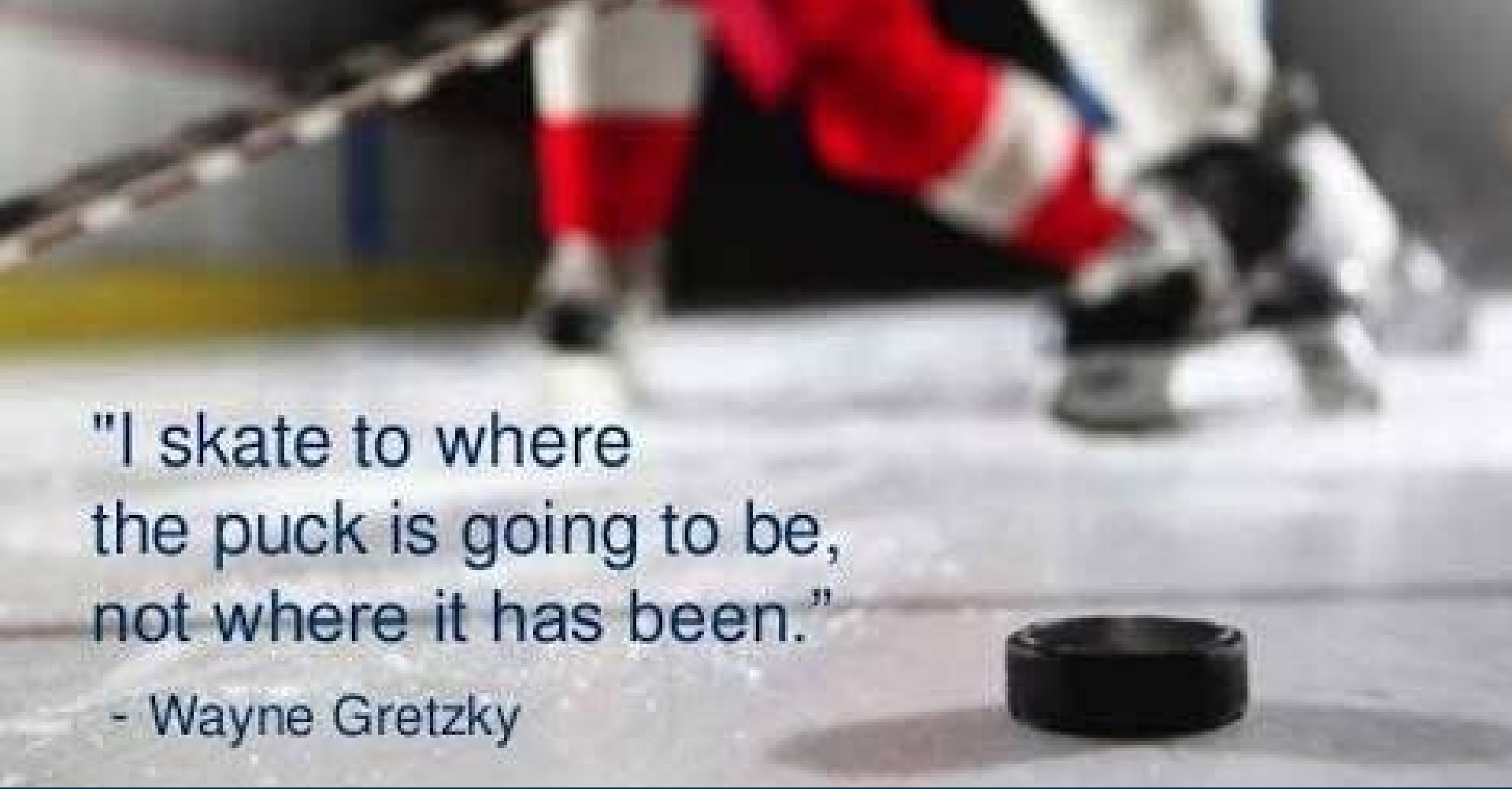

"I skate to where
the puck is going to be,
not where it has been."
- Wayne Gretzky

