Education Career Pathways

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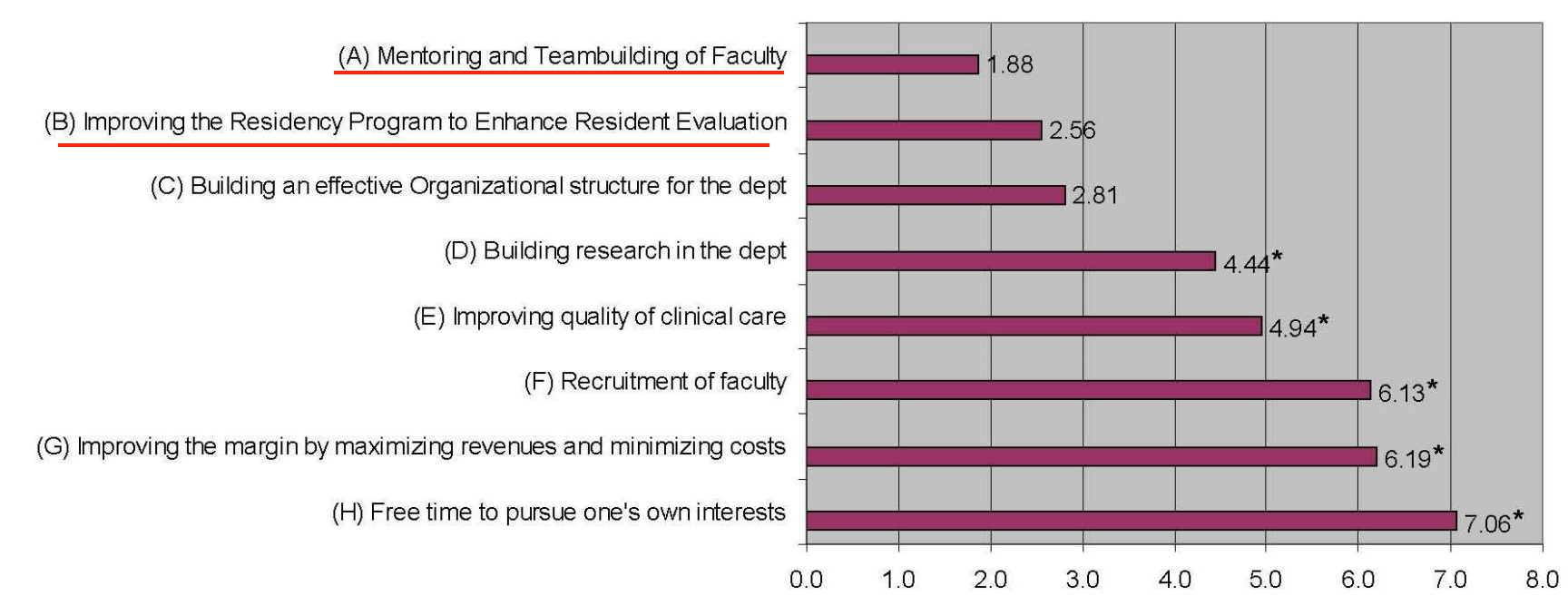
Education Career Pathways



Administrative function Chairpersons "most enjoyed" about their position
(Median, n=40; 9 responses were excluded due to incomplete data).
(Friedman's Test, $p<0.05$) [1="most enjoyed" * Significantly different from A, B, and C]

