

2018-08-30: What Does It Mean to Successfully Develop Faculty?

Listed below are resources shared on the chat last night:

- "Building" a History Rather Than "Taking" One: A Perspective on Information Sharing During the Medical Interview <https://jamanetwork.com/journals/jamainternalmedicine/article-abstract/215623>
- Milestone-Based Tool for Learner Evaluation of Faculty Clinical Teaching <https://www.mededportal.org/publication/10626/>
- Decoding the Learning Environment of Medical Education: A Hidden Curriculum Perspective for Faculty Development https://journals.lww.com/academicmedicine/Fulltext/2011/04000/Decoding_the_Learning_Environment_of_Medical_Education.12.aspx
- Impact of Formal Continuing Medical Education: Do Conferences, Workshops, Rounds, and Other Traditional Continuing Education Activities Change Physician Behavior or Health Care Outcomes? <https://jamanetwork.com/journals/jama/article-abstract/191423>
- A systematic review of faculty development initiatives designed to improve teaching effectiveness in medical education: BEME Guide No. 8 <https://www.tandfonline.com/doi/abs/10.1080/01421590600902976>
- "Profession": A Working Definition for Medical Educators https://www.tandfonline.com/doi/abs/10.1207/s15328015tIm1601_15#.W4ibStQUYsQ.twitter
- Welcome to your intern year breakdown <https://www.kevinmd.com/blog/2018/06/welcome-to-your-intern-year-breakdown.html>
- Make It Stick <https://makeitstick.net/>
- Innovative Ways of Assessing Faculty Development <https://onlinelibrary.wiley.com/doi/pdf/10.1002/tl.20045>



MedEd Chat @MedEdChat34 minutes ago

Welcome to the Medical Education chat (US) I am your moderator for the next hour, @alliance4clined A big thanks to @bheather95 & @2LindaMLove for helping with this topic! #meded



Kristina Dzara, PhD, MMSc @kristinadzara34 minutes ago

RT @MedEdChat: Welcome to the Medical Education chat (US) I am your moderator for the next hour, @alliance4clined A big thanks to @bheather...



MedEd Chat @MedEdChat33 minutes ago

The topic & questions will be announced in a moment...for now, please introduce yourselves #meded



Kristina Dzara, PhD, MMSc @kristinadzara33 minutes ago

RT @MedEdChat: The topic & questions will be announced in a moment...for now, please introduce yourselves #meded



Paul Haidet @myheroistrane32 minutes ago

Hi, I'm Paul and I like jazz. #meded



MedEd Chat @MedEdChat31 minutes ago

If you are tuning in to the #meded chat, remember to use the #meded hashtag and try to answer with the Topic numbers (T1, T2, T3)



Gary Beck Dallaghan @GLBDallaghan31 minutes ago

@MedEdChat Gary here in North Carolina! I always think about these gorgeous birds....particularly when they're outside my living room window! #meded <https://t.co/mV5rJ265Fo>



Larry Hurtubise @hur2buzy31 minutes ago

#MedEd joining#mededchat from Columbus Oh <https://t.co/zsFa5S4990>



MedEd Chat @MedEdChat30 minutes ago

We will assume that all of your tweets are your own during this hour unless otherwise stated #meded



MedEd Chat @MedEdChat29 minutes ago

Topic 1: What are the needs of the faculty? How do you know you have met these needs? How do you know these are the right needs to meet? #meded



Dr. A.J. Kleinhexel @AJKleinhex29 minutes ago

Good evening, #meded chat! I'm A.J. and I'm thinking about salted Dutch licorice because see I just ran out. <https://t.co/culXfwmcgT>



Alliance4ClinEd @Alliance4ClinEd28 minutes ago

T1 #meded What are the needs for #facdev? Are they the same for clinicians as for basic scientists? @iamse @COMSEPediatrics @AAIMOnline@apgonews @STFM_FM @CDEMfaculty @admsep @Surg_Education



Gary Beck Dallaghan @GLBDallaghan27 minutes ago

@MedEdChat T1 #meded This is a challenging area. How do any of us know what our real needs are? It's well known self-assessment is not reliable.....can we answer these questions?