Faculty Development
for Where the Puck Will Be in 2025

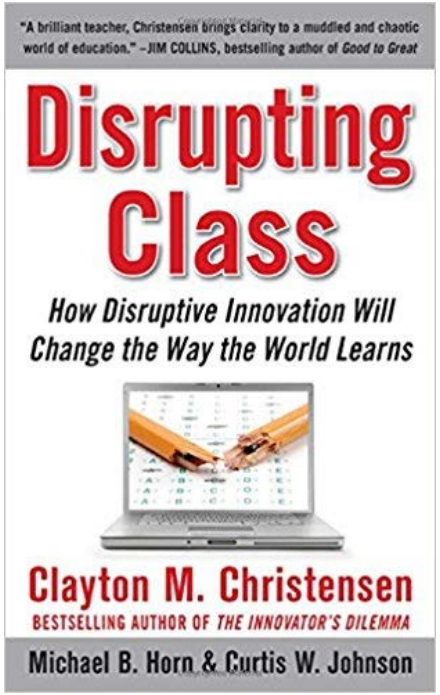
Deborah Simpson PhD @debsimpson3
LuAnn Wilkerson, EdD
Tricia La Fratta, MBA @tricia_lafratta
Judith Gravdal, MD
Carla Kelly DO, MMM

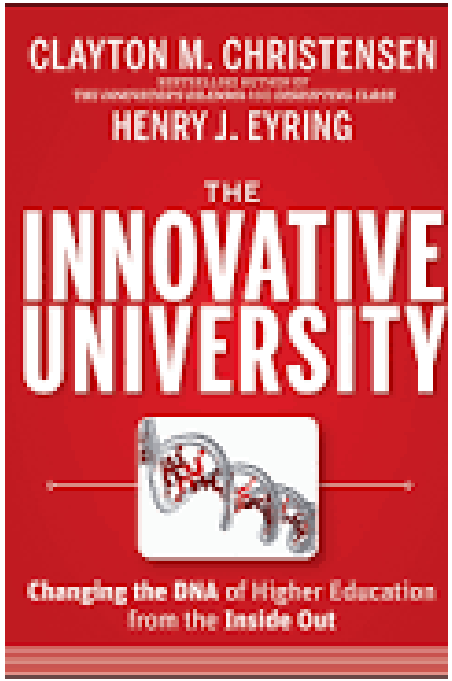
AiAMC Annual Meeting
AIAM*Connect* – June 4, 2020

