

Education Career Pathways

Berend Mets, MB, ChB, PhD, FRCA, FFA(SA)

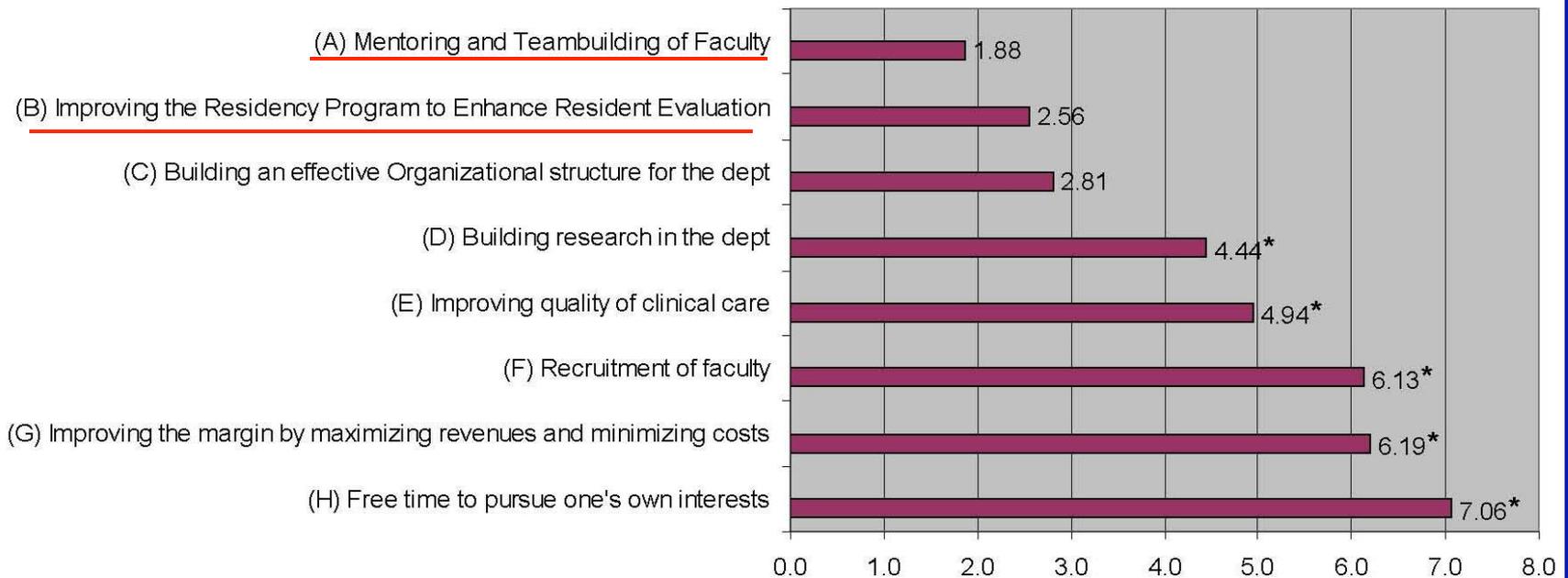
Eric A Walker, Professor and Chair of Anesthesiology

