SCS Faculty Development
Bringing World-Class Resources to Michigan

2018-2019

Statewide Campus System
College of Osteopathic Medicine
MICHIGAN STATE UNIVERSITY
About Us

The Statewide Campus System at Michigan State University College of Osteopathic Medicine is a graduate medical education consortium that enhances the quality of postdoctoral education through the collective efforts of its member institutions.

One cornerstone of the SCS strategic plan is to provide ongoing faculty development opportunities to its member institutions. SCS and its Faculty Development Advisory Council, comprised of college and member institution faculty, brings national experts to its membership, enhancing learning on important topics in medical education. By doing so collectively, member institutions maximize their hospital medical education dollars.

This brochure describes the SCS faculty development opportunities for the 2018-19 academic year. Designed to meet the changing needs of our community-based partners, we invite you to register for as many events as your schedule allows. Together, we will shape the future of medicine.

Faculty Development Advisory Council Members

Brandy Church, MA, Chair  
*MSUCOM SCS*

Susan Enright, DO  
*MSUCOM*

Martha Faner, PhD  
*MSUCOM*

Justin Grill, DO, MA, MS  
*Mercy Health System - Muskegon*

Kari Hortos, DO  
*MSUCOM*

Saroj Misra, DO  
*Ascension Health - St. John Macomb-Oakland*

JoAnn Mitchell, DO, MA  
*McLaren Health - Oakland*

Gerri Navarre, MA, MSW  
*U of M, Metro Health System*

Elizabeth Petsche, JD  
*MSUCOM*

Jon Rohrer, PhD, DMin  
*MSUCOM SCS*

Pamela Royston, PhD  
*Henry Ford Allegiance Health*

Kirsten Waarala, DO  
*MSUCOM*
SCS/ACGME Regional Assessment Training Center

Developing Faculty Competencies in Assessment
A Course to Help Achieve the Goals of Competency-Based Medical Education
Wednesday, Sept. 19-Saturday, Sept. 22, 2018

Assessment is essential to all of education, and graduate medical education is no exception. With the introduction of competency- and outcomes-based education, and with the ACGME’s current accreditation model that includes the Milestones, the urgency for high quality GME programs to meet the needs of learners and the public has grown substantially. This 3 1/2-day course is limited to 30 participants. Sessions begin Wednesday at 1:00 p.m., and continue through Saturday at 12:00 p.m. Target audience includes residency and fellowship program directors, members of Clinical Competency Committees (CCCs), and any faculty members with major responsibility for the assessment of residents/fellows.

Highlights of this highly experiential, hands-on course curriculum include:

• Goals and principles of CBME
• Practical application of multiple assessment methods and tools
• How to create effective assessment systems
• How to use the Milestones and Entrustable Professional Activities effectively

Course faculty include:

• Eric Holmboe, MD, Senior Vice President, Milestones Development and Evaluation, ACGME
• Brandy Church, MA, Director of Faculty Development, MSUCOM SCS
• Saroj Misra, DO, Family Medicine Program Director, Ascension Health—St. John Macomb-Oakland
• Sandi Moutsios, MD, Course Director—Vanderbilt ACGME Regional Assessment Training Center & Meds-Peds Program Director, Vanderbilt University
• Jonathan Rohrer, PhD, DMin, Associate Dean, MSUCOM SCS
• and local Michigan clinical faculty trained by the ACGME

For more information on this opportunity, please contact:
Brandy Church, MA, Director, Faculty Development
Brandy.church@hc.msu.edu
SCS/AHME Academy
Best Practices for Meeting ACGME Institutional and
Common Program Requirements
Friday, Oct. 19, 2018
St. Mary Mercy Hospital - Livonia
8AM-4:30PM

The AHME Academy is a one-day conference providing graduate medical education administrators fresh approaches to meeting ACGME Institutional and Common Program Requirements. This Academy is co-sponsored by SCS, and SCS members are eligible to receive scholarships to attend the workshop as part of their SCS membership. Topics to be covered include best practices utilizing APEs, CCCs, and PECs; AIR approaches; institutional dashboards; and more!

For more information on this opportunity, please contact:
Brandy Church, MA, Director, Faculty Development
Brandy.church@hc.msu.edu

SCS/AAMC Teaching for Quality
Moving clinicians from developing a QI/PS idea to implementing and evaluating a QI/PS intervention
Wednesday, Feb.20-Friday, Feb.22, 2019
Hyatt Place Lansing / Eastwood Towne Center

The AAMC’s Teaching for Quality initiative aims to ensure that every medical school and teaching hospital in the US has access to faculty who are ready, able, and willing to engage in and lead education in quality improvement (QI), patient safety (PS), and the reduction of excess healthcare costs. Participants in the program will attend a 2.5 day workshop led by AAMC and SCS faculty that focuses on the following topics: adult learning principles, effective teaching of QI/PS, program evaluation, and leading change.