Nupur Verma @nverma2127 minutes ago

@MedEdChat A1 Too many needs to list! but for #meded : faculty need to be given time AND the know-how tools to be teachers; we have little formal education in HOW to teach...when you provide that >> faculty roles in teaching & better learner outcomes



Paul Haidet @myheroistrane27 minutes ago

Yup -- history and EBM seems to be what we GIMers are tapped to do these days. The only thing I would add is that we should be BUILDING histories WITH patients rather than TAKING them from patients... <https://t.co/U60wdn0dbY> #MedEd



Dr Linda Love @2LindaMLove26 minutes ago

@Alliance4ClinEd @iamse @COMSEPediatrics @AAIMOnline @apgonews @STFM_FM @CDEMfaculty @admsep @Surg_Education That's a lot of @s! #meded



Gary Beck Dallaghan @GLBDallaghan26 minutes ago

[@nverma21](#) [@MedEdChat](#) T1 [#meded](#) Do you get that from single [#facdev](#) sessions? Or do you see this type of training as a longer commitment?



Paul Haidet @myheroistrane26 minutes ago

RT [@nverma21](#): [@MedEdChat](#) A1 Too many needs to list! but for [#meded](#) : faculty need to be given time AND the know-how tools to be teachers; w...



Kristina Dzara, PhD, MSc @kristinadzara25 minutes ago

Hello everyone! Kristina here, checking in for [#MedEd](#) chat.

Hello [@mededchat](#) [@hur2buzy](#) [@GLBDallaghan](#) [@bheather95](#). [@2LindaMLove](#) tonight I'm thinking about rubrics and catching up on work with [@drsinhaesq](#)! <https://t.co/8wY228zn9d>



Dr. A.J. Kleinhexel @AJKleinhex25 minutes ago

T1 Faculty needs are multitudinous. The only way to even meet some of those needs effectively is through a continues cycle of needs assessment and aligned program evaluation. [#meded](#)



Kristina Dzara, PhD, MSc @kristinadzara25 minutes ago

RT [@MedEdChat](#): If you are tuning in to the [#meded](#) chat, remember to use the [#meded](#) hashtag and try to answer with the Topic numbers (T1, T2...



Kristina Dzara, PhD, MSc @kristinadzara25 minutes ago

RT [@MedEdChat](#): Topic 1: What are the needs of the faculty? How do you know you have met these needs? How do you know these are the right ne...



Nupur Verma @nverma2124 minutes ago

[@GLBDallaghan](#) [@MedEdChat](#) Def long term; an investment in developing educators; it has to be like a 1 credit a term lifelong degree ... there is too much ongoing metamorphosis as a teacher /clinical teacher for it to be finished/stopped [#meded](#)



Paul Haidet @myheroistrane24 minutes ago

Well, there's what the faculty THINK they need, and what they actually DO need -- a new, less "transmission-y" mindset... [#meded](#)



MedEd Chat @MedEdChat24 minutes ago

RT [@nverma21](#): [@GLBDallaghan](#) [@MedEdChat](#) Def long term; an investment in developing educators; it has to be like a 1 credit a term lifelong d...



MedEd Chat @MedEdChat24 minutes ago

RT [@myheroistrane](#): Yup -- history and EBM seems to be what we GIMers are tapped to do these days. The only thing I would add is that we sho...



Kristina Dzara, PhD, MMSc [@kristinadzara24 minutes ago](#)

[@GLBDallaghan](#) [@MedEdChat](#) Completely varies by faculty person. Multifactorial. What I need / want may be very different than a MD faculty person. [#MedEd](#) [@GLBDallaghan](#)



Larry Hurtubise [@hur2buzy23 minutes ago](#)

A1 we use a couple of instruments to encourage reflection on areas of needed development. The results can turn into an individual development plan and in aggregate inform program planning [#MedEd](#) [#medEdChat](#)



Dr Linda Love [@2LindaMLove23 minutes ago](#)

T1: [#meded](#) The Faculty Development topic is SO important and escalating. Competing pressures are threatening the investments we are making in humans. How can we secure our future?



Nupur Verma [@nverma2123 minutes ago](#)

[@GLBDallaghan](#) [@MedEdChat](#) When picking [#meded](#) career - great to look at what prior 2-3 year faculty development sessions have been provided: curriculum workshops / leadership training. Easily found online & a great way to see the investment into "teaching teaching"



Paul Haidet [@myheroistrane22 minutes ago](#)

Education faculty need time, just like research ones do. Unfortunately there is disparity - new research faculty get 50-75% protected time for 3 years to get established, education faculty rarely get this. [#MedEd](#)



Gary Beck Dallaghan [@GLBDallaghan22 minutes ago](#)

[@hur2buzy](#) T1 [#meded](#) What are the instruments you use? Can you share them?