The University of Texas at Austin Dell Medical School
AdvocateAuroraHealth

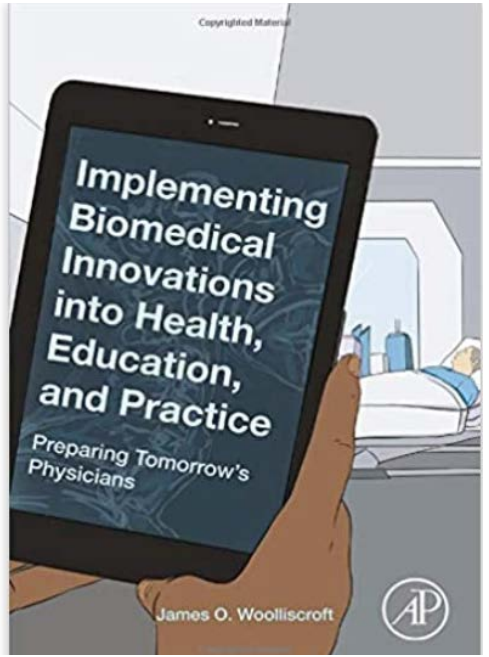
PANDEMIC – DISRUPTOR

Clayton Christensen





James Woolliscroft

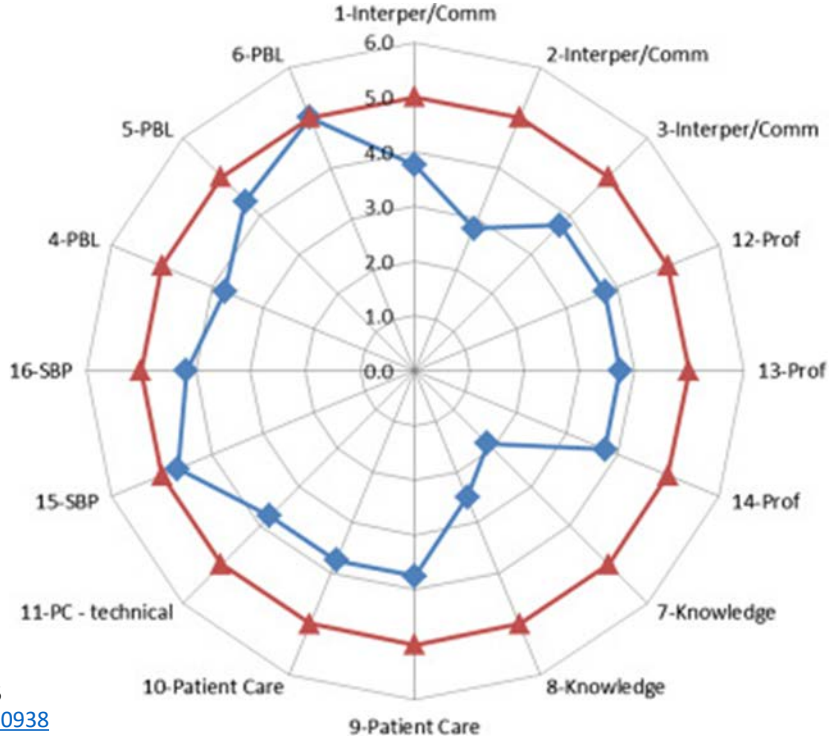


As Innovators – Changes to MedEd?

- Changes to Med Ed?
  - Enter 1-2 responses in text/comment box
- How prepare faculty?
  - Navigator – with Tip Sheets
  - Coaching - Peer to Peer