Throughout an 18-month time period, participants will:
• Address an identified gap in the education of residents and/or practicing clinicians regarding QI/PS;
• Design an educational innovation to fill that gap (with the assistance of an SCS faculty coach);
• Implement and assess the impact of the innovation (with the assistance of an SCS faculty coach); and,
• Produce a scholarly poster, article, or presentation on the innovation and the results.

Interested SCS members should complete an application to participate. Application materials and additional details on the program are available at:
https://scs.msu.edu/sa/te4q/
Workshops and Training Sessions

Teaming
How to be an effective team member and avoid the 5 dysfunctions of a team
Friday, March 15, 2019
9AM-3PM
Baronette Renaissance Novi

When caregivers work together in a hospital, there are benefits for the employees, the patients and the health-care facility. Patients receive more thorough care when providers collaborate, and the providers can concentrate on their areas of expertise, knowing they are part of a team looking after the whole patient. Quality of care improves and hospitals save money with effective team care.

This interactive workshop will provide participants with a framework for strengthening teams within their hospital or program.

Participants will:
• Identify the role they typically gravitate toward in a team situation
• Learn a framework to explain the ways different kinds of thinkers and leaders can create constructive conflict
• Examine the natural human tendencies that derail teams and lead to politics and confusion in so many organizations
• Discover the three indispensable virtues that make some people better team players than others
• Learn practical tools for overcoming the dysfunctions and making their teams more functional and cohesive
• Receive complimentary literature to help bring strategies back to their hospital

For more information and to register, visit:
https://scs.msu.edu/events/15335/
**Webinars**

**SCS Med Ed eForum Webinar Series**
Bringing national medical education leaders to Michigan’s community-based hospitals through monthly webinars

Stay current on pertinent issues related to medical education through our monthly webinar series.
[msu.zoom.us/j/154458724](msu.zoom.us/j/154458724)

---

**Critical Issues Facing Medical Education Today**  
Kelley Skeff, MD, PhD  
September 12, 2018

Join Dr. Kelley Skeff, Co-Director of Stanford Faculty Development Center for Medical Teachers, Vice Chair for Educational Programs in Stanford School of Medicine’s Department of Medicine, and award-winning master educator, for his inspirational and thought-provoking presentation on the major issues facing medical education today. Through careful analysis and questioning, Dr. Skeff will address key areas such as the clinical learning environment, medical learner and faculty well-being, evaluation of competency, and self-directed learning.

---

**Conquering the Annual Institutional Review**  
Gerri Navarre, MA, MSW  
October 9, 2018

The Annual Institutional Review is a critical component of the accreditation process as it gives the sponsoring institution an opportunity to self-assess and plan for improvements. Examination of performance metrics, survey results, and program evaluation reviews are just a few components of the review process. Institutions then summarize their findings and submit a report to the ACGME. Join Gerri Navarre, ADME at Metro Health - U of M, as she shares how her community-based institution conducts the review process.

---

**Strengthening Your Program’s System of Assessment**  
Benjamin Kinnear, MD  
November 2018

The University of Cincinnati Internal Medicine Residency Program has been on the cutting edge of competency-based assessment since before the ACGME Milestone Project was complete. Continuing on that trajectory, the program has such advanced assessment instruments that they can now use regression modeling with their internal resident performance data to see if a resident is on target with where the program expects them to be based on things like time of year, rotation, assessor, etc. Join program faculty Dr. Ben Kinnear as he describes this process and how programs can strengthen their resident assessments to help guide curriculum improvements.
Webinars

Using SWOT Analysis to Guide Program Improvement
Tonya VanOrder, MBA, PhD Candidate
December 11, 2018
When beginning their Annual Program Evaluation, the ACGME recommends programs utilize a SWOT analysis to generate a list of the program’s strengths, weaknesses/areas for improvement, and the factors in their environment. Join Tonya VanOrder as she discusses ways to conduct this analysis that will help a program develop an actionable guide for improvement.

2019 Webinar Topics Include:

Maximizing Your Program’s Journal Club
A program’s journal club provides an excellent opportunity to enhance resident skills related to medical literature review, evidence-based decision making, and scholarly activity project design. Join MSU Medical Librarians as they discuss ways program leadership can maximize this opportunity for their residents.

Legal Considerations for Resident Remediation
Due process is critically important when placing a resident on a formal remediation plan. Join industry experts as they discuss considerations program leadership should keep in mind when remediating residents.

Leveraging the Potential of CCCs to Improve Milestone Reporting, Clinical Competence Assessment, and Promotional Decisions
A program’s CCC has the potential to truly improve resident assessment based on the factors they consider when making resident performance decisions. Join national experts as they share ways to maximize this potential in your CCC.

Data Dashboards: Bringing it all Together
Programs and institutions must use a variety of data sources to effectively evaluate resident performance and program effectiveness. Join GME educators as they discuss data sources to be considered when developing a dashboard, ways to integrate these data in a comprehensive and meaningful way, and how to embed these data in program and institution review processes.

