Recognizing our Hidden Faculty

Integrating and Supporting the Role of Health Professional Educators in Family Medicine

A 3-Year Update

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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.
Who are HPEs?

Health Professional Educators (HPEs) are any educators who are not physicians by training, who teach undergraduate, postgraduate and/or faculty development learners, in any of the 17 departments of Family Medicine across Canada.

*CFPC Section of teachers definition for HPEN*
Also Known As.....?

- Health disciplines teachers (HDs)
- Health care professionals (HCPs)
- Allied health professionals (allied health)
- Interprofessional health providers (IHPs)
- Non-physician health care providers (NP-HCPs)
- Non-physician faculty

... aka your “hidden” faculty
CONTEXT, INPUT, PROCESS, PRODUCT (CIPP) STUFFLEBEAM CIPP MODEL OF EVALUATION

GOALS
Environment
Problems
Opportunities
Beneficiaries

PLANS
Stakeholders
Feasibility
Resources
Budget

ACTIONS
Strategies
Development
Implement
Feedback

OUTCOMES
Impact
Effectiveness
Sustainability
Adjustment

Context: Team-based Primary Care

- **Contextual Drivers**
  - WHO Integrated, People Centred Health Services
  - Primary Care Reform across Canada
  - CFPC Patient Medical Home
  - CANMeds FM – Collaborator Role

Increasing emphasis on learning together to better work together
Context: Role & Scope of Learning Interactions with HPE in Family Medicine

Three most useful contributions...

- Offer expertise, enhance knowledge and scope of practice (39%)
- Develop team/IP skills, model effective collaborative care (30%)
- Provide learner-centered focus (providing feedback, self assessment, mentoring, research and QI) (7%)
- Contribute to curriculum development and program needs (6%)
- Offer variety of viewpoints, practice patterns (4%)
- Teach, model patient-centered approach (10%)
- Time and availability (7%)
- Participate in faculty development, enhance teaching skills (3%)
- Other (4%)

*Source: THE COLLEGE OF FAMILY PHYSICIANS OF CANADA*
HPEN & HPEG

CFPC

Section of Teachers

Health Professional Educators Group

Department Liaisons

Health Professional Educators Network

Composition:

- Composed of Dept. Liaisons from 17 University DFCMs
- Appointed by University DFCM Chairs
- Composed of HPEs who have meaningful involvement in family medicine education at any of the 17 sites
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INPUT EVALUATION

Process Evaluation

OUTPUT EVALUATION

Product Evaluation

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REFERENCES

Family & Community Medicine
UNIVERSITY OF TORONTO

CMCC
Canadian Memorial Chiropractic College
Input: HPEs in the UT DFCM (2015)

• 193 HPE surveyed; 86% response rate
  – 126 actively teaching medical trainees
  – 82% did not hold DFCM faculty appointment
  – 1/3 were not aware of teaching expectations

• Focus Groups:
  – Only 50% reported feeling prepared/supported to teach
  – Competing demands, inadequate advance information on learner needs/curriculum, insufficient formal feedback, lack of recognition of teaching

Input: UofT DFCM HPE Faculty Leads

• Two HPE Faculty co-Leads (one HPE and one MD)
• Hired for 0.1 FTE each
• PLUS 4 hours / week of admin support

• Objective to increase awareness and inclusion of HPEs in all levels of department activity
  ✓ Create a Community of Practice for HPEs
  ✓ Assist with HPE acquisition of faculty status
  ✓ Optimize PD offerings for HPE participants
  ✓ Encourage scholarship on HPE integration
  ✓ Study the Community of Practice
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Process & Methods

• Environmental scan of HPE supports in programs across Canada & liaison with HPE Network of CFPN

• Integration of HPE co-Leads into all activities of the DFCM Faculty Development (FD) Committee

• Partnership with Faculty Appointments HR Lead

• Inclusion of HPE support objectives and deliverables into DFCM’s 2015-2020 strategic plan

• Site visits to HPEs with HR / FD Lead to discuss initiative and faculty appointment process
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Product: Faculty Appointment Tools

- Formalized application process with UofT HR
- HPE FL position on Dept. Appointments Committee
- Roadshow presentations on applications process
- New applications
  - 20 + new appointments
Health Professional Educators (HPEs) at DFCM

Be part of a broad community of educators in teaching units as a family medicine teacher, with the benefits and acknowledgement of a faculty appointment.

The College of Family Physicians Canada (CFPC) defines Health Professional Educators (HPE) as any educators who are not physicians by training and who teach family medicine to undergraduate, postgraduate and/or faculty development learners within the 17 academic departments of Family Medicine across Canada. This includes health professionals such as nurses, pharmacists, dietitians, social workers, and others who work and teach in affiliated primary care academic teaching units.

DFCM recognizes the important contributions of HPEs in the training of medical students and residents in our Family Medicine program. Training future family physicians in effective interprofessional learning environments aligns with the direction of primary care reform across the country and the CFPC’s vision for the Patient Medical Home (CFPC Position paper, Sept 2011).

More information:
- Interested in Applying for Faculty Status?
- Join our Community of Practice for HPEs

Contact your Health Professional Educator faculty leads to find out more about faculty appointments and supports for HPE’s.

Contact: hpe.familymed@utoronto.ca
Product: Faculty Development for HPEs

- Increased recognition and use of term “HPE”
- Integrated in the DFCM Strat Plan
- Pilot of interprofessional “Basics for New Faculty Program”
- HPE representation on conference and FD planning committees
- Consultations on HPE integration in postgrad, undergrad and QI/CE program initiatives
Product: HPE Community of Practice

% Distribution by Profession

Launched in 2018: N = 138 as at March 2019
Product: HPE Community of Practice

open to all irrespective of faculty status

Through the community we are:

• sharing news of relevance from UofT and national sources
• providing information on faculty development for HPEs
• facilitating networking and peer-mentorship amongst HPE colleagues, and share challenges and successes
• gathering information from them on their support needs
• enabling better representation on HPE issues at local (sites, central DFCM) and national levels (CFPC)

https://www.dfcm.utoronto.ca/health-professional-educators-community-practice
Product: Dissemination

• Inaugural CoP / HPEN event at FMF 2018
• Presentations at local, national and international conferences
• Upcoming publication
Key Project Enablers

- Alignment with existing program structures
- Paired MD and HPE Champions
- Inclusion on DFCM committees
- Dedicated administrative support
- Opportunities to pilot new initiatives

Have lead to new faculty appointment guidelines, increased applications and the establishment of a new community of practice for HPEs
Questions?

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