Penn State Milton S. Hershey Medical Center

Penn State College of Medicine

Hershey, Pennsylvania

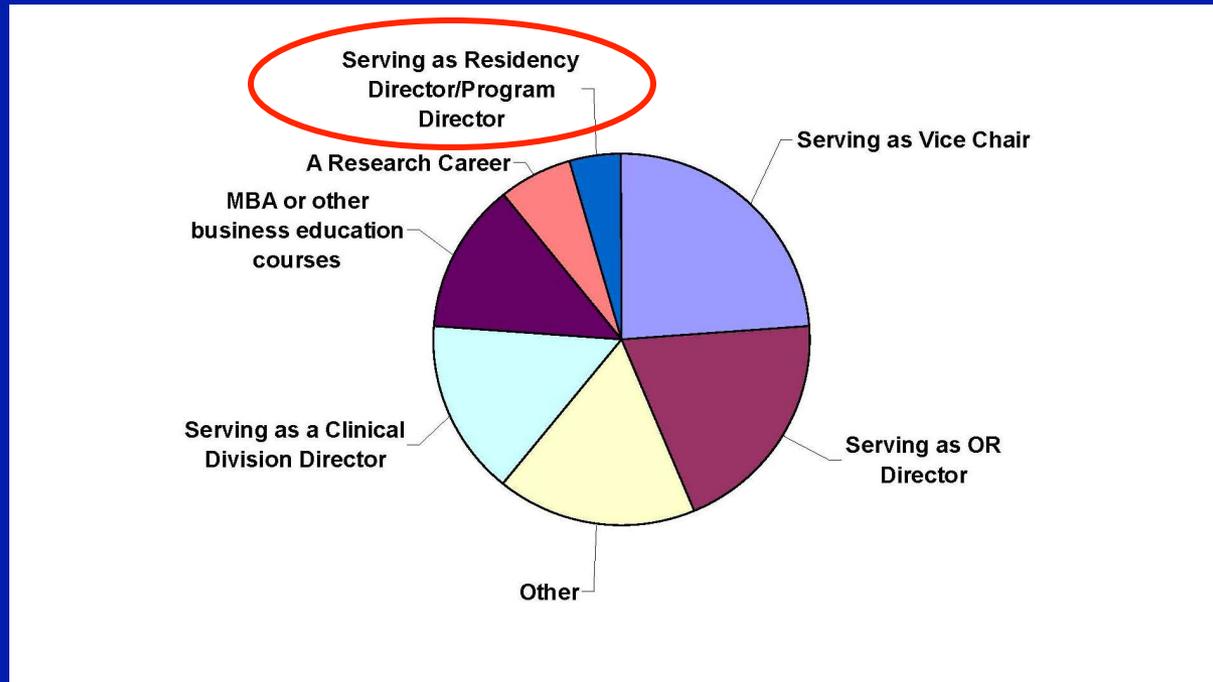
Education Career Pathways



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]

Education Career Pathways



Single Experience or training considered most helpful to being a chair (n = 46).

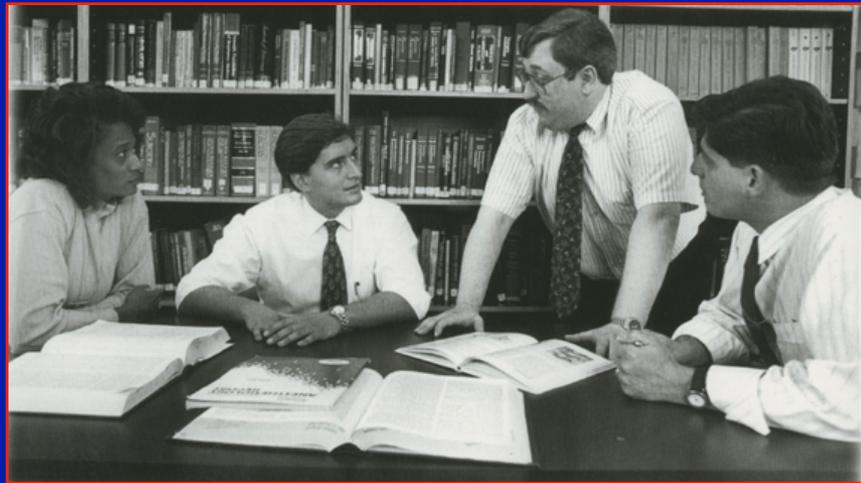
11% of Chairs have been program directors

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

Education Career Pathways

Goals

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



Education Career Pathways

As in life there is no set path
~half the fun
is the Journey

Education Career Pathways

Goals

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

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*

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)

