AACPD 2012 Annual Meeting

Faculty Development in Education

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Disclosures: none

Leading a residency program is more complicated than ever before.

Declaration of Independence via wordle.net

Leading a residency program is more complicated than ever before.

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Dr. Ted Sanford
1st President, AACPD

Program Director Hats

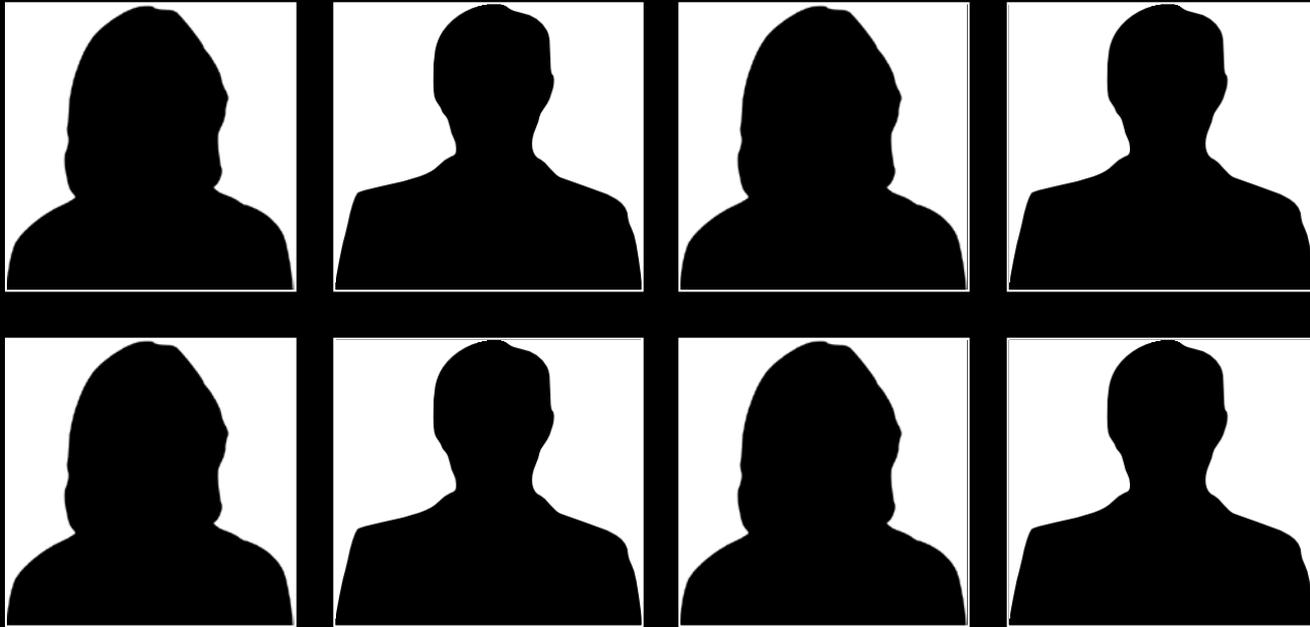|	
Facility Manager	Librarian
Housekeeper	Compliance Officer
Scheduler	Recorder
Administrator	Disciplinarian
Auditor	Recruiter
Good Cop	Bad Cop
H.R. Director	Arbitrator
Soft Shoulder	Publisher
Recovery Monitor	Chief cook/bottle washer

From Sanford AACPD 2009

Program directors must assume so many roles in their department.

The "one-person" show promotes short program director lifespan.

Every program needs capable and dedicated faculty (ready, willing, able)