Dr Linda Love [@2LindaMLove22 minutes ago](#)

[@kristinadzara](#) [@GLBDallaghan](#) [@MedEdChat](#) T1: [#meded](#)....and what I think I want may be different that what others know I NEED!



Alliance4ClinEd [@Alliance4ClinEd22 minutes ago](#)

RT [@myheroistrane](#): Education faculty need time, just like research ones do. Unfortunately there is disparity - new research faculty get 50-...



Dr. A.J. Kleinheksel [@AJKleinhex21 minutes ago](#)

T1 I can tell what faculty *don't* need though, is an overloaded and cumbersome PD curriculum that doesn't meet practical needs or increase feelings of institutional support. [#meded](#)



Gary Beck Dallaghan [@GLBDallaghan20 minutes ago](#)

T1 [#meded](#) Exactly. How are we training faculty to be candidly reflective about themselves? Some places do good work at it but I'm not sure about others...



MedEd Chat @MedEdChat20 minutes ago

RT @AJKleinhex: T1 I can tell what faculty *don't* need though, is an overloaded and cumbersome PD curriculum that doesn't meet practical n...



Vijay Sharma, PhD @vijaysharma112220 minutes ago

RT @myheroistrane: Education faculty need time, just like research ones do. Unfortunately there is disparity - new research faculty get 50-...



MedEd Chat @MedEdChat20 minutes ago

RT @nverma21: @GLBDallaghan @MedEdChat When picking #meded career - great to look at what prior 2-3 year faculty development sessions have...



STFM @STFM FM19 minutes ago

RT @Alliance4ClinEd: T1 #meded What are the needs for #facdev? Are they the same for clinicians as for basic scientists? @iamse@COMSEPed...



healing.ly @livehealingly19 minutes ago

RT @myheroistrane: Education faculty need time, just like research ones do. Unfortunately there is disparity - new research faculty get 50-...



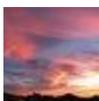
Larry Hurtubise @hur2buzy18 minutes ago

Here is one of the instruments the other is in process of being published #mededchat #meded <https://t.co/ZXvKWLPWpC>



Dr Linda Love @2LindaMLove18 minutes ago

@AJKleinhex Keeping #meded real---essential need



Paul Haidet @myheroistrane18 minutes ago

@GLBDallaghan another area of disparity between education and research faculty. I see so many ed faculty that come and I ask "Who's your mentor in your department?" and they have no answer for the question. Education needs to stop being taken for granted in #MedEd



Kristina Dzara, PhD, MMSc @kristinadzara17 minutes ago

I find I learn a lot from collaboration with educators outside my own system. Are we encouraging our junior faculty to seek out opportunities to collaborate on projects with mid level faculty which offer an opportunity to learn research skills as part of a team? #MedEd @hur2buzy<https://t.co/mtOKd5Qc9p>



MedEd Chat @MedEdChat17 minutes ago

RT @hur2buzy: Here is one of the instruments the other is in process of being published #mededchat #meded <https://t.co/ZXvKWLPWpC>



MedEd Chat [@MedEdChat17 minutes ago](#)

RT [@myheroistrane](#): [@GLBDallaghan](#) another area of disparity between education and research faculty. I see so many ed faculty that come and l...



MedEd Chat [@MedEdChat17 minutes ago](#)

RT [@kristinadzara](#): I find I learn a lot from collaboration with educators outside my own system. Are we encouraging our junior faculty to s...



Dr Linda Love [@2LindaMLove16 minutes ago](#)

t1: Many [#meded](#) faculty believe IN reflection but know it is more like a luxury activity at this point.



Dr. A.J. Kleinheksel [@AJKleinhex16 minutes ago](#)

T1 Because the backgrounds and interests of faculty can be so diverse, I sometimes think that (after a solid needs analysis) it's also effective to first teach them what they don't know that they don't know. Many faculty will then pursue their own development. [#meded](#)



Larry Hurtubise [@hur2buzy16 minutes ago](#)

[@GLBDallaghan](#) [#MedEd](#) and what systems encourage reflective practice



Dr Linda Love [@2LindaMLove16 minutes ago](#)

[@myheroistrane](#) [@GLBDallaghan](#) Wow! Well said Paul [#meded](#)



Majka Woods [@knitwitphd16 minutes ago](#)

RT [@hur2buzy](#): Here is one of the instruments the other is in process of being published [#mededchat](#) [#meded](#) <https://t.co/ZXvKWlpWPc>