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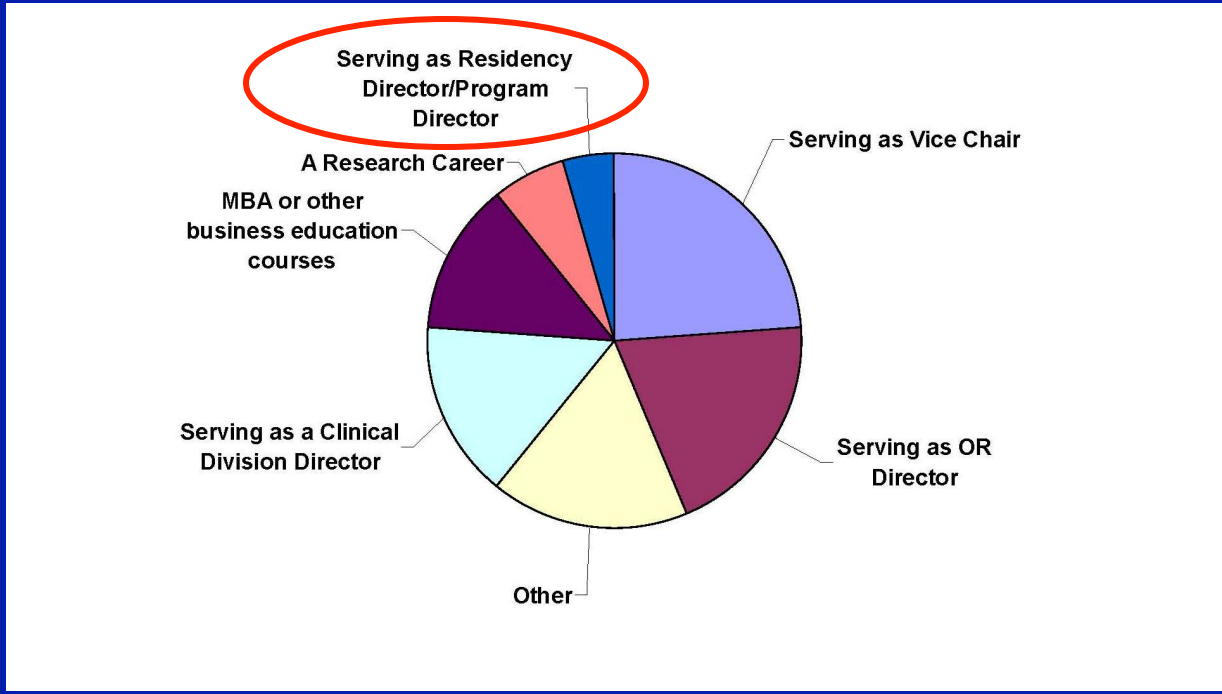
Education Career Pathways



Single Experience or training considered most helpful to being a chair (n = 46).
11% of Chairs have been program directors

Mets, Galford et al, Anesthesia and Analgesia, Nov. 2007

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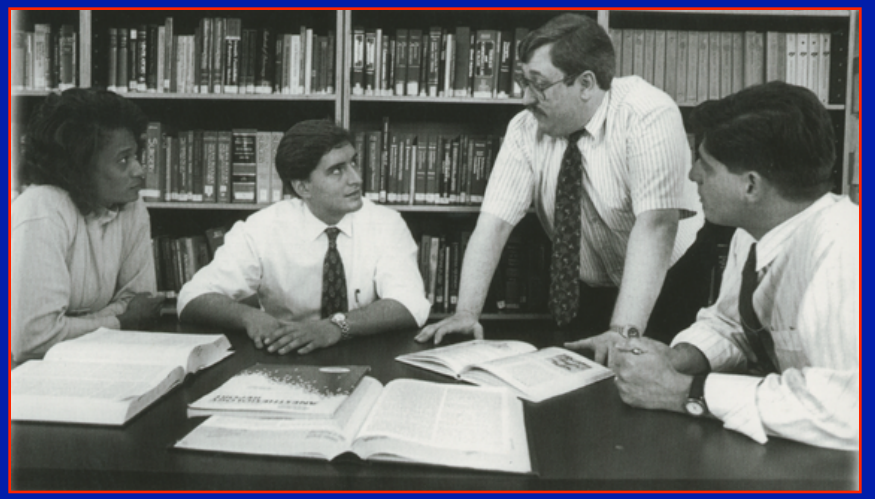
Education Career Pathways

Goals

- Nurture and mentor (junior faculty) members who choose education career pathways
- Guide them towards promotion



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Education Career Pathways

As in life there is no set path

~half the fun

is the Journey

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Education Career Pathways

Goals

1. Set goals for development and promotion
2. Establish tools/mechanisms to achieve goals
3. Monitor/document progress

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Education Career Pathways

Education is not just teaching
but all that goes with providing an environment for medical students and residents to develop and learn

includes

Structure, curriculum and evaluation of the education process

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Education Career Pathways

Basic Blue Print

a) Set Goals

b) Develop and hone basic teaching skills

c) Provide administrative structure/role

d) Self identify interest (educational and clinical)

e) Develop expertise in area

f) Research, write, speak (have lecture will travel)

