

"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

WHY CARE?

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

PURPOSE & AGENDA

- **PURPOSE:** Identify Fac Dev strategies for 2025 Medical Educators' roles applicable in AIAMC orgs
- **AGENDA**
 - 1. Lg Grp:** Ways to prevent/derail FD (in our orgs)
 - 2. Detail** about 2025 Med Ed Roles
 - 3. Small Group** – each assigned a 2025 MedEd Role
 1. Identify 2-3 derailers/barriers = role
 2. Each barrier → 1 FD Strategy feasible, quick (10-15 min), effective
 3. Elucidate who, what, where, when, how your FD occur

LARGE GROUP – DERAILERS/BARRIERS FD

- What are all the ways to prevent/derail faculty development

Facilitators Newsprint/Easel

DRIVERS OF CHANGE IN MED EDUC

↑ Technology

- ✓ AI, Machine Learning
- ✓ Big Data, Predictive Analytics
- ✓ Wearables, IoE
- ✓ 24/7 learn w virtual coaches

↑ Information Explosion

↑ Pts/Learners=Consumers

DRIVERS OF CHANGE IN MED EDUC

↑ Edu Outsource + Partners

- ✓ Assessments
- ✓ Instructional Materials

↑ Regulation Alignment

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

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
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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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- ☑ 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, Engineer, Architect, & Implementer

- ☑ Design the “space” to optimize learning informed by sciences (eg, learning environment)

LARGE GROUP – DERAILERS/BARRIERS FD

- Ponder these roles
 - More ways to prevent/derail faculty development for these roles?
1. **Diagnostic Assessor:**
 2. **Content Curator:**
 3. **Technology Adopter:**
 4. **Learner-Centered Navigator & Professional Coach:**
 5. **Clinician Role Model:**

Facilitators Add/Asterisk Newsprint/Easel

SMALL GROUP TASK

- Your table is a standing subcommittee of the GMEC.
- The DIO has previously charged the subcommittee to identify **effective, low cost, < 15 min FD strategies** for each 2025 medical educator role.
- You've made no real progress. Report out at tomorrow's GMEC.
- Broken up into "tables" and each tackle 1 role

SMALL GROUP PROCESS:

Assigned Job Role: Review role/discuss (JGME article)

Identify 2-3 Barriers/Derailers Specific to Your Role

Brainstorm realistic and actionable 1st steps for EACH barrier that will result in effective GME FD

PICK 1 & EXPAND: WHO, WHAT, WHERE, WHEN, HOW, & WHY EFFECTIVE (WORKSHEET) & PREPARE TO REPORT OUT!

SMALL GROUP REPORT EXAMPLE

ROLE: Clinician Role Model / DERAILER(S): Time + already do it

- **WHO TARGET FD:** Teaching Faculty & Chief Residents
- **WHAT FD FOCUS:** Character Moment (*Proud Trainee is a Physician*)
- **HOW DO IT:** ID profess behavior (integrity, patient 1st) call it out!
- **WHERE LEARN:** Brief 5 min video w examples during Fac Mtg
- **WHEN USE IT:** During clinic, rounds, clinical workplace
- **WHY EFFECTIVE:** Evidence on intentional role modeling (what I do vs what I say)...

SMALL GROUP REPORT OUTS

- Role + Targeted Barrier(s)/Derailer(s)
- Present Expanded FD Strategy:
 - Who Target FD?
 - What Focus of FD?
 - How Do It?
 - Where Learn It?
 - When Use IT?
 - Why Effective?

DEBRIEF/DISCUSSION

- CROSS CUTTING BARRIERS/DERAILERS
- STEPS/APPROACHES FEASIBLE, PRACTICAL, EVIDENCE

POWER OF PEERS?

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2025 Faculty Development (Must start now!)

IDENTITY/PURPOSE

Recognize & Incorporate as 2025 #MedEducator into FD Content & Strategies

- 1. Situation – Address** need for and perceived lack of control re: role change
- 2. Self – Role Change** threat to identity - purpose (subject matter expert to 2025 role)
- 3. Support – Value of peers** as strongest source of SUPPORT; emotional; information; hands on experiences; organization
- 4. FD Strategies Must**

- ☑ Reframe & support role change as an evolution from existing roles
- ☑ Explicitly attend to role transition challenges: purpose, sense of identity, and support network (growth mindset)
- ☑ Establish visible organization and leadership support for #MedEducators & Faculty Development

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

—Nelson Mandela

HAPPY NEW YEAR
2020

REFERENCES & RESOURCES

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