OCTOBER 18 & 19, 2019
FACULTY DEVELOPMENT SEMINAR FALL 2019

Please join your colleagues at the Gordon Center for Research in Medical Education as we share information and discuss current themes in graduate medical education. Planned by the Office of Graduate Medical Education, the agenda has something for every faculty member: from promotion as a clinician educator, improving your skills as an educator, and develop new initiatives for your GME programs.

SERVICES FOR THE DISABLED – If special arrangements are required for an individual with a disability to attend this conference, contact GME at 305-243-1847, at least 15 days prior to the conference.

GORDON CENTER FOR RESEARCH IN MEDICAL EDUCATION
1120 NW 14th St
Miami, FL 33136

Registration Link:
Click Here

Sponsored by:
University of Miami
Miller School of Medicine

Presented by:
The Office of
Faculty Affairs
AND
The Gordon Center for
Research in Medical Education
Lunch will be served.

**12:15-1:15PM: NextGen MD and You**

Presenter:
**Alex Mechaber, MD**
Professor of Medicine and Bernard J. Fogel Chair in Medical Education  
Senior Associate Dean for Undergraduate Medical Education  
Acting Co-Director, Educational Development Office

The rapidly changing practice of medicine necessitates that we take a broader and more global approach to teaching the next generation of physician. The NextGenMD curriculum at the University of Miami Leonard M. Miller School of Medicine is designed to better prepare our students to navigate those changes by:
- Integrating the basic and clinical sciences with health systems science,
- Using patient-based, interactive learning,
- Providing earlier clinical experiences
- Promoting a commitment to life-long learning so our students can become transformational leaders in health care.

Dr. Mechaber will provide an update on the status of the new curricular design and discuss how this will affect your department, clerkship and residency program.

By the end of this workshop, participants will be able to:

- Identify changes in the practice of medicine that will impact the next generation of physicians.
- Discuss the trends in medical education
- Describe the three phases of the curriculum
- List two planned changes to student education in your department.

**1:25PM- 3:00 PM: Workshop Session Number 1- Choose one.**

A. **Professional Development for all faculty: Understanding the new Appointment, Promotion and Tenure Guidelines**

Presenter:
**Daniel Armstrong, PhD**
Senior Associate Dean for Child Health  
University of Miami Miller School of Medicine

Each Faculty member at the Miller School should know and understand the pathway for academic promotion. The new faculty guidelines for Appointment, Promotion and Tenure will be reviewed. The
participants will also have an opportunity to complete the faculty self-assessment form using their current CV.

- Articulate the requirements for promotion on their academic track
- Complete the Self-Assessment Form
- Develop an action plan for promotion.

**B. A Day in the Life of the Clinician Educator. Part 1 in the Series: Preparing to Teach.**

**Presenter:**

*Joan E. St. Onge, MD, MPH*
Associate Professor of Clinical Medicine
Senior Associate Dean for Faculty Affairs

*Gauri Agarwal, MD*
Assistant Professor of Medicine
Associate Dean for Clinical Curriculum

Clinician-Educator faculty play an important role in both the education of the future workforce and in the care of patients. They are challenged to create new knowledge, publish in peer review journals, participate on committees and maintain wellness. The “Day in the Life” series will focus on the various roles, discuss challenges and tools for success. The series will be presented in multiple parts throughout the academic year. Participants are encouraged to attend all of the sessions in the series.

By the end of this workshop, participants will be able to:

- Describe the role of the clinician educator in student and resident education
- List the different venues for teaching
- Describe various teaching methods
- Restate the meaning of an Entrustable Professional Activity
- Develop an Entrustable Professional Activity of a student, junior resident, and senior resident training in their field
- Prepare exercises that demonstrate levels of entrustability and assessment tools.

**C. Program Directors Orientation and Updates: Open to new and continuing program directors.**

**C.1. Roles and responsibilities of a program director. First 45 minutes**

**Presenters:**

*Yvonne Diaz, MD*
Associate Professor of Medicine
Assistant Dean for Graduate Medical Education
Director, Quality Improvement Project Support

*Stefanie Brown, MD*
Assistant Professor of Medicine
Residency Program Director
Department of Medicine
The roles and responsibilities of program directors are numerous, and not always written down. The workshop will review the ACGME program director responsibilities and the “unwritten” roles of the program director. In addition, the presenters will review the support and tools available to assist the program director in their roles.

By the end of this workshop, participants will be able to:
- Verbalize the ACGME program director responsibilities
- List the resources available to program directors in the institution.

C.2. The yearly cycle of a program director: Getting to September 1 and still loving your job.
Understanding the yearly academic cycle and how this affects a program director’s schedule and roles is important for success and continued enjoyment of the job. By the end of this workshop, participants will be able to:
- Verbalize the ACGME program director responsibilities
- List the resources available to program directors in the institution.
- Document a timeline for completing various responsibilities of a PD.

3:00 - 3:10 PM: BREAK

3:15 - 4:45 PM: Workshop Session Number 2 – Choose one

D. Professional Development: Preparing your CV for Promotion
Presenter:
Rose Van Zuilen, PhD
Associate Professor of Professional Practice
Acting Associate Director, Educational Development Office

By the end of this workshop, you will be able to:
- Describe the elements that belong in each section of an academic CV and common errors made in CV preparation
- Prepare a comprehensive CV following the UM CV template
- Identify strategies to optimize your CV and opportunities to fill in gaps
- Effectively document your multiple roles as an educator

E. Using Standardized Patients in the Clinical Setting
Presenter:
Paul Mendez, MD, FACP
Associate Professor of Clinical Medicine
Director, Clinical Skills Program
Samantha Syms
Director, Standardized Patient Program
At the end of this session, participants will be able to:

- Describe how standardized patients can be incorporated into the teaching and assessment of our learners
- List opportunities to use standardized patients to enhance clinical learning environment
- Describe the process of creating a standardized patient session for your program

F. Program Director Orientation and Updates Part 2: Open to new and continuing program directors, associate and assistant programs directors and members of clinical competency committees.