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Education Career Pathways

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1. Set goals for development and promotion
2. Establish tools/mechanisms to achieve goals
3. Monitor/document progress

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Education Career pathways

Set Goals/Establish Tools/Mechanisms

- Document excellence in teaching
  – locally, regionally, nationally
- Creativity/involvement in administration of education
- Academic productivity: scholarship widely disseminated
- Development of national recognition/reputation

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Education Career pathways

Set Goals/Establish Tools/Mechanisms

Teaching is learned
it is not
God - given

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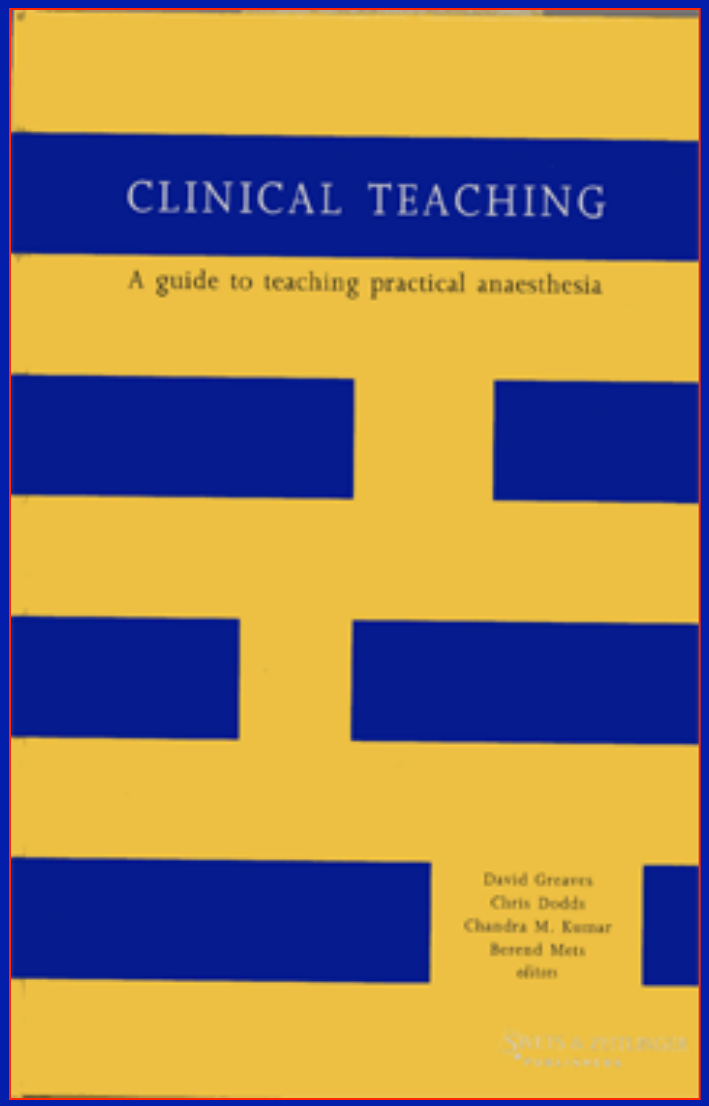

"Information on this topic is scarce, until another book like this becomes available, it stands in a class by itself." RD Barnes, Anesthesiology, Sep 2004

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Set Goals/Establish Tools/Mechanisms
Document Excellence in Teaching

Locally

- PBLD ~ with med students
- Small group ~ resident core lectures
- OR teaching ~ resident evaluations
- Lecturing skills ~ grand rounds
- Simlab Teaching sessions
- OSCE setup ~ med students

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Set Goals/Establish Tools/Mechanisms

Document Excellence in Teaching

Regionally

- CME ~ state societies

Nationally

- Faculty exchange grand rounds
- Medically challenging cases ~ ASA Meeting
- PBLD ~ ASA Meeting

~ subspecialty societies e.g. SCA

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Develop Presentation Skills

Oscar Wilde

"I would have made it shorter but I did not have enough time"

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Education Career pathways

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  – locally, regionally
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Set Goals/Establish Tools/Mechanisms