Education Career Pathways

Goals

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

Education Career pathways

Set Goals/Establish Tools/Mechanisms

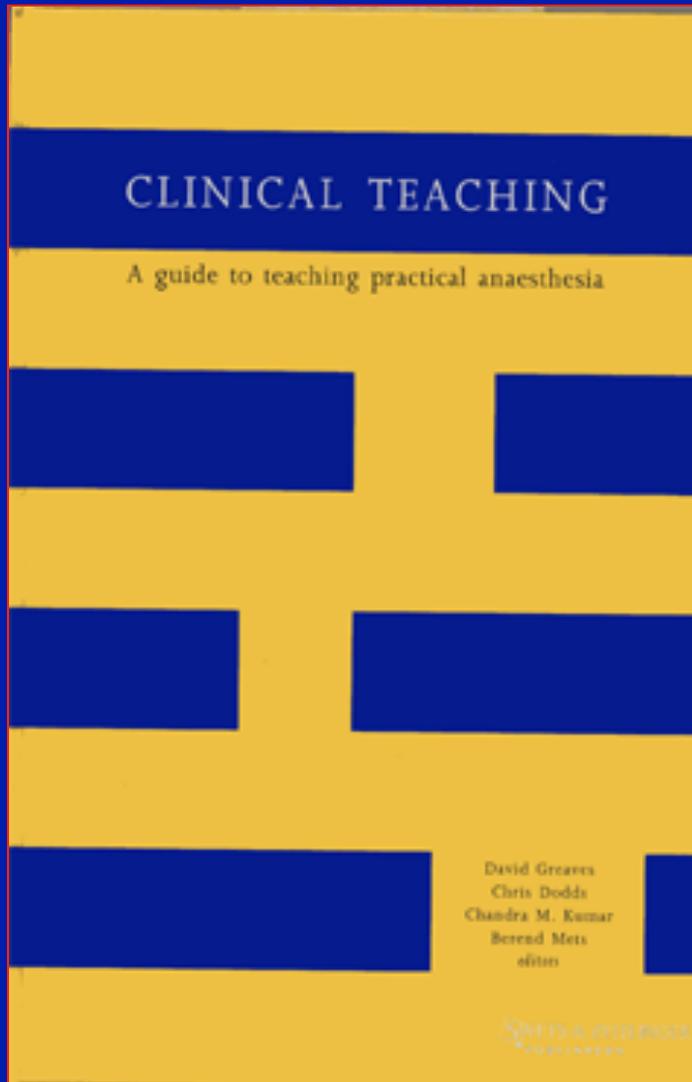
- Document excellence in teaching
 - locally, regionally, nationally
- Creativity/involvement in administration of education
- Academic productivity: scholarship widely disseminated
- Development of national recognition/reputation

Education Career pathways

Set Goals/Establish Tools/Mechanisms

Teaching is learned
it is not
God - given





“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

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



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

Develop Presentation Skills

Oscar Wilde

“I would have made it shorter but I did not have enough time”

Education Career pathways

Set Goals/Establish Tools/Mechanisms

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

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

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 ”

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

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.

