CREATIVE PROFESSIONAL DEVELOPMENT INITIATIVES:
ASSESSING GROWTH AND OUTCOMES IN UNDERGRADUATE, GRADUATE, AND CONTINUING MEDICAL EDUCATION

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Outcomes

- Faculty development offerings at the UA College of Medicine in Phoenix increased from seven sessions in 2001 to 24 in 2005
- Faculty Development programs included topics on: Clinical Teaching, Medical Informatics, Medical Humanities, Educational Research, Scholarship in Learning and Teaching, and Curriculum Development
- Faculty presented 41 posters at Innovations in Medical Education events (2001-2005) that showcased creative ideas for enhancing learning and teaching
- First city-wide Faculty Learning Community on Adult Learning established fall of 2005
- Resident Series expanded from EPEC to include seminars on Teaching, Supervising, Transitioning Into Practice, and Financial Decision Making
- Faculty Development Outcomes Award established in 2005
- Requests for educational presentations at clinical sites increased
- Residents presented 110 posters and 27 oral presentations at the annual Academic Excellence Day 2005

Key Lessons Learned

- Community-based faculty development by committee is an effective way to develop programs and assess their effectiveness
- Active involvement of faculty in the programs (i.e., leadership, presenting seminars, and/or working on special projects) builds credibility and generates enthusiasm across institutions
- Annual events to celebrate excellence in learning and teaching (i.e., Innovations in Medical Education and Academic Excellence Day) builds community
- A professional development series designed for residents adds value to residency education
- Online resources for marketing, registration, and surveys increases efficiency and accessibility

Future Plans

- Establish an Academy of Scholarship, Education, and Research
- Provide training and support to establish Faculty Learning Communities at teaching hospitals
- Continue to explore ways to develop clinical scientists and promote the scholarship of teaching and educational research
- Design outcome-based studies to identify the impact of faculty development programs promoting the scholarship of teaching and learning
- Evaluate the impact of Best Practices for Residents on competency-based residency education