Creativity/Involvement in Administration of Education

Locally: Ready Made Tracks

Residency Training

- Recruitment
- Education ~ CCC
- Curriculum development

Director Clinical Base

Program Director

- Associate
- Assistant

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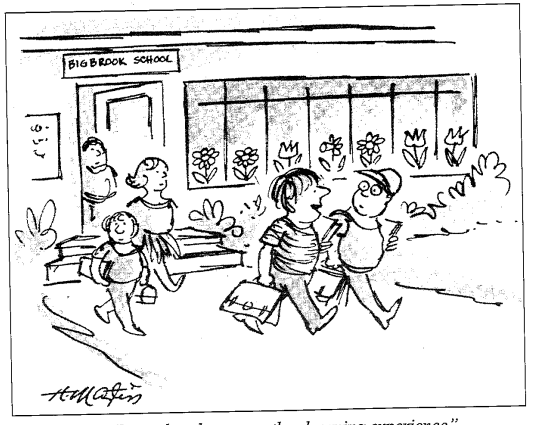
Set Goals/Establish Tools/Mechanisms

Creativity/Involvement in Administration of Education

Locally: Ready Made Tracks

Medical student program

- Clerkship Director for Anesthesiology
- Course director
- MS Curriculum Committee
- Develop a novel educational structure



"Well, another day — another learning experience."

" well another day, another learning experience"

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Set Goals/Establish Tools/Mechanisms

Creativity/Involvement in Administration of Education

Locally: Ready Made Tracks

Graduate Medical Education

- GME committee
- GME curriculum development

Continuing Medical Education (CME)

- Course Director
- Workshop leader
- Internet based CME

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Set Goals/Establish Tools/Mechanisms

Creativity/Involvement in Administration of Education

Locally: Novel Tracks

Simulation Program

- Director
- Curriculum/course design

Airway Program

- Director
- Curriculum/course design

Regional Anesthesia

- etc.

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Set Goals/Establish Tools/Mechanisms

Creativity/Involvement in Administration of Education

Nationally

- Society for Education in Anesthesia
- Society for Simulation in Healthcare
- AAMC
- ACGME
- SAMBA/SCA/SPA, education committees

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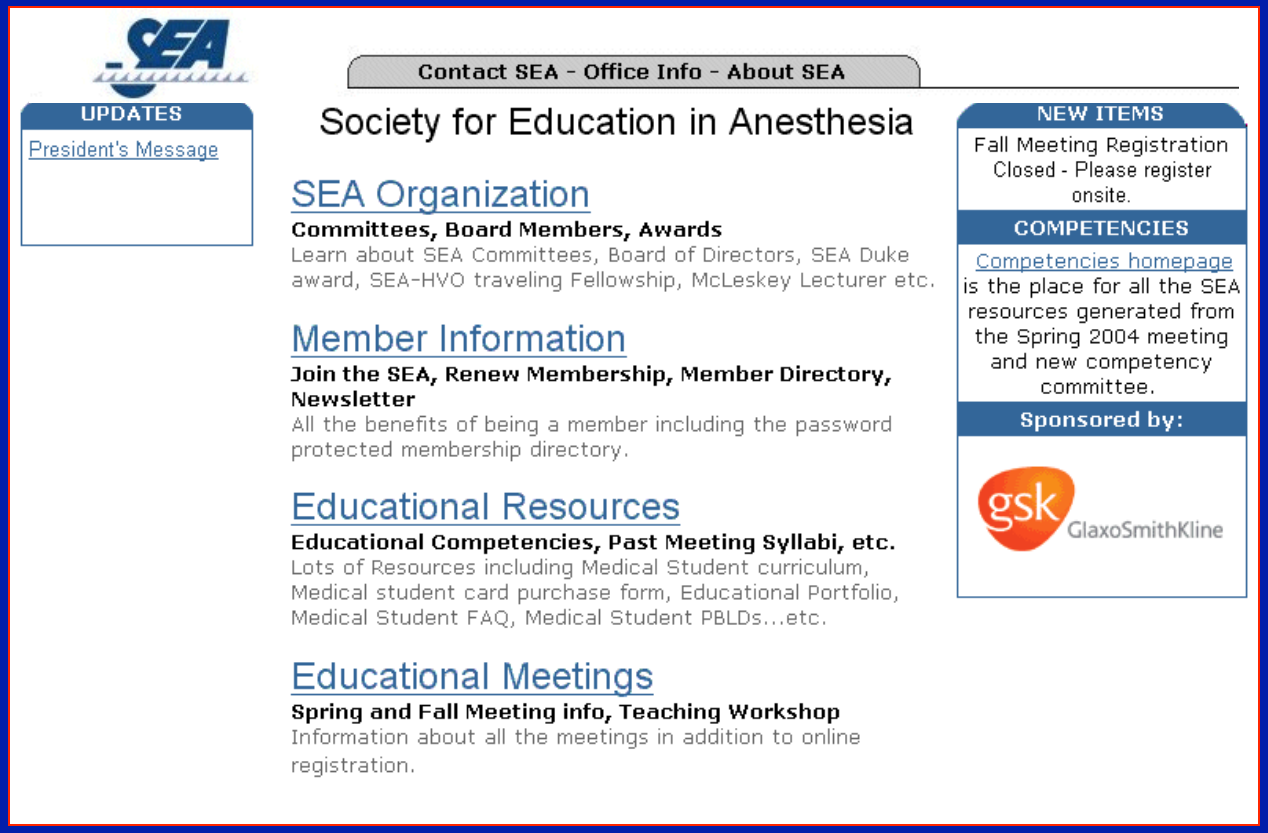
Set Goals/Establish Tools/Mechanisms