Milestone Updates
The ACGME Milestone Project is a dynamic assessment system for resident evaluation. Now that the ACGME has been able to analyze these milestone rankings over a period of years, programs can expect some changes to their specialty milestones as well as guidance on how to best utilize milestone data. Join members of the ACGME’s Milestone Development and Evaluation Department as they share updates on milestone reporting.
Faculty Development Snippets
https://scs.msu.edu/facdev/snippets

Our online repository of resources that provide just-in-time faculty development 24/7. Enhance your educator skillset on your schedule from anywhere you have access to the internet with these short, content rich presentations.

Available topics include:
• Assessment
• Feedback
• Writing learning objectives
• and more!

Giving Effective Learner-Centered Feedback
Non-transcriptable Online MSU Graduate Certificate Course
https://scs.msu.edu/toolbox/resources/

This asynchronous online certificate course provides clinical educators with instruction in proper learner-centered feedback techniques to assist residents in improving their performance. Utilizing an online format affords busy medical educators the ability to participate in professional development opportunities while maintaining already-full schedules.

Participants will:
• Describe why feedback is important to your resident’s development
• Identify the characteristics of effective feedback
• Apply principles of effective feedback in various teaching scenarios
• Adapt proven strategies used to provide feedback in medical education to meet the needs of a dynamic feedback session
Online Resources

Teaching Learners on Rotation Guidebook
https://scs.msu.edu/toolbox/resources/

This resource provides busy community clinical preceptors with the skills required to teach learners on rotation while still maintaining a full patient-load. This guidebook helps preceptors:

• Describe the characteristics of an effective clinical teacher
• Establish a plan to provide patient care and education effectively
• Design the learner orientation process for your community-based practice that includes the essential components of a learner-centered orientation
• Select the various forms, materials and expectations associated with the rotation that are pertinent to you, as a preceptor
• Implement a variety of active learning strategies and teaching techniques with your learner that reinforce adult learning principles
• Monitor your learner regularly, providing timely constructive feedback
• Summatively evaluate your learner

Writing for Publication
https://scs.msu.edu/sa/wfp/

Many programs struggle meeting accreditation requirements related to scholarly activity. Led by Dr. Ingrid Philibert, the Executive Managing Editor of the Journal of Graduate Medical Education (JGME), this 6-module program helps today’s busy medical educators navigate the study design and writing process to produce manuscripts considered favorable by academic journals. Specifically, participants will be able to:

• List strategies and steps that enhance writing and publishing medical education research
• Outline the critical variables that increase favorable consideration by academic journals
• Articulate a specific action plan for writing up an education research or innovation project aligned with an identified journal and its requirements.

Resident Remediation
Practical Remediation Strategies for the Busy Practitioner
https://scs.msu.edu/courses/resrem/

Practical Remediation Strategies for the Busy Practitioner is a comprehensive workshop focused on pragmatic ways community clinicians can identify and diagnose struggling learners, legal issues they should consider when documenting their struggling learners, and strategies for creating successful remediation plans. The 3-module program is presented by nationally-renowned expert Jeannette Guerrasio, MD.
Online Resources

Med Ed eForum Library
https://scs.msu.edu/facdev/eforum/ALL

Miss a live broadcast of the Med Ed eForum? Want to go back and revisit one you found particularly helpful? All Med Ed eForums are recorded and archived for your convenient access 24/7.

Past presenters include nationally regarded GME leaders including:

Holmboe  Guerrasio  ten Cate  Lomis

Monday Memo
A must-have email for GME leaders
https://scs.msu.edu/mondaymemo/

This weekly memo, sent by Dr. Jon Rohrer contains concise, just-in-time information on accreditation updates, SCS resources, and upcoming events.

If you are not receiving this critical GME resource, please contact:
Ryan Conway, Systems Assistant
ryan.conway@hc.msu.edu
Consultation and Site-Specific Programs
https://scs.msu.edu/facdev/consult/

Have a specific need at your site? SCS educational staff are available for consultation and faculty development presentations. Some example topics include:

- Adult Learning
- Assessment & Evaluation
- Critical Thinking Skills
- Curriculum Design
- Behavioral Objectives and Assessment
- Discussion/Questioning Techniques
- Ethics and Professionalism
- Mentoring
- Professionalism/Controversies for Residents
- Program Evaluation/SWOT Analysis & Fishbone Diagram
- Recruiting/Interviewing Strategies
- Scholarly Activity Strategies
- Teams
- and more!

Contact us today!

Jon Rohrer, DMin, PhD  Brandy Church, MA
Associate Dean  Director of Faculty Development
Jon.Rohrer@hc.msu.edu  Brandy.Church@hc.msu.edu
Statewide Campus System
College of Osteopathic Medicine
MICHIGAN STATE UNIVERSITY

965 Fee Road
East Fee Hall
East Lansing, MI 48824
517-353-9155
scs@msu.edu