Set Goals/Establish Tools/Mechanisms

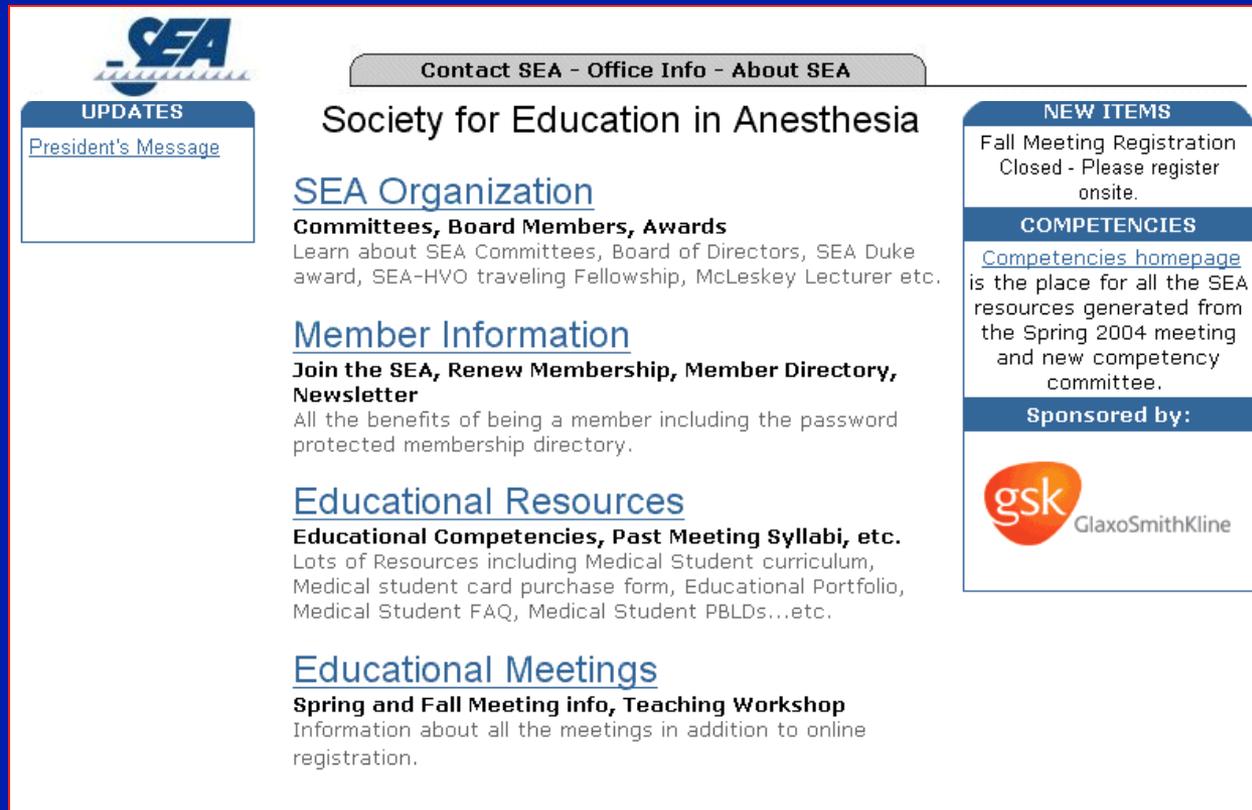
Creativity/Involvement in Administration of Education

Nationally

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

Set Goals/Establish Tools/Mechanisms

Creativity/Involvement in Administration of Education



The screenshot shows the SEA website homepage. At the top left is the SEA logo. A navigation bar contains 'Contact SEA - Office Info - About SEA'. The main content area is titled 'Society for Education in Anesthesia' and features several sections: 'SEA Organization' with sub-sections for committees and awards; 'Member Information' with links for joining and renewing membership; 'Educational Resources' listing curriculum, portfolios, and FAQs; and 'Educational Meetings' with links for meeting info and workshops. On the left, an 'UPDATES' box contains a link to the 'President's Message'. On the right, a 'NEW ITEMS' box notes that the fall meeting registration is closed. Below it, a 'COMPETENCIES' box highlights the 'Competencies homepage' as a resource for materials from the Spring 2004 meeting. At the bottom right, a 'Sponsored by:' box features the GSK (GlaxoSmithKline) logo.

SEA

Contact SEA - Office Info - About SEA

Society for Education in Anesthesia

UPDATES
[President's Message](#)

SEA Organization
Committees, Board Members, Awards
Learn about SEA Committees, Board of Directors, SEA Duke award, SEA-HVO traveling Fellowship, McLeskey Lecturer etc.

