GIVING FACULTY DEVELOPMENT A “SHOT IN THE ARM” AT UNIVERSITY AND COMMUNITY TEACHING HOSPITALS

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Disclaimer

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Intended Learning Outcomes

- Describe the benefits of establishing a Teaching Scholars Program to help produce local faculty development leaders
- Identify resources that can be accessed to help build better faculty development programming
- Discuss incentives used to encourage university and community-based teaching faculty to participate in faculty development programs
- List topics that commonly need to be addressed in basic faculty development programs
Reflection

What does Faculty Development mean to you?
Faculty Development

- Helping faculty improve their skills in assessing, teaching, and supervising learners

- Aspects of faculty development we will not address:
  - Leadership/Management Skills
  - Finance / Budgeting Skills
  - Clinical Skills
  - Research Skills
  - Administrative Skills
  - Time Management Skills
## Training Methods for Faculty Development

### Currently Used
- Workshops & seminars
- Short courses
- Sabbaticals
- Fellowships
- Peer consultations
- Individual preceptorships
- Mentorship

### Future Options
- Formal mentorships
- Integrated, longitudinal programs
- Decentralized activities (by department or unit)
- Self-directed learning
- Computer-based modules

(Steinert, 2000)
Reflection

Which **four** core faculty development topics on this list would be most helpful to your faculty?
Common (Core) Topics for Faculty Development Programs

**Teaching Skills Topics**
- Efficient clinical teaching
- Observing & assessing learners
- Evaluation & feedback
- Working with challenging learners
- Generational differences in learners
- Interactive presentations (small & large groups)
- Curriculum development
- Working with teams
- Teaching in the patient’s presence
- Choosing instructional strategies
- Exam design / test question writing

**“How to Teach About” Topics**
- Evidence-based medicine
- Culturally-sensitive care
- Clinician-patient communication
- Health behavior change
- End of life / Goals of care
- Delivering bad news
- Difficult clinician / patient interactions
Small Group Activity

What new innovative topics would you like to see covered in Faculty Development programs?
Newer Topics for Faculty Development Programming

- CLER Focus Areas
  - Health Care Quality
  - Supervision
  - Patient Safety
  - Fatigue and Burnout
  - Care Transitions
  - Professionalism

- Web-based educational resources
- Interprofessional education
- Patient-centered medical home
- Innovative teaching methods
- Simulation
Reflection

What are barriers to getting faculty to participate in Faculty Development programs?
Barriers of Faculty Development

- Funding
- Recognition of importance & faculty
- Sharing materials between faculty & organizations
- Connecting with other professions
- Protected time
- Rigorous evaluations
- Turnover of faculty
- Technology

(Ja’afar, 2012; Searle, N. S. et al, 2011; Steinert, Y., 2000)
What incentives might help get more faculty to participate in Faculty Development programs?
Some Ways to Get Paid Faculty to Participate in Faculty Development Programs

- Establish requirements (yearly?) for participation
- Provide academic credit
- Provide CME credit
- Offer certificate programs, Masters degrees
- Timing of programs (vary times, provide food, etc.)
- Survey faculty to learn desired program topics
- Commitment for protected time
Some Ways to Get Volunteer Faculty to Participate in Faculty Development Programs

- Create incentives for faculty
  - CME credit
  - Adjunct faculty appointment
  - Access to electronic library resources
  - Reduce fees to attend other CME programs
  - Reduced tuition for certificate & Masters programs
- Timing of programs (vary times, provide food, etc.)
- Pay transportation to attend
- Periodic recognition dinners
- Survey faculty to learn desired program topics
Continuum of Faculty Development Programs

None

Stand-alone within department or unit

Multi-departmental

Hospital or institutionally-based programs

Multi-hospital programs

University medical center with teaching scholars or academy

University, state-wide regional hospitals with teaching scholars or academy

Multi-state, University medical centers
University-Community Partnership

The University of Iowa Carver College of Medicine Approach to Faculty Development
Background

- 1999 - began local teaching scholars program
  - Train-the-trainer model
  - Recognition for skilled teachers

- 2003 – HRSA grant
  - Teachers throughout the state
  - Conducted needs assessment
  - Reaching more preceptors required more workshops
  - Sites to reinforce skills training from medical training

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Background

- **Community teaching scholars**
  - Selected 2 faculty from each of six regions
  - Train-the-trainer model & co-facilitators
  - Helped with creation & training of multiple topics

- **2006 – grant ended**
  - Faculty wanted to keep program going voluntarily
  - Quarterly meetings with faculty from six regions
  - Development of topics & on-site support
UI Regional Medical Education Centers

- **Des Moines**: LCME-Accredited Branch Campus
  - Residencies in IM, FM (x2), Peds, Surgery, TY (x2)
  - Students can complete core clinical training in DM
  - Students can complete advanced clinical training in DM
  - Future Plans: Students complete entire clinical training in DM

- **Other 5 Sites**
  - Family Medicine Residency at each site
  - Students can complete core rotations in FM or CBPCC at these sites
Resources for Faculty Development

- Bibliography
- Websites
- MedEdPORTAL
TEACHING TRAINING AND SUPPORT: ONLINE LEARNING ABOUT TEACHING AND EDUCATION

Blended Learning
A type of educational program in which students learn through both online delivery and face-to-face classroom activities. There are many models of blended learning, including flipped classroom, team-based learning, and peer education (see below).