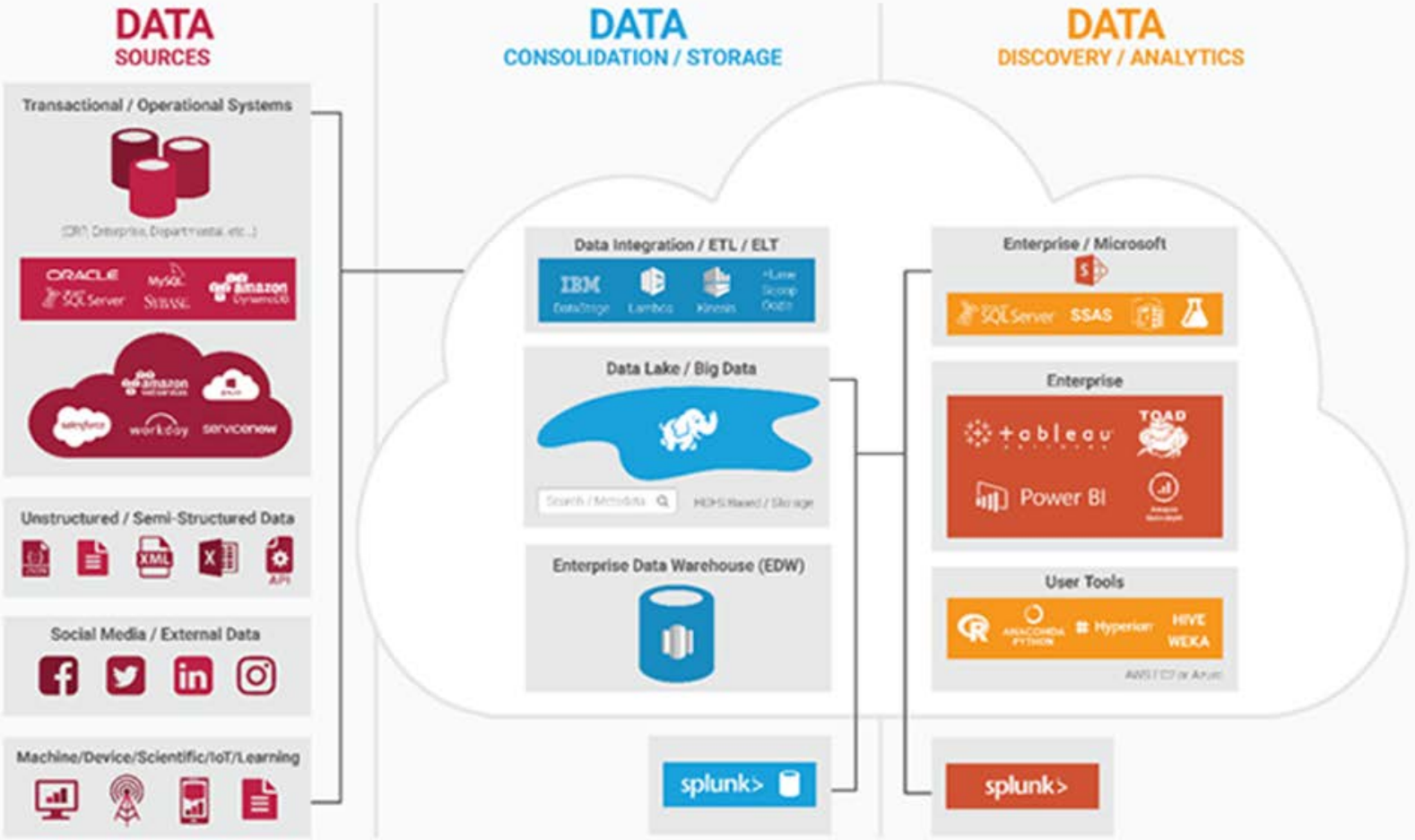
PC: Drivers of Change in Med Educ

- ↑ Information Explosion
- ↑ Pts/Learners=Consumers
- ↑ Technology
  - ☑ AI, Machine Learning
  - ☑ Big Data, Predictive Analytics
  - ☑ Wearables, IoE
  - ☑ 24/7 learn w virtual coaches



Harrington DR, et al. What Shape is Your Resident.. Surg Educ 2015
http://www.sciencedirect.com/science/article/pii/S1931720415000938

ASU's Advanced Analytics Platform Plan



Advanced Analytic Platform Future State (Spring 2016)

Arizona State University

PC Drivers of Change in Med Educ

↑ Edu Outsource + Partners

- ☑ Assessments
- ☑ Instructional Materials

↑ Regulation Alignment

- ☑ Accreditation Across Continuum
- ☑ Joint Commission
- ☑ QuIPS, Pt Exp & Well Being