Member Information
Join the SEA, Renew Membership, Member Directory, Newsletter
All the benefits of being a member including the password protected membership directory.

Educational Resources
Educational Competencies, Past Meeting Syllabi, etc.
Lots of Resources including Medical Student curriculum, Medical student card purchase form, Educational Portfolio, Medical Student FAQ, Medical Student PBLDs...etc.

Educational Meetings
Spring and Fall Meeting info, Teaching Workshop
Information about all the meetings in addition to online registration.

NEW ITEMS
Fall Meeting Registration Closed - Please register onsite.

COMPETENCIES
[Competencies homepage](#) is the place for all the SEA resources generated from the Spring 2004 meeting and new competency committee.

Sponsored by:

gsk GlaxoSmithKline

Education Career pathways

Set Goals/Establish Tools/Mechanisms

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

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

ACADEMIC MEDICINE

Journal of the Association of American Medical Colleges

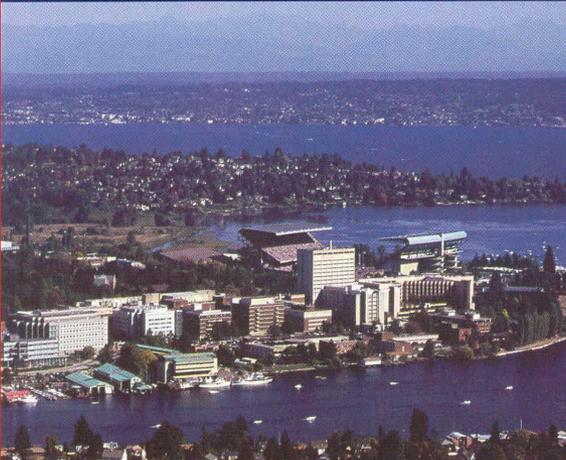


Tomorrow's Doctors, Tomorrow's Cures®

October 2006

Volume 81

Number 10



The University of Washington School of Medicine: Facing Today's Challenges

Also:

- 906** The Elephant in Medical Professionalism's Kitchen
- 915** Competence and Cognitive Difficulty in Physicians: A Follow-Up Study
- 919** The Human Face of Simulation: Patient-Focused Simulation Training
- 925** A Web-Based, Interactive Education Model to Enhance Clinical Clerkships

www.academicmedicine.org

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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 Patient Care Needs into Home Visits](#)
- **New** — [Assessment-Driven Competency Development: The LECOMT Experience](#)
- **New** — [The Healthcare Matrix: Improving Care by Linking Outcomes to Competencies](#)



Outcome Project

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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.

Set Goals/Establish Tools/Mechanisms

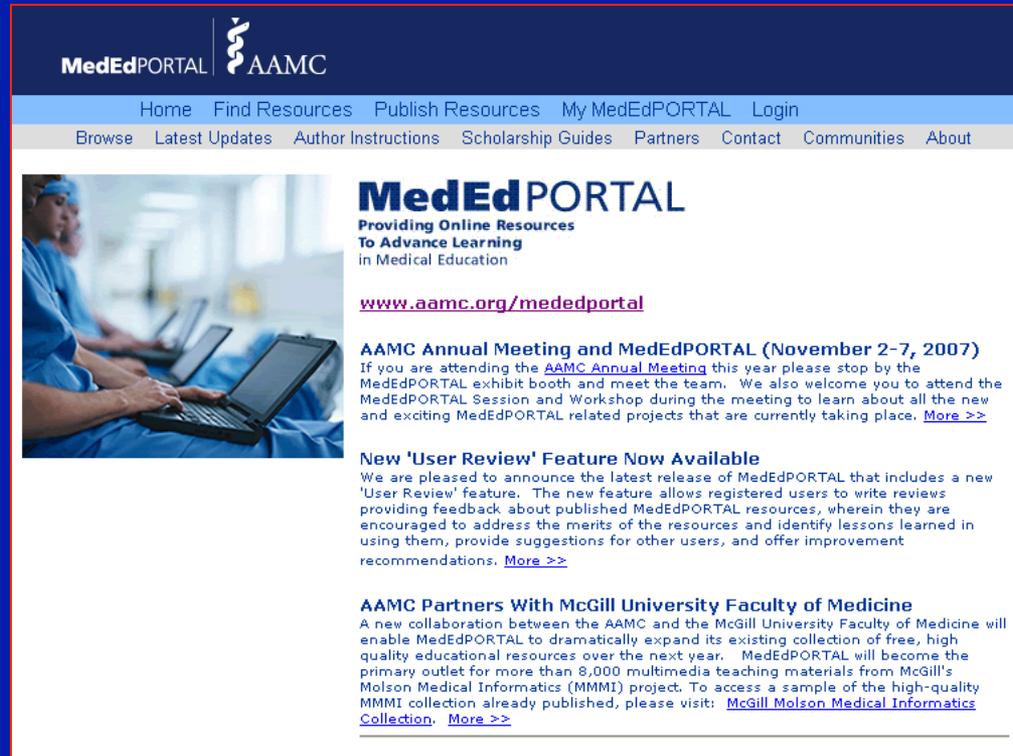
Academic Productivity: Scholarship Widely Disseminated