Creativity/Involvement in Administration of Education



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Education Career pathways

Set Goals/Establish Tools/Mechanisms

- Document excellence in teaching
  – locally, regionally
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Set Goals/Establish Tools/Mechanisms

Academic Productivity: Scholarship Widely Disseminated

Forms this can take (1)

- Education research
- Academic / education survey
- Description of educational models
- Evaluation / development of ACGME competencies
- Simulation curriculum design

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Volume 81
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ACGME

Outcome Project

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RSVP

RSVP...
Recognize Success Via imPlementation

RSVP is a showcase for works-in-progress. The projects included here are examples of activities that may be used to teach and assess the general competencies. The descriptions are provided directly by the program or institution. For further information about any of these projects, please communicate directly with the contact person listed for each project. We hope these examples will stimulate ideas for further development by the GME community and across the continuum of medical education.

The ACGME Outcome Project gratefully acknowledges the generosity of the educators who share their projects on this web site.

RSVP Titles:

- New — The Hospice and Palliative Medicine Competency Project Phase 2: Specifying Measurable Outcomes
- New — Incorporating Resident Learning Needs and Patience Care Needs into Home Visits
- New — Assessment-Driven Competency Development: The LECOMT Experience
- New — The Healthcare Matrix: Improving Care by Linking Outcomes to Competencies

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ACGME Outcome Project

RSVP

Incorporating Resident Learning Needs and Patient Care Needs into Home Visits

Julie M. Stausmire, MSN, CNS
Susan J. Hulsemann, MD

The Mercy Family Medicine Residency Program redesigned its home visit program in 2006 to incorporate all ACGME competencies into the home visit, identify unique learning opportunities for residents and meet individualized needs of continuity patients across their lifespan.

The redesign had several specific goals:

1. Match patient care needs to an identified resident learning need (Patient Care and Medical Knowledge)
2. Utilize screening, developmental, and educational tools that improve patient care, patient safety and promote the physician-patient relationship (Communication, Evidence-Based Learning and Improvement)
3. Promote multidisciplinary teams by using a Clinical Nurse Specialist preceptor experienced in Community Medicine (Professionalism, System-Based Practice)
4. Limit home care visits to a one-time event that meets the holistic needs of the patient or caregivers including educational, psychosocial and medical or safety needs.