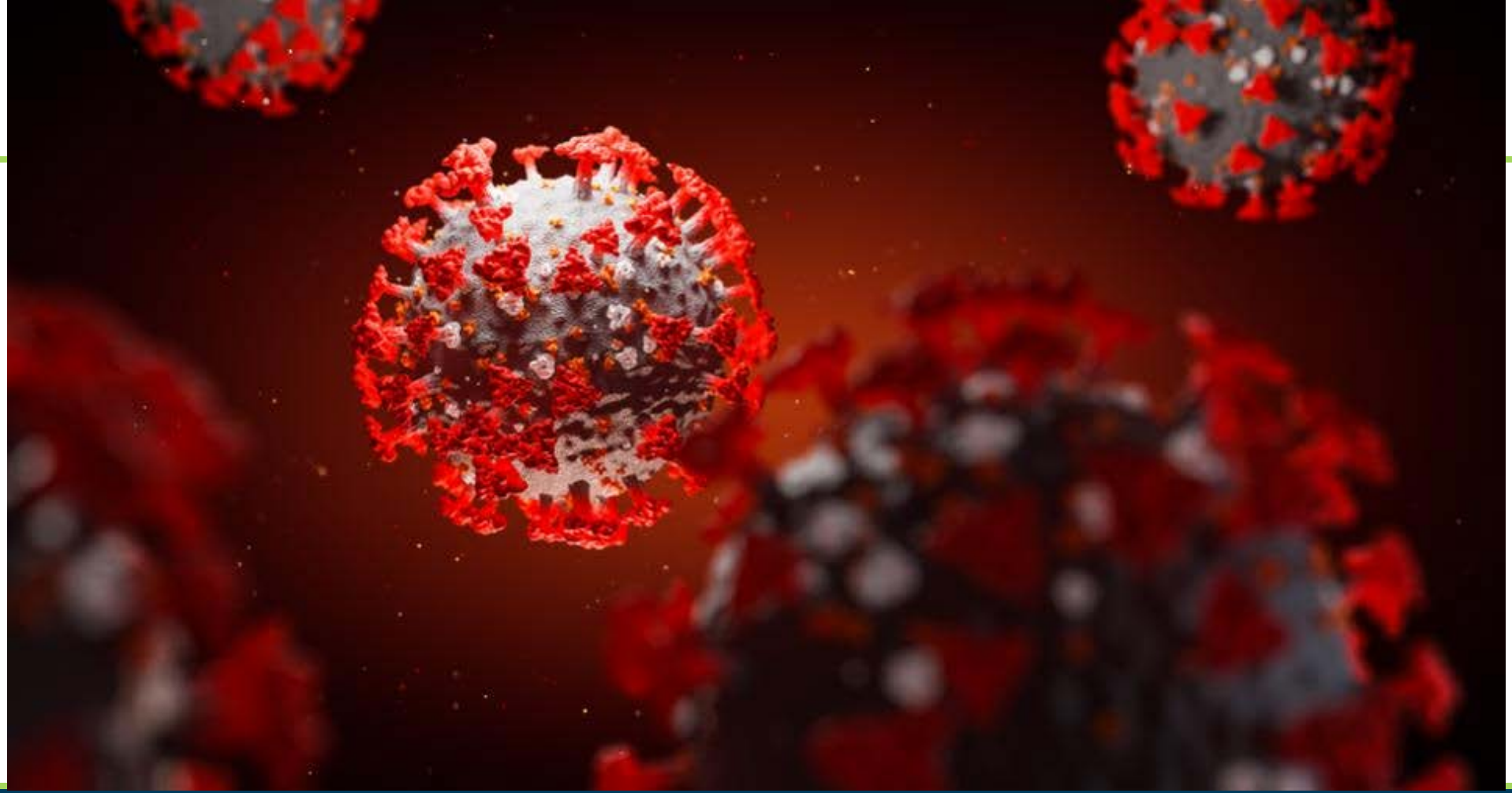
EDUCATION AND TRAINING

Strength in Numbers: A National Monthly Case Conference Series for Fellows

Ellen S. Danto-Nocton, MD,† Deborah Simpson, PhD,†‡ Marc Rasansky, MD,†¶ Lindsay C. Pascarella, MBA,¶ and Michael L. Malone, MD†‖***

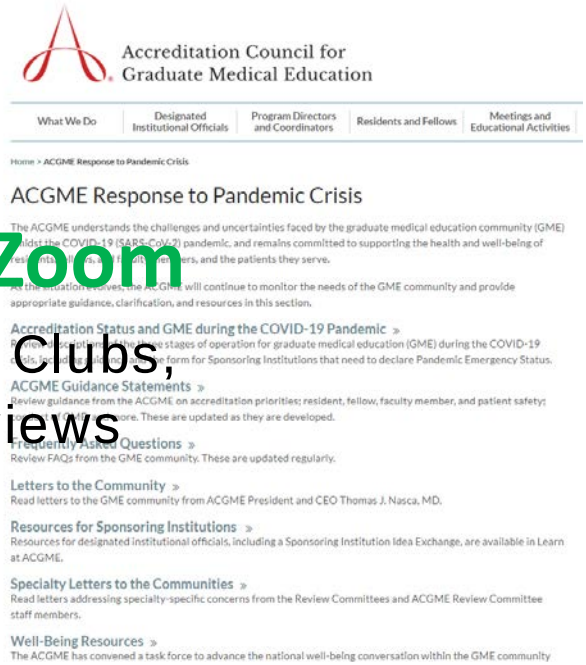
Small fellowship programs face challenges in providing learners with sufficiently diverse experiences and patient populations. The Fellows Most Difficult Case Conference is designed to broaden geriatric medicine fellows' exposure to cases and to faculty and fellows from around the country through a monthly telephone conference. We describe this innovative approach to a national monthly complex case conference that fellows from almost one-third of geriatrics fellowship programs attend, including its value to geriatric fellows and faculty and administrative costs. fellows to explore complex cases and variations in regional perspectives and to connect with additional colleagues. J Am Geriatr Soc 66:1404–1408, 2018.