Forms this can take (2)

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

Set Goals/Establish Tools/Mechanisms

Academic Productivity: Scholarship Widely Disseminated



The screenshot shows the MedEdPORTAL website homepage. At the top left is the MedEdPORTAL logo and the AAMC logo. Below the logos is a navigation bar with links: Home, Find Resources, Publish Resources, My MedEdPORTAL, Login, Browse, Latest Updates, Author Instructions, Scholarship Guides, Partners, Contact, Communities, and About. The main content area features a large image of a person in a blue lab coat using a laptop. To the right of the image is the MedEdPORTAL title and tagline: "Providing Online Resources To Advance Learning in Medical Education". Below this is the website URL: www.aamc.org/mededportal. There are three main news items: 1. "AAMC Annual Meeting and MedEdPORTAL (November 2-7, 2007)" with a brief description and a "More >>" link. 2. "New 'User Review' Feature Now Available" with a description of the feature and a "More >>" link. 3. "AAMC Partners With McGill University Faculty of Medicine" with a description of the collaboration and a "More >>" link.

MedEdPORTAL |  **AAMC**

Home Find Resources Publish Resources My MedEdPORTAL Login
Browse Latest Updates Author Instructions Scholarship Guides Partners Contact Communities About

MedEdPORTAL
Providing Online Resources
To Advance Learning
in Medical Education

www.aamc.org/mededportal

AAMC Annual Meeting and MedEdPORTAL (November 2-7, 2007)
If you are attending the [AAMC Annual Meeting](#) this year please stop by the MedEdPORTAL exhibit booth and meet the team. We also welcome you to attend the MedEdPORTAL Session and Workshop during the meeting to learn about all the new and exciting MedEdPORTAL related projects that are currently taking place. [More >>](#)

New 'User Review' Feature Now Available
We are pleased to announce the latest release of MedEdPORTAL that includes a new 'User Review' feature. The new feature allows registered users to write reviews providing feedback about published MedEdPORTAL resources, wherein they are encouraged to address the merits of the resources and identify lessons learned in using them, provide suggestions for other users, and offer improvement recommendations. [More >>](#)

AAMC Partners With McGill University Faculty of Medicine
A new collaboration between the AAMC and the McGill University Faculty of Medicine will enable MedEdPORTAL to dramatically expand its existing collection of free, high quality educational resources over the next year. MedEdPORTAL will become the primary outlet for more than 8,000 multimedia teaching materials from McGill's Molson Medical Informatics (MMMI) project. To access a sample of the high-quality MMMI collection already published, please visit: [McGill Molson Medical Informatics Collection](#). [More >>](#)