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Set Goals/Establish Tools/Mechanisms

Academic Productivity: Scholarship Widely Disseminated

Forms this can take (2)

- Med Ed Portal (AAMC)
- World Anesthesia
  - Tutorial of the Week (TOTW)

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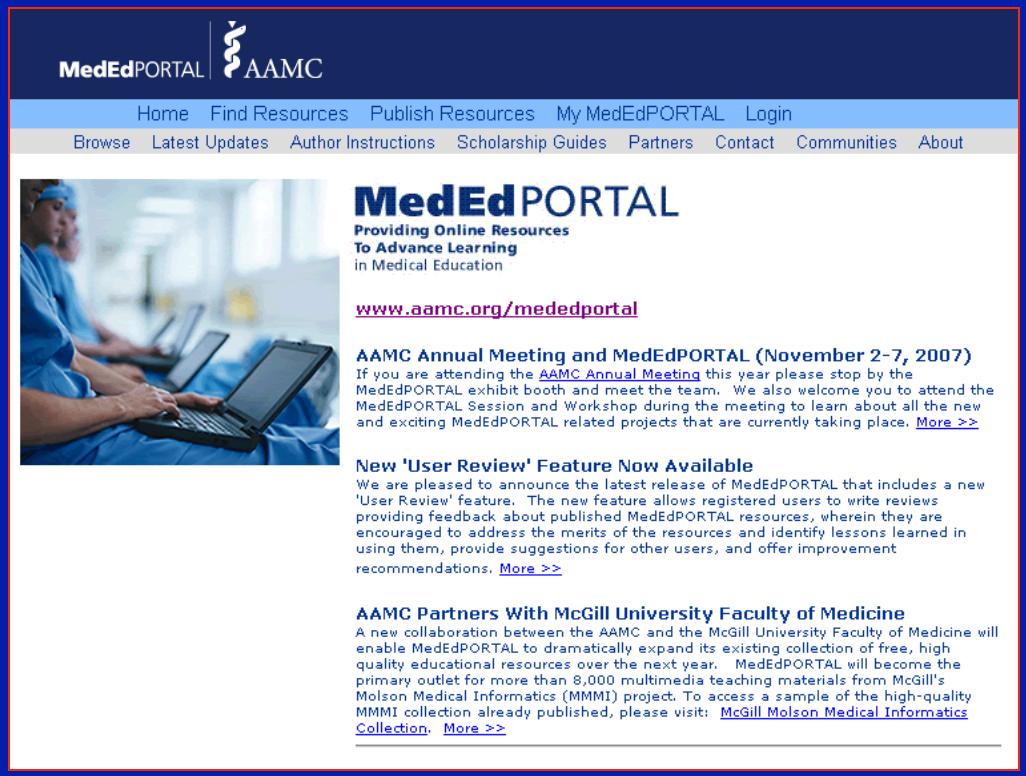
Set Goals/Establish Tools/Mechanisms

Academic Productivity: Scholarship Widely Disseminated



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Set Goals/Establish Tools/Mechanisms

Academic Productivity: Scholarship Widely Disseminated

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Academic Productivity: Scholarship Widely Disseminated

