

TOP 10

Tips for Effective Faculty Development Programs



An educational resource
brought to you by
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DIOs often ask us, "How can I develop an effective faculty development program?" They have recognized the importance of providing for the continuing education of Program Directors and Faculty. They have heard about – or experienced – the faculty development workshops presented by Partners in Medical Education, Inc.

Here are 10 tips to give you insight on how **WE** do it!

Tip #1 – Embrace the responsibility. ACGME is clear that implementing a program of continuous improvement in medical education for faculty is an important responsibility for the DIO and for Program Directors. Planning and assessing the program to address specific faculty development needs is a critical part of each Program Director's required Annual Program Review. **Embrace the challenge AND the opportunity!**

Tip #2 – First, conduct a needs assessment. Use deficiencies identified in the ACGME surveys and GMEC Internal Reviews as sources of topics. If you were not in substantial compliance with the requirement, **education is the place to start!**

Tip #3 – Consider DIO and GMEC interventions as potential sources of topics. Every DIO knows accreditation requirements and program operational issues that result in questions. **Would a broad-based educational program for Program Directors and Faculty address this ongoing need?**

Tip #4 – Use the programs' Annual Program Evaluation reports. Each residency program must conduct an Annual Program Evaluation, which includes assessment of faculty development. The aggregate data from those reports is a rich source of subject matter for DIO-sponsored faculty workshops. What if your programs do not conduct the annual reviews – or do not assess faculty needs effectively? **That should be the topic for the next workshop!**

Tip #5 – Ask the Programs! Your Program Directors and Faculty are your best source of "needs assessment." People find it difficult to respond to open-ended questions. Use the sources identified in Tips 2 – 4 to compile a list of possible faculty workshop subjects. Ask your GMEC, Program Directors and Faculty to rank order their preferences – and leave room to indicate, "Other"!

Tip #6 – Engage the participants and minimize distractions. Major workshops are best conducted as a full-day event. Try for a "no beeper" day. Organize several "mini workshops" for a series of afternoons or evenings. Change the setting whenever possible to a location away from the hospital.

We conducted a team-building day with one program in a cabin, deep in the woods! (AKA "GME Survivor")

Tip #7 – Include didactics and practical application. Consider the principles of a well-developed curriculum. Identify your learning objectives, learning activities, and means of evaluation and reinforcement.

Tip #8 – Find engaging speakers! An experienced facilitator/educator will hold the attention of your audience, and leave them looking forward to the next faculty development workshop.

Tip #9 – Respect the unique nature of adult learners! Just like your residents, the faculty learn best through active involvement. Concrete applications – with "take-away" material which can yield immediate benefits to your residency program – **drive the theory home.**

Tip #10 – Make education a regular event. Program Directors and the GMEC each need "their own" focused learning opportunities. Faculty learn from each other in multi-specialty offerings. **EVERYONE should expect to participate at least annually in an activity for their own continuing improvement activities as educators.**



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