Performance Improvement Plans and Individual Learning Plans: Who needs them, when to use them and how to write them.

Presenters:

Joan St. Onge, MD, MPH
Associate Professor of Medicine
Senior Associate Dean for Faculty Affairs

Yvonne Diaz, MD
Associate Professor of Medicine
Assistant Dean for Graduate Medical Education

Nilda Gonzalez, MHSA, C-TAGME
Director, Graduate Medical Education

Opportunities for improvement exist throughout residency training. At times, there is a need for directed performance improvement in a resident’s or fellow’s progress. This case based workshop will review the indications for performance improvement plans and individual learning plans. The participants will review specific cases, decide on the competency-based areas of concern, and develop SMART goals for the cases presented.

By the end of this workshop, participants will be able to:

- Analyze a resident’s performance using the ACGME competency framework
- Voice understanding of SMART goals
- Differentiate between individual learning plans and performance improvement plans
- Compose a performance improvement plan
- List the resources available to assist with resident improvement.

4:45 - 5:00 PM: WRAP-UP and Final Remarks

Joan E. St. Onge, MD, MPH
Associate Professor of Medicine
Senior Associate Dean for Faculty Affairs
Gordon Center Auditorium
AGENDA
Faculty Development Seminar
Fall 2019
October 19th, 2019
8:00 AM -12:00 PM
Gordon Center for Research in Medical Education

8:00-8:10AM: REGISTRATION
Continental Breakfast will be served.

8:15-8:25 AM Introductory Remarks

Presenter:
Joan E. St. Onge, MD, MPH
Associate Professor of Clinical Medicine
Senior Associate Dean for Faculty Affairs

8:30- 10:00 AM: Workshop Session Number 1- Choose one.

G. Professional Development for all faculty: Understanding the new Appointment, Promotion and Tenure Guidelines

Presenter:
Daniel Armstrong, PhD
Senior Associate Dean for Child Health
University of Miami Miller School of Medicine

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By the end of the workshop, participants will be able to:

- Articulate the requirements for promotion on their academic track
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Presenter:
Joan E. St. Onge, MD, MPH
Associate Professor of Clinical Medicine
Senior Associate Dean for Faculty Affairs

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J. Program Directors Orientation and Updates: Open to new and continuing program directors.
   J1. Roles and responsibilities of a program director. First 45 minutes
       Presenters:
       **Yvonne Diaz, MD**
       Associate Professor of Medicine
       Assistant Dean for Graduate Medical Education
       Director, Quality Improvement Project Support

       **Stefanie Brown, MD**
       Assistant Professor of Medicine
       Residency Program Director
       Department of Medicine

       **Nilda Gonzalez, MHSA, C-TAGME**
       Director, Graduate Medical Education
       Jackson Health System

       The roles and responsibilities of program directors are numerous, and not always written down. The workshop will review the ACGME program director responsibilities and the “unwritten” roles of the program director. In addition, the presenters will review the support and tools available to assist the program director in their roles.

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   J2. The yearly cycle of a program director: Getting to September 1 and still loving your job.
       Second 45 minutes.

       Understanding the yearly academic cycle and how this affects a program director’s schedule and roles is important for success and continued enjoyment of the job.

       By the end of this workshop, participants will be able to:
       - Verbalize the ACGME program director responsibilities
       - List the resources available to program directors in the institution.
• Document a timeline for completing various responsibilities of a PD.

10:00 - 10:10 AM: BREAK

10:15 - 11:45 PM: Workshop Session Number 2 – Choose one

K. Professional Development: Preparing your CV for Promotion
   Presenter:
   Rose Van Zuilen, PhD
   Associate Professor of Professional Practice
   Acting Associate Director, Educational Development Office

   By the end of this workshop, you will be able to:
   • Describe the elements that belong in each section of an academic CV and common errors made in CV preparation
   • Prepare a comprehensive CV following the UM CV template
   • Identify strategies to optimize your CV and opportunities to fill in gaps
   • Effectively document your multiple roles as an educator

L. Using SP in the Clinical Setting
   Presenter:
   Paul Mendez, MD, FACP
   Associate Professor of Clinical Medicine
   Director, Clinical Skills Program

   At the end of this session, participants will be able to:
   • Describe how standardized patients can be incorporated into the teaching and assessment of our learners
   • List opportunities to use standardized patients to enhance clinical learning environment
   • Describe the process of creating a standardized patient session for your program

M. Program Director Orientation and Updates Part 2: Open to new and continuing program directors, associate and assistant programs directors and members of clinical competency committees.
   Performance Improvement Plans and Individual Learning Plans: Who needs them, when to use them and how to write them.

   Presenters:
   Joan St. Onge, MD, MPH
   Associate Professor of Medicine
   Senior Associate Dean for Faculty Affairs
Opportunities for improvement exist throughout residency training. At times, there is a need for directed performance improvement in a resident’s or fellow’s progress. This case based workshop will review the indications for performance improvement plans and individual learning plans. The participants will review specific cases, decide on the competency-based areas of concern, and develop SMART goals for the cases presented.

By the end of this workshop, participants will be able to:

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- Compose a performance improvement plan
- List the resources available to assist with resident improvement.

11:45 - 12:00 PM: WRAP-UP and Final Remarks

Joan E. St. Onge, MD, MPH
Associate Professor of Medicine
Senior Associate Dean for Faculty Affairs
Gordon Center Auditorium