Set Goals/Establish Tools/Mechanisms

Academic Productivity: Scholarship Widely Disseminated

The screenshot displays the MedEdPORTAL website interface. At the top, the MedEdPORTAL and AAMC logos are visible. A navigation bar includes links for Home, Find Resources, Publish Resources, My MedEdPORTAL, and Login. Below this, a search bar and additional navigation links (Search, Power Search, Browse, Contact, Communities, About) are present. The main content area shows search results for '9 Result(s) Found'. The first result is 'Acid-Base Balance' by Alan Grogono, a tutorial published on 11/21/06. The second result is 'Airway Management Skills Assessment' by Leonard Pott, a simulation published on 05/15/07. Both results include a brief description, the author's name, and a 'MedEdPORTAL PEER REVIEWED' badge. The 'Airway Management Skills Assessment' result also features a 'SCORM Compliant = No' indicator.

MedEdPORTAL | AAMC

Home Find Resources Publish Resources My MedEdPORTAL Login

Search Power Search Browse Contact Communities About

9 Result(s) Found Sort By: ... Sort By: ...

Search Results

Acid-Base Tutorial
Alan Grogono
Published 11/21/06
Acid Base Tutorial employing interactive graphics. This tutorial is based on a lifetime of teaching and covers human acid-base balance for the health care professions. It is written for students, residents, faculty, and practitioners.

Tutorial
Tulane University Sch of Med

Tulane University

BY: (CC) (BY) (NC) (ND) SCORM Compliant = No

MedEdPORTAL PEER REVIEWED

Airway Management Skills Assessment
Leonard Pott
Published 05/15/07
The Department of Anesthesiology of the Penn State Milton S. Hershey Medical Center has adopted an airway management protocol that is taught to all anesthesia residents. All residents are expected to demonstrate competence at Fiberoptic Intubation, Intubation using an Intubating Laryngeal Mask, and Cricothyroidotomy. Assessment is done using airway management motor skills Objective Structured Clinical Examinations (OSCE) stations, employing specific checklists. At each station a junior resident scores the performance using the checklist, which provides an additional educational experience for the junior. The assessment sessions are digitally videotaped and the records of successful residents become part of the resident's portfolio. Since faculty time is a very scarce resource we have designed the assessment procedure to require minimal faculty input. Only one faculty member is present in the SimLab to ensure adherence to the protocol. This publication describes the assessment procedure in detail, includes sources for the necessary materials, and provides printer ready checklists. Our intention is that another institution can perform a similar assessment without any developmental difficulties. The described methodology can easily be transferred to other procedures.

Simulation
Pennsylvania State U COM

PENNSSTATE

BY: (CC) (BY) (NC) (ND) SCORM Compliant = No

MedEdPORTAL PEER REVIEWED

Set Goals/Establish Tools/Mechanisms

*Academic Productivity: Scholarship
Widely Disseminated*



Set Goals/Establish Tools/Mechanisms

Academic Productivity: Scholarship Widely Disseminated

The screenshot shows the AnaesthesiaUK website interface. At the top, there is a search bar and navigation links. The main content area is titled 'World Anaesthesia (TOTW)' and features a red banner for the 'World Anaesthesia Society'. Below this, it announces the 'Anaesthesia tutorial of the week - 22nd October 2007' with the topic 'Total Knee Replacement'. The page includes a 'Latest Discussion' sidebar with links to various topics like 'Plain ropivacaine' and 'Paediatric Fluids'. A 'Poll results' section is also visible. The footer contains information about the website's development and contact details.

AnaesthesiaUK

Search our site
Advanced Search

Home | News | Exam dates | Contact us | About us | Testimonials | Username: Password: Login Forgot?