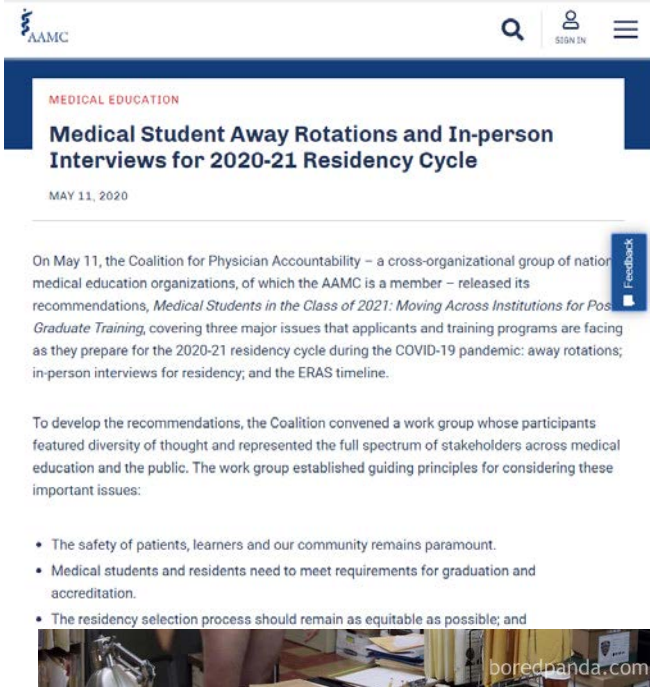
Key words: geriatric education; fellowship training; graduate medical education



Pandemic Accelerator for Edu Change

- **Rules & Regs**
- **Technology – Zoom**
  - Webinars, Journal Clubs, Simulation, Interviews