Kristina Dzara, PhD, MMSc [@kristinadzara15 minutes ago](#)

[@GLBDallaghan](#) Hi Gary and Larry, I think it has to be a part of the culture! It's ok for a mentor to tell a mentee to take some time and think about it and report back in a week or two. Can't expect reflection to happen in 15 minutes. [#MedEd](#) [@2LindaMLove](#) [@hur2buzy](#) [@GLBDallaghan](#)



Paul Haidet [@myheroistrane15 minutes ago](#)

[@kristinadzara](#) [@hur2buzy](#) Totally agree, Kristina, and I have begun to wonder whether we need a large meeting devoted solely to education in north america, like AMEE is in europe. Generalists ok, but does not have the capacity, yet. [#meded](#)



Gary Beck Dallaghan [@GLBDallaghan15 minutes ago](#)

[@hur2buzy](#) [#meded](#) None do where [#meded](#) is concerned. Typically the reflective practice is on their practice, but not so much on their ability as an educator



Dr Linda Love [@2LindaMLove14 minutes ago](#)

t1: [#meded](#) How do you hook junior faculty on education, personal growth, faculty development before the "system" gets them?



Paul Haidet [@myheroistrane14 minutes ago](#)

true dat! [#MedEd](#)



Gary Beck Dallaghan [@GLBDallaghan13 minutes ago](#)

[@kristinadzara](#) [@2LindaMLove](#) [@hur2buzy](#) T1 [#meded](#) Agreed. I think what's missing is the time to be able to reflect during that period and the time of the mentor to actually follow up



MedEd Chat [@MedEdChat13 minutes ago](#)

RT [@2LindaMLove](#): t1: [#meded](#) How do you hook junior faculty on education, personal growth, faculty development before the "system" gets t...



MedEd Chat [@MedEdChat12 minutes ago](#)

Topic 2: Because [#facdev](#) is typically an optional activity for adult learners it is essential that it be 1) high quality, 2) immediately relevant, and 3) provide visible impact. How do you prioritize these 3 objectives? [#meded](#)



Paul Haidet [@myheroistrane12 minutes ago](#)

hook 'em in when they are residents, or better yet, students. Gotta work on the pipelines to our faculty positions. Help them to understand that [#meded](#) is about more than "teaching".



Larry Hurtubise [@hur2buzy12 minutes ago](#)

This MedEdPORTAL publication: is on a peer observation of teaching process which encourages reflection and can be used to document for promotion <https://t.co/ofXQgwYq3E> [#mededportal](#) [#MedEd](#)



Alliance4ClinEd [@Alliance4ClinEd11 minutes ago](#)

T2: [#meded](#) [#facdev](#) is typically an optional activity for adult learners it is essential that it be 1) high quality, 2) immediately relevant, and 3) provide visible impact. Are these the only priorities? [#meded](#)



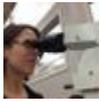
Kristina Dzara, PhD, MMSc [@kristinadzara11 minutes ago](#)

[@myheroistrane](#) [@GLBDallaghan](#) Also points to the need for multiple mentors for various needs. I have been mentored by [@myheroistrane@GLBDallaghan](#) and [@hur2buzy](#) at different points for different reasons. No one mentor can give you all that you need. [#MedEd](#)



Gary Beck Dallaghan [@GLBDallaghan11 minutes ago](#)

[#meded](#) Also get a commitment from the top that the time is dedicated to the educational mission. And it has to be a real commitment...not just words on a page.



Kaitlin Sundling, MD, PhD [@KaitlinSundling11 minutes ago](#)

RT [@2LindaMLove](#): t1: [#meded](#) How do you hook junior faculty on education, personal growth, faculty development before the "system" gets t...



Kelly Cawcutt, MD [@KellyCawcuttMD10 minutes ago](#)

[@MedEdChat](#) A1 - yes, training is critical to improve teaching skills. But, opportunities to use those skills are equally important. Skills learned once but not used will fade quickly. [#meded](#)



Paul Haidet [@myheroistrane10 minutes ago](#)

[@kristinadzara](#) [@GLBDallaghan](#) [@hur2buzy](#) so true; I was introduced to the concept of a "team of mentors" early in my career, and it has made a BIG difference! [#meded](#)



Gary Beck Dallaghan [@GLBDallaghan10 minutes ago](#)

