



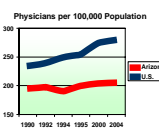





CREATIVE PROFESSIONAL DEVELOPMENT INITIATIVES: ASSESSING GROWTH AND OUTCOMES IN UNDERGRADUATE, GRADUATE, AND CONTINUING MEDICAL EDUCATION

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<p>Residents</p>  <p>Educating Physicians for End-of-Life Care (EPEC) Seminar is offered to residents city-wide (AzMEC: offered twice annually since 2000)</p>	<p>Faculty</p>  <p>Task Force on Enhancing Learning & Teaching was established in June of 2001 to promote scholarship and best practices in learning and teaching (OLT: 2001 to Present)</p>	<p>Faculty</p>  <p>Innovations in Medical Education (IME) was established to annually celebrate learning and teaching and to recognize physician educators for educational scholarship (OLT: 2002 - Present)</p>	<p>Faculty</p>  <p>Annual Innovations in Medical Education added the Readers Theatre—a comedy troupe of four physician internists who poke fun at medical education (OLT: held annually since 2002)</p>	<p>Faculty Residents</p>  <p>Physician Workforce Initiative is developing a model to assist in policy decisions and relate these to training programs in Arizona (AzMEC: 2004 - 2005)</p>	<p>Faculty</p>  <p>Established the Outstanding Faculty Outcomes Award (OLT: 2005)</p>	<p>Faculty</p>  <p>First city-wide medical education Faculty Learning Community (FLC) on Adult Learning began in September (OLT: 2005)</p>	<p>Residents</p>  <p>A city-wide Academic Excellence Day offers a public forum for sharing the research of residents, fellows, graduate students, clinical allied staff and physician staff (AzMEC: 2005)</p>
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2001

2002

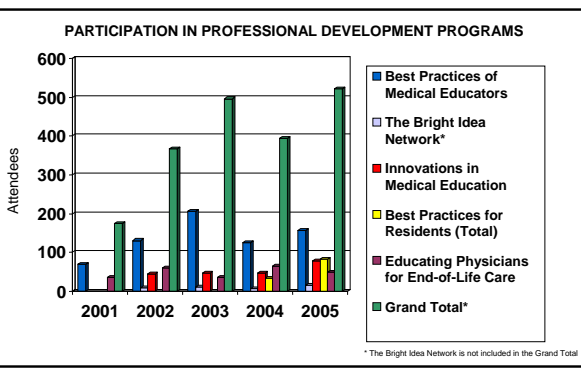
2003

2004

2005

<p>Faculty</p>  <p>A professional development series, Best Practices of Medical Educators, was launched to promote excellence in clinical educational practice and research (OLT: held annually since 2001)</p>	<p>Residents Faculty Students</p>  <p>Online Academic Resources for medical students, residents and faculty provides access to databases and links to valuable academic resources (OLT: 2002 - Present)</p>	<p>Faculty</p>  <p>The Bright Idea Poster Network was organized to provide a venue for sharing educational innovation and research at the IME (OLT: held annually since 2002)</p>	<p>Students</p>  <p>The PDA Pilot Project, a collaborative effort between the Institute of Health Professions and the Office of Learning and Teaching, provided students in Family and Community Medicine Clerkships with PDAs loaded with resources (OLT: 2002 - 2003)</p>	<p>Students</p>  <p>The Wit Film Project, an interprofessional program, featured the film "Wit" to advance education on end-of-life care for third-year clerks (OLT: 2004)</p>	<p>Residents</p>  <p>Best Practices for Residents Seminar Series featured Teaching, Supervision, Transitioning into Practice and Financial Decision Making (OLT & AzMEC: 2004 - Present)</p>	<p>Residents</p>  <p>The Geriatric Services Project in collaboration with Yuma Regional Medical Center explored the feasibility of establishing rural rotations for trainees in graduate medical education (AzMEC: 2004 - 2005)</p>	<p>Students</p>  <p>End-of-Life Care: Effective Communication Seminar has integrated the Wit Film (piloted in 2004) into the Family and Community Medicine Clerkship (OLT: 2005 - 2006)</p>	<p>Faculty</p>  <p>Summer Boot Camp on Developing Online Instruction was offered to faculty and professional staff (OLT: 2005)</p>
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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 180 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 outcomes-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