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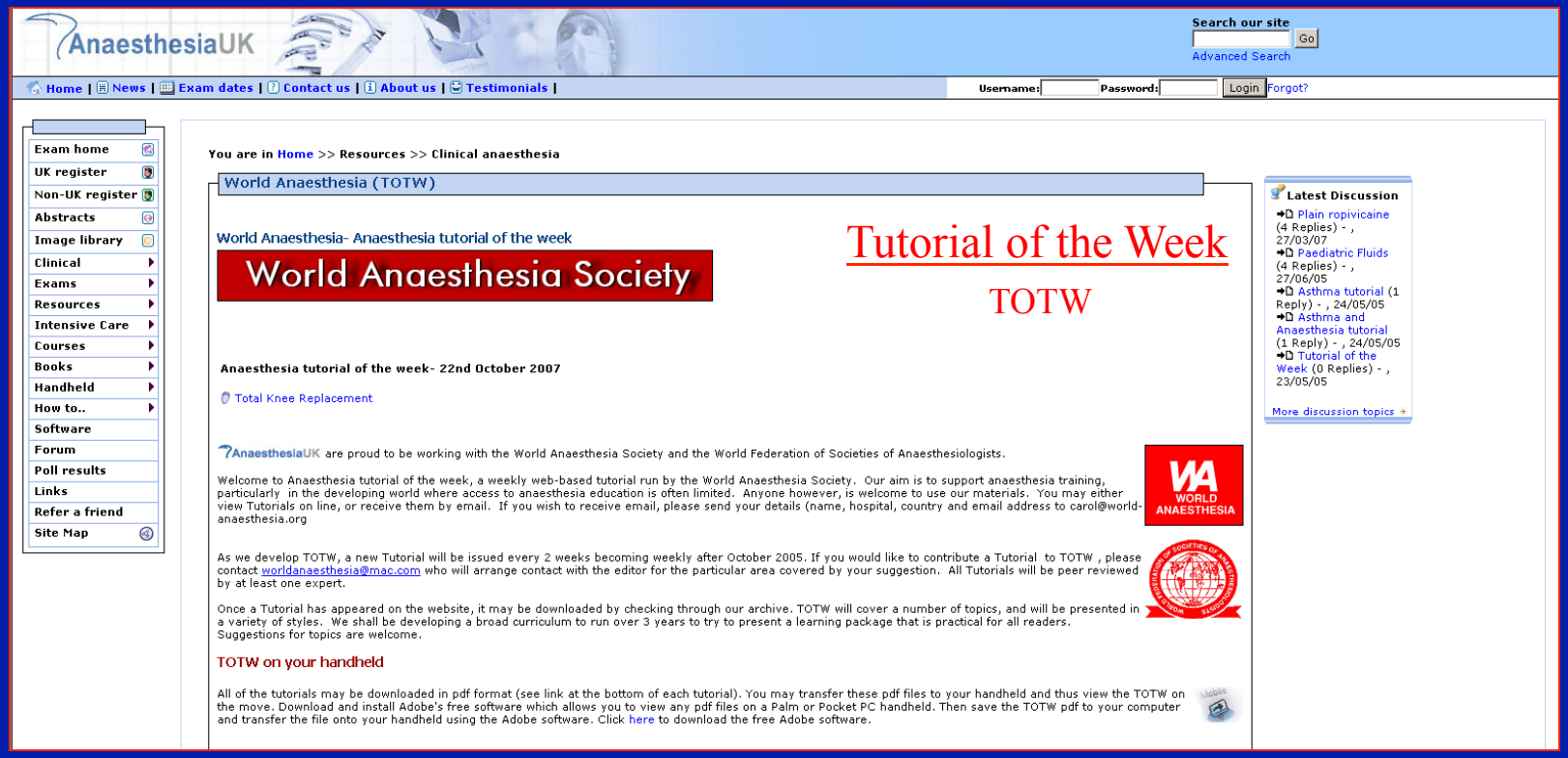
Academic Productivity: Scholarship Widely Disseminated



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Set Goals/Establish Tools/Mechanisms

Academic Productivity: Scholarship Widely Disseminated

Journals Accepting 'Educational' Papers:

Academic Physician & Scientist: www.acphysci.com
Journal of Education in Perioperative Medicine: www.jepmadmin.org
Academic Medicine: www.academicmedicine.org
Medical Education: www.mededuc.com
The Clinical Teacher: www.theclincalteacher.com
Simulation in Healthcare: www.socmedsim.org
The Journal of Simulation and Gaming: www.unice/fr/sg/
Journal of Anesthesia: www.springerlink.com
Journal of Clinical Anesthesia: www.elsevier.comn

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Set Goals/Establish Tools/Mechanisms

Academic Productivity: Scholarship Widely Disseminated

Forms this can take (3)

- Case reports (primary author)
- Book chapters (primary author)
- Co-author on other's clinical research projects

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Learning to Write Case Report

Singularly focused on teasing out the key issues, writing in:

- Instructive
- Readable
- Parsimonious fashion

"And so I finally realised that, after all, my true calling was to be an anaesthetist."

"and so I finally realized my true calling was to be an anaesthetist"

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Education Career pathways

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Set Goals/Establish Tools/Mechanisms

Development of National Recognition/Reputation

- Grand Rounds/visiting professor exchange
- Establish presence in education society
  - SEA
  - Society for Simulation in HealthCare

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Set Goals/Establish Tools/Mechanisms

Development of National Recognition/Reputation

- Networking
  - Prominent visitors to department
  - Guests at national meetings
- 'Have lecture will travel'
- Volunteer/deliver

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Education Career Pathways

Monitor/Document Progress

- Teaching Portfolio
  - Reflective summary
    - SEA Faculty Development Committee
- Maintain updated CV

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Education Career Pathways

Monitor/Document Progress

Regular Meetings

- Faculty Mentor
- Yearly Chair ~ written feedback
- Promotion and Tenure Committee (2 yearly)
  - Written feedback/advice

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