

Developing Faculty Educators: Using the STFM Residency Faculty Fundamentals Certificate Program to Empower your Faculty

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Disclosures

- All speakers are members of the STFM Graduate Medical Education Committee

Objectives

- Endorse the importance of faculty development to provide the proper tools to ensure success as an educator.
- Describe an approach to faculty development that utilizes a framework that identifies and emphasizes the fundamental skills that all faculty educators should possess.
- Discuss resources for faculty development that include distance-learning to ensure that all faculty can have access to educational opportunities.

The Scope of the Problem

- There is a national shortage of Family Medicine faculty
- Expected to worsen with increased demand for Family Medicine physicians and the need for the training of more physicians to fill this care gap

Why is there a shortage?

- Salary gap between primary care and specialty care
- Salary gap between private/clinical practice and academic medicine
- Physicians feel unprepared to assume academic role

STFM Residency Accreditation Toolkit, STFM Launches Initiative
in Response to Faculty Shortage. Ann Fam Med. 2015 May;
13(3): 290–291

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Why is there a shortage?



- Faculty role can be less attractive
 - Lack of protected time
 - Increased demands for scholarship
 - Inpatient responsibilities
 - Salaries do not reflect demands
 - Some programs require OB

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Polling Question - Are you currently short faculty at your program?

- A. Yes
- B. No

Need for Intervention!

- Programs need to prepare faculty for success!
- Provide them with the necessary tools to perform the roles that are being requested of them
- Provide role modeling, mentoring and support



Need for Intervention!

- 2012 study by Danilkewich
- Faculty with 5 years of experience or less
- Identified:
 - Teaching
 - Developing Scholarly Activities
 - Career Development



Danilkewich A, et al. Implementing an evidence-informed faculty development program. *Can Fam Physician*. 2012 Jun; 58(6):e337-43

Potential Strategies and Limitations

- Institution-based faculty development
 - Tends to be sporadic and generalized
- Faculty development fellowships
 - Expense
 - Time
- Advanced training
 - Expense
 - Time
- Individual mentoring
 - Time

Polling Question - How do you currently educate new faculty?

- A. Formal faculty development fellowship
- B. Institution-based education
- C. Peer mentoring
- D. Advanced degrees
- E. Other

Advantages of On-line/Asynchronous Learning

- Allows for on-demand learning
- Self-paced
- Can fit into a variety of busy schedules
- Allows opportunities for reviewing/revisiting material
- Does not require time away from the residency program
- Typically less expensive



What is available to address these needs?

Residency Faculty Fundamentals Certificate Program

- Developed by STFM under the guidance of the STFM GMEC
- Launching in May 2017!
- CME credits will be available
- Six months of online training in fundamental topics pertinent to ALL faculty

Certificate Program Content

- 14 courses on key topics
- Individual courses include:
 - Interactive learning activities
 - Reading assignments
 - Videos
 - Assignments
 - Reflective & knowledge assessment quizzes

Topics

- ACGME Program Requirements
- Definition of Competencies, Milestones, and EPAs
- Structure and Funding of Residency Programs
- Billing and Documentation Requirements
- Recruiting and Interviewing Residents
- ABFM Rules and Requirements
- Scholarly Activity for Residency Faculty
- Writing for Academic Publication
- Curriculum Development
- Didactic Teaching Skills
- Clinical Teaching Skills
- Assessment and Evaluation
- Giving Feedback
- Residents in Difficulty: Academic and Behavioral Problems

Developing the Certificate Program

- Subject Matter Experts
- Outlines and Scripts
- Peer Review
- Instructional Design
- Assignments

Demonstration



Self-Directed Learning

- Clear, concise content
- Frequent quizzing
- Stories from experienced faculty
- Assignments that require interactions with program director and other faculty

Polling Question - Do you plan to use online faculty development in the future?

A. Yes

B. No

Polling Question - What future online courses would be most useful for your program? Online courses for:

- A. New educators
- B. Experienced faculty
- C. Community preceptors

Take Home Points

- There is an increasing need for Family Medicine faculty educators
- Programs need to equip faculty with the necessary tools to fulfill the role they are being asked to
- Online education such as the STFM Residency Faculty Fundamentals Certificate Program can prepare new faculty members or provide additional training to established ones
- Together we can work to develop the Family Medicine physicians of the future!

Poll Question:

Enter your email address to be included in any follow-up communication from the presenter(s).

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Social Q & A

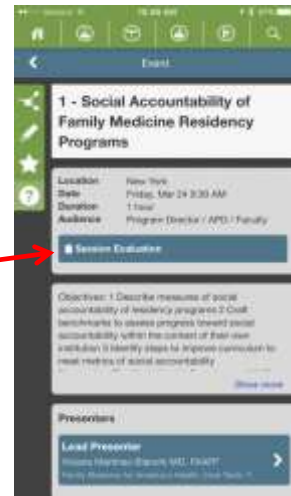
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Please...

Complete the
session evaluation.

Thank you.



Questions?



Thank you for your attention!



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