Faculty development in education is a key to program (and PD) success

Faculty development in education: <u>what type of faculty</u> and <u>what roles</u> are you trying to develop?
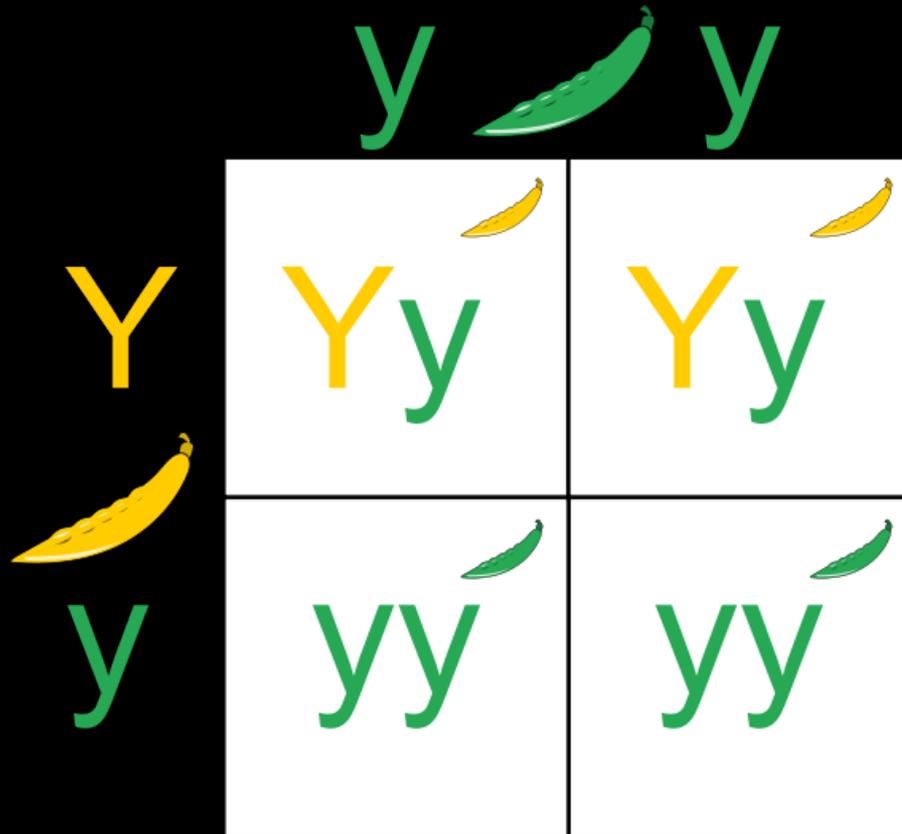
Mendelian Genetic Cross

Clinician **C**	Clinician-educator **Ce**
clinician-Educator cE	Clinician-Educator CE

Clinician Educator Cross

Clinician Educator Types

- Clinician-educator (little "e")
  - ~ 80% of time clinical practice
  - Some other education contribution
- Clinician-Educator (big "E")
  - 60% or less time clinical
  - Significant education role
- clinician-Educator (small "c", big "E")
  - 20% or less clinical
  - Big education role (e.g., SOM Dean for Education, etc)

What education roles do you want to develop among your faculty (or yourself)?

Roles of Medical Educator

1. Direct teaching
2. Curriculum development (Instructional design)
3. Educational Administration/Leadership
4. Advisor/Mentor
5. Education Research

Educator's Portfolio

Direct Teaching

1. Direct teaching
2. Curriculum development (Instructional design)
3. Educational Administration/Leadership
4. Advisor/Mentor
5. Education Research

- Examples:

  – Clinical teaching, lectures, small-group workshops, simulations, problem-based discussions

- Documentation of excellence:

  – Teaching scores; systematic peer review; teaching awards

- How many you need:

- Examples: Develop/revise rotations; meet curricular need from idea to reality; includes evaluation

- Documentation: clear goals, preparation, teaching methods, evaluation comparative ratings, enduring educational materials

- How many you need:

- Examples: Program director, associate program directors, rotation directors, committee members/leaders involved with planning or evaluation of education

- Documentation: description of leadership activities, impact of the individual; 360 degree evaluation (e.g. promotion letters)

- How many you need:

- Examples:
  - Sought as formal advisors, career advisors, informal mentors, research and scholarly project collaborators

- Documentation:
  - Individuals mentored, description of mentoring efforts, outcome of mentoring

- How many you need:

- Examples:
  - Generation of new knowledge in a medical education area
- Documentation:
  - peer-reviewed publications/presentations; peer-reviewed grant funding
- How many you need:

Faculty Development Approaches

	Informal	Formal
Individual	**Individual Informal**	**Individual Formal**
Group	**Group Informal**	**Group Formal**