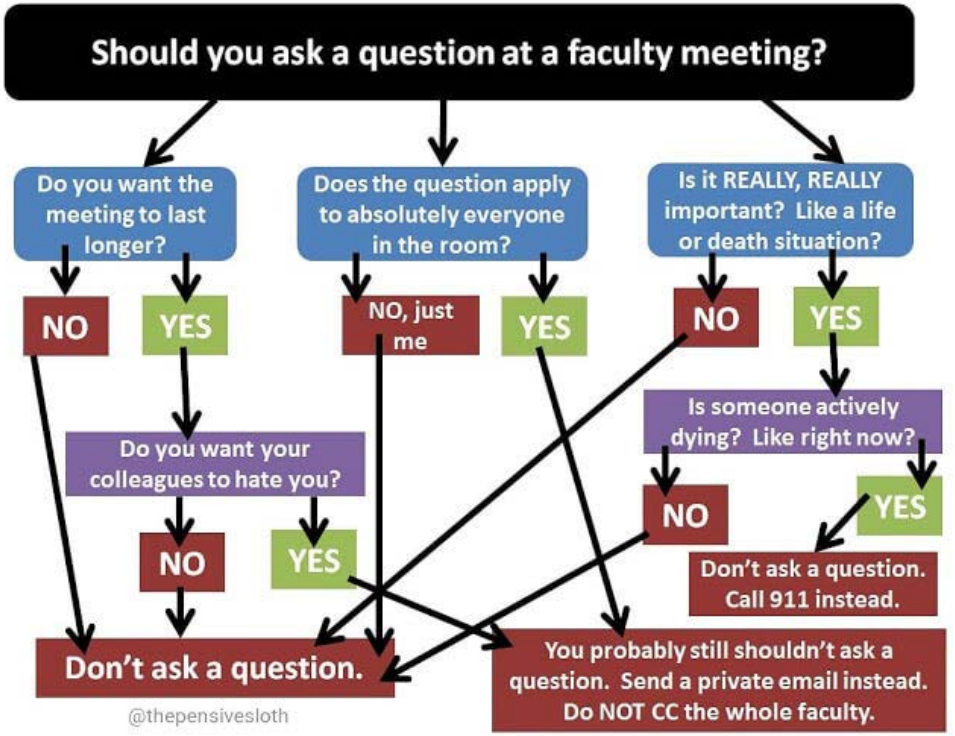


Pandemic Accelerator for Edu Change

- **Education Outsourcing & Partnerships**
  - **Professional Orgs**
    - Shared conferences/Curriculum:
      - National zoom - each program presenting in scheduled linked to competencies
    - Covid-Web Pages
    - Digital repositories of materials
  - **Companies/Business**

Pandemic Accelerator for Edu Change

- **Faculty Development?**



PURPOSE & AGENDA

- **PURPOSE:** Identify Fac Dev strategies for 2025 Medical Educators' roles applicable in AIAMC orgs
- **AGENDA**

1. **Detail** about 2025 Med Ed Roles
2. **Colleagues**
   - 1-2 FD Strategy feasible, quick (10-15 min), effective
   - Elucidate who, what, where, when, how your FD occur
3. **On-Going comments (use text box)**

Drivers of Change

+ Technology

- ☑ AI, Machine Learning
- ☑ Big Data, Learning & Predictive Analytics
- ☑ Wearables, IoE
- ☑ Anytime/Everywhere learning with virtual coaches

+ Information Explosion

+ Patients & Learners as Consumers

+ Edu Outsourcing + Partners

- ☑ Assessments
- ☑ Instructional Materials

+ Regulation Alignment

- ☑ Accreditation Across Continuum
- ☑ Joint Commission
- ☑ QuIPS, Patient Exp & Well Being

2025 Medical Educator Job Roles

1. **Diagnostic Assessor:** Use big data results to identify performance gaps → individualized training
2. **Content Curator:** Access, select, sequence, deliver high-quality content from national experts
3. **Technology Adopter:** Be an early adopter; fluent in selecting and using appropriate technology tool(s)
4. **Learner-Centered Navigator & Professional Coach:** Guide learners' use of resources/practice to achieve identified performance targets
5. **Clinician Role Model:** Exemplar for various 2025 #MedEducator job roles
6. **Learning Environment Designer:** Design the “space” to optimize learning

Drivers of Change

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6. Learning Environment Designer, Engineer, Architect, & Implementer
- ☑ Design the "space" to optimize learning informed by sciences (eg, learning environment)

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2025 Faculty Development
(Must start now!)

Power of Peers as FDers!

- **Support**
  - Emotional
  - Information
  - Hands on experience
- **Address Situation**
  - Perceived lack of control
  - Risk of failure
- **Anytime/Anywhere**
  - FD Champions

TASKED MY COLLEAGUES

- Chairing standing subcommittee of the GMEC
- PC the DIO charged the subcommittee to identify **effective, low cost, < 15 min FD strategies** for each 2025 medical educator role.
- You've made no real progress during Covid.
- Report out at tomorrow's virtual GMEC
  - Subcommittee Members agreed to support and comment on your recommendations at report

GMEC Faculty Develop Report

- 2025 MedEducator Role
- Present FD Strategy:
  - Who Target FD?
  - What Focus of FD?
  - How/Where Provide FD?
  - Why Effective?