[@kristinadzara](#) [@myheroistrane](#) [@hur2buzy](#) My goodness. I'm honored to be thought of in that way since you've taught me more about [#some](#) than anyone [#meded](#)



Dr. A.J. Kleinheksel [@AJKleinhex10 minutes ago](#)

[@2LindaMLove](#) I think Junior Faculty are often the most hungry for these things, but they need a system to get plugged in. So you can either create your own system (hard) or work to embed these in the "system" (harder). [#meded](#)



Larry Hurtubise [@hur2buzy10 minutes ago](#)

Mentoring seems baked into research with its training grants and mentoring requirements [#MedEd](#)



Kelly Cawcutt, MD [@KellyCawcuttMD10 minutes ago](#)

RT [@myheroistrane](#): [@GLBDallaghan](#) another area of disparity between education and research faculty. I see so many ed faculty that come and I...



Kristina Dzara, PhD, MMSc [@kristinadzara9 minutes ago](#)

RT [@MedEdChat](#): Topic 2: Because [#facdev](#) is typically an optional activity for adult learners it is essential that it be 1) high quality, 2)...



Paul Haidet [@myheroistrane8 minutes ago](#)

[@hur2buzy](#) Oh yeah... here's a radical idea -- why can't NIH have an "E01" mechanism to fund educational projects, just like they fund "R" type grants, and why can't they have K mechanisms for educators? [#meded](#)



Marty Muntz [@mmteacherdoc7 minutes ago](#)

[@AJKleinhex](#) [@2LindaMLove](#) We need to provide some white space for junior faculty in [#MedEd](#) to do faculty development. Can't just be an "add-on."



Kelly Cawcutt, MD [@KellyCawcuttMD7 minutes ago](#)

[@hur2buzy](#) Mentoring "seems" well integrated but those grants and awards are competitive & few get them. Those without such grants, esp junior faculty, frequently struggle with lack of appropriate mentorship to build a research portfolio. [#meded](#)



Alliance4ClinEd [@Alliance4ClinEd7 minutes ago](#)

[@MedEdChat](#) T2 [#meded](#) Here's an interesting article about [#facdev](#) by [@myheroistrane](#) <https://t.co/9Dtq6935ia>



Dr. A.J. Kleinhexel [@AJKleinhex7 minutes ago](#)

T2 Create a culture where [#facdev](#) isn't optional. [#meded](#) <https://t.co/FEBJOCgysE>



Kristina Dzara, PhD, MMSc [@kristinadzara6 minutes ago](#)

[@myheroistrane](#) [@GLBDallaghan](#) [@hur2buzy](#) It's funny Paul - I wasn't. It took me a while. It has only been within the past few years that I have made an effort to build mentoring relationships with multiple faculty. It has been impactful for me in many ways including improving my confidence in the field of [#MedEd](#).



Paul Haidet [@myheroistrane6 minutes ago](#)

RT [@Alliance4ClinEd](#): [@MedEdChat](#) T2 [#meded](#) Here's an interesting article about [#facdev](#) by [@myheroistrane](#) <https://t.co/9Dtq6935ia>



Paul Haidet [@myheroistrane6 minutes ago](#)

RT [@kristinadzara](#): [@myheroistrane](#) [@GLBDallaghan](#) [@hur2buzy](#) It's funny Paul - I wasn't. It took me a while. It has only been within the past...



Marty Muntz [@mmteacherdoc6 minutes ago](#)

RT [@myheroistrane](#): [@hur2buzy](#) Oh yeah... here's a radical idea -- why can't NIH have an "E01" mechanism to fund educational projects, just l...



MedEd Chat [@MedEdChat6 minutes ago](#)

RT [@Alliance4ClinEd](#): [@MedEdChat](#) T2 [#meded](#) Here's an interesting article about [#facdev](#) by [@myheroistrane](#) <https://t.co/9Dtq6935ia>



Dr Linda Love [@2LindaMLove5 minutes ago](#)

T1: [#meded](#) The professional identity of med educators in today's era is important for organizations and faculty developers. Here's our recent article. <https://t.co/ojG1134A9s> [@GLBDallaghan](#) [@fayehaggar](#) [@thartman2u](#) [@HSE_SMc](#)



MedEd Chat [@MedEdChat5 minutes ago](#)

T2 [#meded](#) Here are some other articles that may get at this question <https://t.co/fZi3UISWkp> <https://t.co/Txwch4WmZM>



