Geographically dispersed Faculty Development: How do We Make it Work

Elisabeth Schlegel, Doreen M. Olvet, Jeffrey Bird & Alice Fornari

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• I do not have an affiliation (financial or otherwise) with a pharmaceutical, medical device or communications organization.

• Je n’ai aucune affiliation (financière ou autre) avec une entreprise pharmaceutique, un fabricant d’appareils médicaux ou un cabinet de communication.
Faculty Development is Community Building between Faculty, Medical School and Health Systems, the Challenge is Establishing a Core Group.

There Has to be another Way.
Dispersed Faculty: A Reality
Future Trends in Faculty Development
Individualized Coaching for Faculty Development

• Facilitating learning and [performance] results is a core coaching competency
• One-to-one support is key for the successful implementation of educational strategies
• Individualized coaching unlocks the potential to maximize performance and try a new pedagogy
• Personal style and session content can be harmonized sensibly for optimal presentation
• Coaching as strategy of adult learning provides a save and flexible environment for faculty development
Coach: Review of Assessment Data

Collaborative Relationship Focus: Setting Expectations

System Focus: Informing Course Directors

Solution Focus: Agreeing on Pedagogy for Win-Win

Feedback Focus: Objective-Reflective-Forward-looking

Results Focus: Alignment with Goals

Performance Focus: Observation
6-Fold Faculty Development Program

- Foundational Skill Building
- Personal Coaching: Alignment of Personal Style and Content
- QA/QI: Incorporating Feedback/Evaluations
- Continuous Teaching Innovations
- Educational Onboarding
- Establishing a Community of Practice
In your Group, Discuss the following Questions Related to a Geographically Dispersed Group of Medical Educators

A. **10 Minutes:** Identify drivers and obstacles of implementing faculty development

B. **10 Minutes:** Determine stakeholders (close/dispersed) supporting faculty development

**10 Minutes:** Report out on items A. and B.

C. **10 Minutes:** Indicate essential resources for system-based faculty development

   **10 Minutes:** Report out on item C.

E. **10 Minutes:** Reflect on an authentic style of providing faculty development. What makes your faculty development offering special?

**10 Minutes:** Report out and wrap up
Options for Geographic Dispersion

- Electronic Dissemination
  - Groups on Social Media
    - (e.g., Twitter,...)
  - Online Journal Clubs
    - Webex; Zoom Technology; ...
- Just in Time Teaching JiTT
  - (Mail Chimp; Constant Contact; ...)
- Podcasts

Going where Faculty is:

- Incorporation into standing meetings
  - E.g. EDUCATIONAL APPETIZER
    - Monthly series of 10-15min faculty development topics for teaching faculty
Thank you very much!
Help us improve. Your input matters.

- Download the ICRE App, or
- Go to: www.royalcollege.ca/icre-evaluations to complete the session evaluation.

Aidez-nous à nous améliorer. Votre opinion compte!

- Téléchargez l’application de la CIFR
- Visitez le www.collegeroyal.ca/evaluationscifr afin de remplir une évaluation de la séance.