well as joint activity with the WONCA World WHO Liaison person. The candidate should propose a coherent program.

We also discussed the possibility to let them work as a peer group on some topics. We might specify some courses on leadership development. Scholars should collaborate as a team or group, meet regularly and keep in touch also after the scholarship period ends.

Such a Scholarship program will need a clear selection process whereby the candidates Member Organisation shall be consulted as the candidate will need a MO's support letter.

For a 4 year period a sum of € 8000 per scholar should be available (ie € 2000 per scholar per year). Stepwise introduction with a maximum of four scholars would mean a maximum cost of € 8000 per year to the budget of WONCA Europe

	2018	19	20	21	22	23	24	25
Scholar 1	X	X	X	X				
Scholar 2		X	X	X	X			
Scholar 3			X	X	X	X		
Scholar 4				X	X	X	X	
Scholar 5					X	X	X	X
	2000	4000	6000	8000	8000			

**Goals:**

- facilitate the development of outstanding future European family medicine leaders
- enable the learning about primary care/family medicine/general practice models
- enable the learning about institutions in health care (policy)
- foster international networking

**Requirements for applicants:**

- speaks and reads English (TOEFL iBT level)

- in the last year of family medicine specialty training OR a maximum of 15 years after finished family medicine specialty training OR at least 3 years and a maximum of 15 years of working in family medicine/general practice settings (for countries with no specialty or equivalent vocational training as specified in Article 41 of Council Directive 93/16/EEC and the Directive 2005/36/EC)
- member of a national member organisation of WONCA Europe.
- a recommendation letter from a WONCA Europe member organisation of the candidate's country
- a candidate's CV
  - o a letter from the candidate describing his/her past experiences in the activities of family medicine nationally and internationally and the expected outcomes of scholarship based on different competencies such as leadership, communication, organisation
  - o suggestion of a mentor (letter of acceptance of that role by the suggested mentor)

#### ***Selection criteria***

- has a long-term vision of own development as a family medicine leader
- has a concrete plan for activities during scholarship period,
- demonstrate excellent communication, organisational and leadership abilities

#### ***Obligations of the selected candidates***

- Yearly written reports to the WONCA Europe scholarship committee
- Yearly (online) evaluation meeting with WONCA Europe scholarship committee

#### ***Scholarship committee***

- the applications are handled by the committee composed of 5 members
- the committee is composed of president Elect (chair), the VdGM representative in the WE EB and three representatives from MOs (these could be council members or any members of MOs).
- An individual MO can nominate a candidate only from its members. For the first three years, Zalika Klemenc Ketiš acts as an advisor of the committee.

- The term of the scholarship committee is three years. Maximum number of terms of an individual member is two. Committee is appointed by the WE EB
- The committee (and WONCA Europe secretariat) meets at least once per year in person (during the WONCA Europe conference) and online if needed
- Tasks of the committee:
  - o Organisation of the call
  - o Review of the applications
  - o Selection of the candidates
  - o Monitoring the selected candidates through the 4 years of scholarship
  - o Report to the WE EB and WE Council yearly
  - o Evaluation and approval of the expenses regarding the scholarship
  - o Decide which expenses could be covered by a scholarship and which not, for each scholar

### ***Application procedure***

- the call for the scholarship is published on WONCA Europe webpage, in the WONCA Europe Newsletter once a year and with a letter to each MO
- the applications are reviewed by the scholarship committee and maximum 5 of the candidates are selected for an interview
- the 5 selected candidates will have an online meeting with the scholarship committee presenting themselves, their plan, and giving the scholarship committee the opportunity to ask questions.
- advice from the MOs of the candidate country will be sought
- the committee decides on the selected candidate paying attention to gender balance
- the mentor is appointed to the candidate by the scholarship committee preferably taken into account the suggested mentor by the candidate
- the results are published on WONCA Europe webpage and in the WONCA Europe Newsletter

### ***Criteria for mentors***

- at least 10 years of experience as a specialist of family medicine / general practice
- at least 10 years of international experiences in the field of family medicine / general practice organisation and/or, policy and/or, leadership and/or networking
- is prepared to support the activity of participating doctors through reviewing and appraisal of their work, providing feedback, advice and support

- cannot be a member of the Scholarship committee
- can participate in (on-line) meetings with a scholarship committee when needed

#### ***Obligations of the mentor***

- active support of the activities of participating doctors through reviewing and appraisal of their work, providing feedback, advice and support
- participation in (on-line) meetings with a scholarship committee when needed
- yearly written reflection on the report of the scholar to the scholarship committee

#### ***Evaluation of scholars' success through scholarship process***

- evaluation of the scholar is based on the self-report of the scholar and advice/opinion of the mentor
- scholars are assessed at least once per year by their mentors
- mentors' reports are assessed once per year by scholarship committee
- scholars with negative assessment of activities in the past year (by the scholarship committee) can be excluded from the scholarship programme
- the decision on the exclusion of the scholar from the programme is done by the scholarship committee
- the scholarship committee has the right to decide on the length of the individual scholarship based on the evaluation of the scholars. The scholarship can last for a minimum of 2 years and a maximum of 4 years.
- criteria for yearly evaluation are:
  - o adherence to plan for activities during scholarship period
  - o proofs of the development of communication, organisational and leadership abilities
  - o demonstration of personal and professional growth in terms of leadership