Other dimensions: sporadic vs. regular; local vs. outside

Individual, Informal

- Reflection, observation, discussion with mentor
  - Example: discuss a faculty's resident teaching evaluations with program director
  - Example: look at online and/or journal-based resources
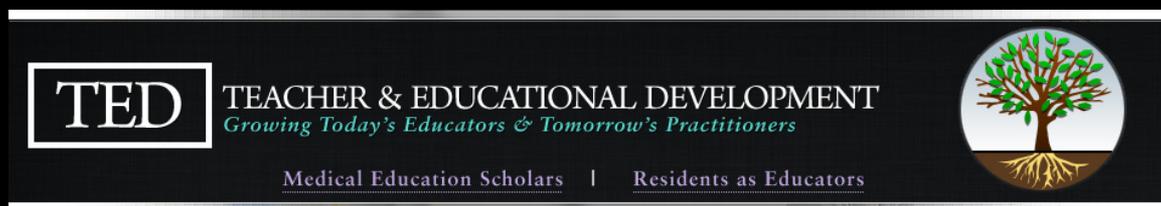
Applicability Rating: ★ ★ ★ ★ ★   DT, CD, EL, AM, ER

Individual, Formal

- Peer coaching, online learning
  - Example: formal teaching observation program in place at medical school

Applicability Rating: ⭐⭐ DT, CD, EL, ER

Group, Informal

- Workplace learning, communities of practice
  - Example: subspecialty group discussion of resident evaluations and goals of subspecialty rotation
  - Example: department-based faculty development workshop series

Applicability Rating: ★ ★ ★ ★   DT, CD, EL, AM, ER

Group, Formal

- Workshops, seminars, longitudinal programs
  - National Examples: SEA Teaching Workshop, SEA Annual Meetings, SAAA, ASA
  - AAMC Medical Education Research Certificate
  - Harvard Macy Institute: Educators, Leadership, Assessment
  - Masters of Education, Masters of Academic Medicine (see Dr. Schell's presentation)
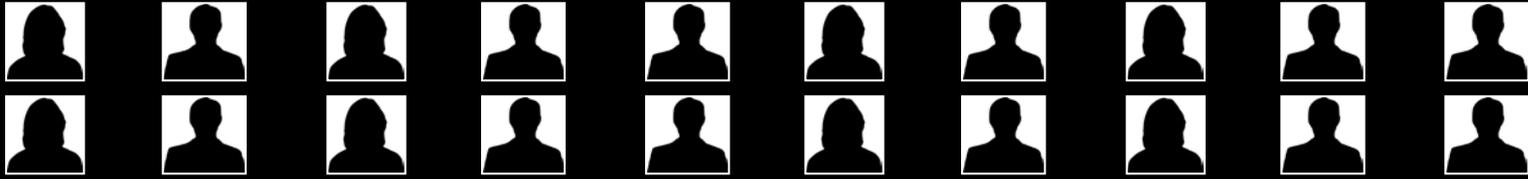
Group, Formal

- Examples at local institution level:
  - Program director's leadership program at U-Florida Jacksonville
  - Education skills workshops
  - Teaching Scholars Programs

Applicability Rating: ★★⯪   DT, CD, EL, ER

Faculty

Educator Role

1. Direct teaching
2. Curriculum development (Instructional design)
3. Educational Administration/Leadership
4. Advisor/Mentor
5. Education Research

Type of Faculty Development

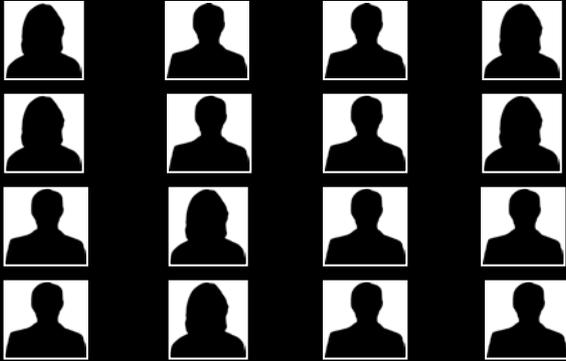| Individual Informal	Individual Formal
PD as Mentor or Guide	
Group Informal	Group Formal

Practical Advice for PD's

1. Mentor others in your areas of strength
2. Seek faculty development for yourself
3. Make use of local resources
4. Consider formal programs if c/w career goals
5. Know your promotion criteria, to help yourself and others

6. Think like a farmer

Good Luck with your faculty development efforts!

1. Direct teaching
2. Curriculum development (Instructional design)
3. Educational Administration/Leadership
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5. Education Research

Individual Informal	Individual Formal
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Group Informal	Group Formal