LuAnn Wilkerson, EdD

Assoc Dean for Evaluation & Faculty Development

The University of Texas at Austin
Dell Medical School

Strategies for Fac Develop

Dell Seton Medical Center
at The University of Texas

1. Using the results from residents teaching evaluations
   - Competency-based teacher recognition for Learning Environment stars
   - Teaching Tips based on narratives in teaching evaluations from the teaching stars
   - Linking teachers for peer observation and discussion

Strategies for Fac Develop

Dell Seton Medical Center
at The University of Texas

2. Preparing residents as teachers
   - GMEC policy for 5 hours of credit by the end of PGY 2
   - Train a trainer for each program to lead 4 teaching workshops
   - Sponsor 4 of the monthly cross-residency GME grand rounds on teaching

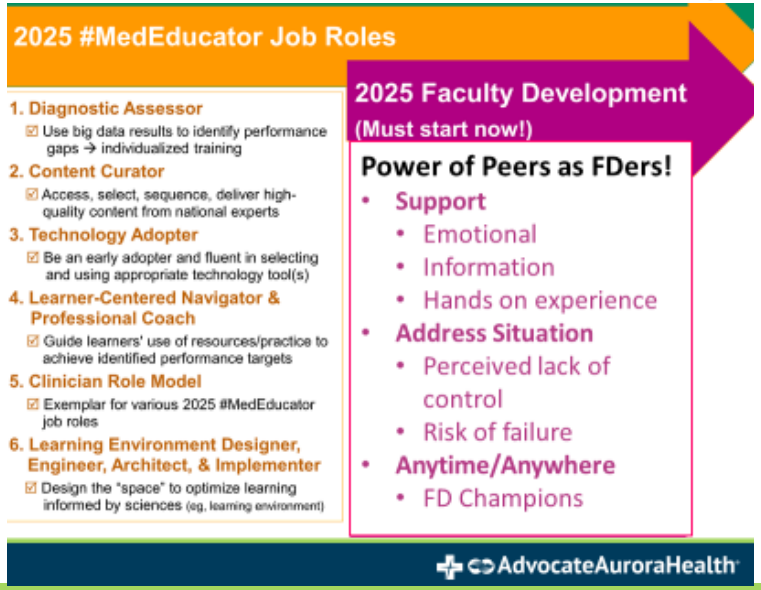
Strategies for Fac Develop

Dell Seton Medical Center
at The University of Texas

3. Facilitating 5-10 minutes of discussion to share best practices in GME at PD meetings
   - How can attendings affect resident burnout
   - Increasing direct observation
   - Promoting interprofessional learning

GMEC Fac Dev Subcommittee?

- Links to 2025 MedEducator Roles & Fac Dev?
- Other Fac Dev Strategies?



GMEC Subcommittee

Judith Gravdal, MD	Tricia La Fratta, MBA	Carla Kelly DO, MMM

Comment Box? Discussion?

WHY CARE: FACULTY & DEVELOPMENT?

- Our Graduates will be practicing into 2060
- Roles of physicians and educators ~~will~~ are changing
  - 2020 Physician Job Description (JGME 2017)
  - 2025 Educator (JGME 2018)
  - 2025 Faculty Development Educator Roles (JGME 2019)

Common Program Requirements 2019

- Faculty must **pursue faculty development** designed to enhance their skills as least annually as educators (II.B.2.g).(1)
- Well Being- Teaching is meaningful – purpose and….

“Education is the most powerful weapon we can use to change the world.”

—Nelson Mandela

AiAMConnect

June 4, 2020

AdvocateAuroraHealth

References & Resources

- Anderson A, Simpson D, Kelly C, Brill JR, Stearns JA. The 2020 physician job description: how our GME graduates will meet expectations. Journal of graduate medical education. 2017 Aug;9(4):418-20.
- Simpson D, Marcdante K, Souza KH, Anderson A, Holmboe E. Job roles of the 2025 medical educator. Journal of graduate medical education. 2018 Jun;10(3):243-6.
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