Evaluation of Evidence-based Practices in Online Learning [PDF] (US Department of Education)
Ten Questions to consider when redesigning a course for hybrid teaching and learning (University of Milwaukee)

Clinical Teaching and Precepting
Expert Teacher: Interactive Curriculum (University of North Carolina)
Although targeted to preceptors, many of the topics are suitable for any clinical faculty. Topics include: Evaluating Performance and Giving Feedback, Teamwork in Health Care, Evidence-based Care, Clinician-Patient Relationships, Health Promotion/Disease Prevention.
Practical Doc (Alberta Rural Physician Action Plan)

Copyright
Copyright and The University of Iowa

Harlin library guides
• Copyright (including Fair Use and Classroom Use)
• Linking to Full-Text Articles for Course Pages
Copyright Clearance Center
Creative Commons (site to license your work)
Copyright Crash Course Tutorial (University of Texas)
Copyright/Fair Use (Stanford)

Educational Technology
Glossary of Educational Technologies [PDF]

Local Training and Support
• Lynda online video tutorials
• College of Medicine Information Technology Service Catalog
• University of Iowa Instructional Technology Support

Emerging Technologies and Methods
• Group on Information Resources Tech Briefs (Association of American Medical Colleges)
• Educational Technology Work Group (Association of American Medical Colleges)
• EDUCAUSE, a nonprofit association that promotes the use of information technology in higher education.
• Educause "7 Things You Should Know About" series
• NMC 2014 Horizon Report, New Media Consortium produces reports and white papers that examine the role of technology in education, including periodic Horizon Reports that attempt to predict emerging technologies that will impact education.

Evaluation
OCRME Research and Evaluation Workbook [PDF]

Evidence-Based Medicine
Introduction to Evidence-Based Medicine (Duke University/University of North Carolina)
Flipped Classroom Method
A type of blended learning in which students view recorded lectures on their own and do their more active “homework” in the classroom where the teacher is available to help them. The net teaching/learning time is the same; you just “flip” what was done as homework (application/problem-solving) with what was done in class (lecture).

7 Things You Should Know About Flipped Classrooms (EdCurese)
Flipped Learning Network

Microlectures
Microlectures are focused, 5 to 10 minute video or audio lectures which each cover a single concept.
Learning Tools: Microlectures handout [PDF] (OCRME)

Peer Instruction (Mazur Method)
Confessions of a Converted Lecturer [YouTube video]
Turn to Your Neighbor (Peer Instruction Blog)
Mazur Group (Eric Mazur website at Harvard)

Teaching Material Repositories
MedEd Portal, a free publication service for peer-reviewed health sciences teaching and assessment resources, provided by the Association of American Medical Colleges in partnership with the American Dental Education Association. Includes materials for team-based learning and problem-based learning. Registration required to access the materials.

iCollaborative, which features educational resources that have not undergone the formal MedEdPORTAL peer review process
Hardin Library Links to Images and Pictures
The Health Education Assets Library (HEAL), National Digital Library (University of Utah), a collection of over 22,000 freely available digital materials for health sciences education.
Multimedia Educational Resource for Learning and Online Teaching (MERLOT) (California State University)
National Center for Case Study Teaching in Science (University at Buffalo)

Team Based Learning (TBL)
Large group teaching methods using a specific in-class sequence of activities. Students first take an individual readiness assurance test (RAT), followed by a group test with their team of 5-6 students, and then teamwork on an application exercise.

Team-based Learning diagram [PDF] (Team-Based Learning Collaborative)
The Essential Elements of Team-based Learning. Michaelson, LK and Sweet, M. New Directions for Teaching and Learning Special Issue (Team-based Learning: Small-group Learning’s Next Big Step), no. 110; Winter 2008.
Team-based Learning Collaborative

Webcast Seminars on Team-based Learning (International Association of Medical Science Educators)

Test Item Writing and Test Development
Writing Multiple Choice Questions: An Introductory Tutorial [Flash player required] (National Board of Medical Examiners)
Test Item Writing Manual (National Board of Medical Examiners)
NBME U: Online lessons on a range of topics relevant to high-quality assessment. Free to learners through May 2015. Registration required.
What are Other Ways to Provide Faculty Development Besides In-Person Programs?
Some Other Ways to Provide Faculty Development Programming

- One-on-one consultations (observe & then feedback)
- Academic detailing (one-to-one / small group)
- Live teleconferences or videoconferences
- Web-based tutorials / programs
- Podcasts
- Newsletters (e.g. Duke “Faculty Express”)
- Share landmark papers
After this session, we will share our ideas + those of workshop participants on:

- New innovative topics for faculty development programs
- Incentives to get faculty (paid & volunteer) to participate
- Other ways to provide faculty development (besides in-person programs)
QUESTIONS?