

## FM REVIEW 2018 20 COMMENTS

**COMMENTS TO EDITOR:** This revised essay, about how a FM resident from Nigeria was inspired to work for change in the way her country views FM after attending an international family medicine conference, is on the right track. The main problems are that 1) it still is a little long in getting to the most interesting part, which is what the author is actually doing as a result of her participation in the conference and 2) a rather confusing small section in which she advocates "personal development" to overcome "mediocrity" in her specialty training, which does not make much sense to me. I think if the author can successfully address these issues, this essay will be an interesting contribution to the journal.

**COMMENTS TO AUTHOR:** Thank you for these revisions, which go a long way toward following reviewers' and editorial recommendations. We appreciate your attentiveness to the rewriting process. The title is much improved, thank you! You have also done an excellent job of shifting the focus away from the conference itself to how you changed as a result and how you attempted to begin to implement change in how your country regards family medicine. There remain a few issues that we would like you to address.

1) If possible, tighten the material about the conference still further. The conference is important as a trigger, and we need some sense of its content, but don't provide too much detail, especially in terms of ideas that were beyond your power to introduce (i.e., interprofessional training).

2) The concept of personal development to overcome mediocrity is an excellent one, but as presented it is unclear exactly what you mean. Please clarify that the subsequent personal examples (encouraging the introduction of FM into the community; questioning your training; engaging in academic writing; and pursuing research) are all ways of expressing this personal development and rising above the perhaps "mediocre" expectations of a family physician in Nigeria.

3) Please note some stylistic edits throughout the attached manuscript.

We look forward to a final revision.

**Comments to Editor III:** The essence of this essay is now clarified, which is that attendance at an international FM conference inspired this senior Nigerian resident to be an agent of change in her residency and hopefully in her country's healthcare system. The author has done a major revision, which is good in that the essay is clearer, but problematic in that there is a lot of "new" writing which is rather rough in places. The attached manuscript has a fair number of edits, most of which are stylistic in nature - i.e., they sound better or they help to clarify the author's meaning. There is also one place where the author talks generally about how she was able to make some institutional shifts in her training program that I think would benefit greatly from an example. For this reason, much to my regret, I feel the ms requires an additional revision.

**Comments to Author: Thank you for this revision, which clarifies both your main theme and its supporting points. It is clear that you are headed for an important leadership role regarding family medicine training and practice in Nigeria!**

**Because you did such an extensive re-write (which we appreciate), some of the writing is still a bit rough in places. The attached indicates suggested edits to improve the flow of the writing and in a few cases to clarify your meaning. I also think the ms could benefit from an example of what sorts of institutional shifts you were able to introduce to your residency program. Please consider these recommendations.**

**We hope the future of family medicine in Nigeria will be brighter as a result of your experience.**

**COMMENTS TO EDITOR IV: This revision has incorporated all suggested changes, and has added a useful example of what the author actually did to make changes in her residency program in Nigeria. This is the third revision and I think the essay has gone as far as it can. It is a valuable essay that offers important insights into the process of becoming a true family physician by working for both individual and institutional change. I recommend we accept. I also suggest careful copy-editing, as the text is so extensively revised that, while I've tried to catch all errors and Britishisms, some may have slipped through.**

**COMMENTS TO AUTHOR IV: Thank you for this final polishing of your manuscript, as well as the useful example of persuading your residency program to give residents more freedom of choice in site selection. I think the core of your essay speaks to the need for family doctors to be family doctors, not mini-specialists; and that comes through clearly. Thank you for your hard work and perseverance. The result is a valuable essay that offers important insights into the process of becoming a true family physician by working for both individual and institutional change.**