You are in Home >> Resources >> Clinical anaesthesia

World Anaesthesia (TOTW)

World Anaesthesia- Anaesthesia tutorial of the week

World Anaesthesia Society

Tutorial of the Week
TOTW

Anaesthesia tutorial of the week - 22nd October 2007

[Total Knee Replacement](#)

AnaesthesiaUK are proud to be working with the World Anaesthesia Society and the World Federation of Societies of Anaesthesiologists.

Welcome to Anaesthesia tutorial of the week, a weekly web-based tutorial run by the World Anaesthesia Society. Our aim is to support anaesthesia training, particularly in the developing world where access to anaesthesia education is often limited. Anyone however, is welcome to use our materials. You may either view Tutorials on line, or receive them by email. If you wish to receive email, please send your details (name, hospital, country and email address to carol@world-anaesthesia.org

As we develop TOTW, a new Tutorial will be issued every 2 weeks becoming weekly after October 2005. If you would like to contribute a Tutorial to TOTW, please contact worldanaesthesia@mac.com who will arrange contact with the editor for the particular area covered by your suggestion. All Tutorials will be peer reviewed by at least one expert.

Once a Tutorial has appeared on the website, it may be downloaded by checking through our archive. TOTW will cover a number of topics, and will be presented in a variety of styles. We shall be developing a broad curriculum to run over 3 years to try to present a learning package that is practical for all readers. Suggestions for topics are welcome.

TOTW on your handheld

All of the tutorials may be downloaded in pdf format (see link at the bottom of each tutorial). You may transfer these pdf files to your handheld and thus view the TOTW on the move. Download and install Adobe's free software which allows you to view any pdf files on a Palm or Pocket PC handheld. Then save the TOTW pdf to your computer and transfer the file onto your handheld using the Adobe software. Click [here](#) to download the free Adobe software.

Latest Discussion

- ➔ Plain ropivacaine (4 Replies) - , 27/05/07
- ➔ Paediatric Fluids (4 Replies) - , 27/06/05
- ➔ Asthma tutorial (1 Reply) - , 24/05/05
- ➔ Asthma and Anaesthesia tutorial (1 Reply) - , 24/05/05
- ➔ Tutorial of the Week (0 Replies) - , 23/05/05

[More discussion topics](#)

WA WORLD ANAESTHESIA

WORLD ANAESTHESIA SOCIETY OF GREAT BRITAIN

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.theclinicalteacher.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.com

Set Goals/Establish Tools/Mechanisms

Academic Productivity: Scholarship Widely Disseminated

Forms this can take (3)

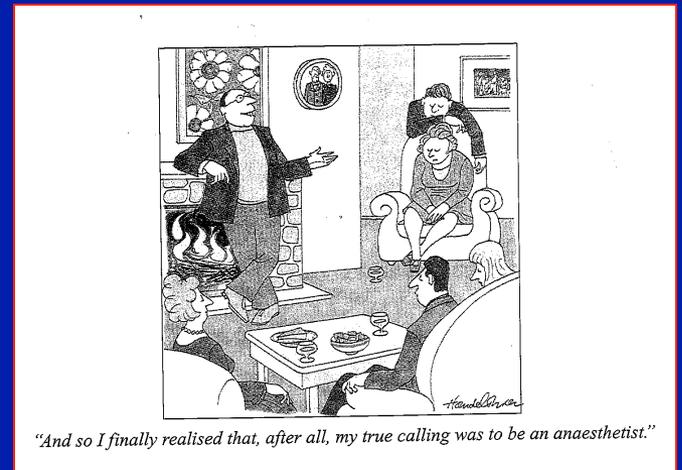
- Case reports (primary author)
- Book chapters (primary author)
- Co-author on other's clinical research projects

Learning to Write

Case Report

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

- Instructive
- Readable
- Parsimonious
fashion



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

Education Career pathways

Set Goals/Establish Tools/Mechanisms

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

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

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

Education Career Pathways

Goals

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

Education Career Pathways

Monitor/Document Progress

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

Education Career Pathways

Monitor/Document Progress

Regular Meetings

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

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