Kelly Cawcutt, MD @KellyCawcuttMD8 hours ago

[@2LindaMLove](#) A1- the “system” had them in residency & fellowship before they became faculty. The ? How does opportunities, P&T advancement? It needs a clear carrot. [#MedEd](#)



Larry Hurtubise @hur2buzy8 hours ago

[#MedEd](#) I would also prioritize individualized and scholarly



Nupur Verma @nverma218 hours ago

[@MedEdChat](#) T2 relevant+impact = have 2b high quality. between these: [#2](#), immediately relevant: [#meded](#) education right 4m start, relevance is key to recruiting [#faculty](#) into these initiatives & self-investment



Larry Hurtubise @hur2buzy8 hours ago

I agree building a [#MedEd](#) community is also a priority



Kelly Cawcutt, MD @KellyCawcuttMD8 hours ago

RT [@MedEdChat](#): T2 [#meded](#) Here are some other articles that may get at this question <https://t.co/fZj3UISWkp>



Kelly Cawcutt, MD @KellyCawcuttMD8 hours ago

RT [@2LindaMLove](#): T1: [#meded](#) The professional identity of med educators in today's era is important for organiza



Dr Linda Love @2LindaMLove8 hours ago

[@KellyCawcuttMD](#) [@hur2buzy](#) ...and [#meded](#) grants are so tiny...



Nupur Verma @nverma218 hours ago

[@MedEdChat](#) T2 Consumer (faculty) should see value in product ([#facdev](#)) = become fully invested [#meded](#)



Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago

RT [@MedEdChat](#): T2 [#meded](#) Here are some other articles that may get at this question <https://t.co/fZj3UISWkp>



Dr Linda Love @2LindaMLove8 hours ago

[@myheroistrane](#) [@hur2buzy](#) YES! YES! YES! YES! YES! [#meded](#)



Alliance4ClinEd @Alliance4ClinEd8 hours ago

T2 [#meded](#) That is a brilliant idea! Maybe the days of [#facdev](#) sessions is over and conclaves of mini-facdev groups



MedEd Chat @MedEdChat8 hours ago

RT @hur2buzy: I agree building a #MedEd community is also a priority <https://t.co/9dvrs6nNDL>



Dr. A.J. Kleinhexel @AJKleinhex8 hours ago

T2 Of course we need high quality, relevant, impactful #facdev. But we'll never have the resources we need to [re] target institutional priorities, but incentivising self-directed PD is the only real move. #meded



Kelly Cawcutt, MD @KellyCawcuttMD7 hours ago

@AJKleinhex The downside of another mandatory requirement is that time is not often allocated. No time & more Can we find ways to protect time? #meded



Dr Linda Love @2LindaMLove7 hours ago

t2: Does anyone have a mandatory, umm I mean intentional, new faculty #meded faculty development investment



Tamara Hancock @tamahle7 hours ago

RT @MedEdChat: T2 #meded Here are some other articles that may get at this question <https://t.co/fZj3UISWkp h>



Dink Jardine, MD @dinkjardine7 hours ago

RT @myheroistrane: @GLBDallaghan another area of disparity between education and research faculty. I see so m



Marty Muntz @mmteacherdoc7 hours ago

RT @KellyCawcuttMD: @AJKleinhex The downside of another mandatory requirement is that time is not often allo



TLMedEd @TLMedEd7 hours ago

#MedEd 'Profession': A Working Definition for Medical Educators: Teaching and Learning in Medicine: Vol 16, No 1



Gary Beck Dallaghan @GLBDallaghan7 hours ago

@KellyCawcuttMD @AJKleinhex T2 #meded That's the critical question. How can we get leaders to allocate time fo them when these are the future physicians they will be hiring?



Melanie Lybarger @MelanieLybarger7 hours ago

RT @TLMedEd: #MedEd 'Profession': A Working Definition for Medical Educators: Teaching and Learning in Medicin



MedEd Chat @MedEdChat7 hours ago

Topic 3: How do you measure the success of #facdev resources or programming? As a faculty member? As a develo



Gary Beck Dallaghan [@GLBDallaghan7 hours ago](#)
[@2LindaMLove](#) T2 [#meded](#) Does [@unmcfacdev](#) ?



Dr Linda Love [@2LindaMLove7 hours ago](#)
t2: How can we assure the esteemed role of teacher in [#meded](#)? It is part of the value equation.



Dr. A.J. Kleinhexel [@AJKleinhex7 hours ago](#)
[@KellyCawcuttMD](#) Not mandatory, just "not optional." e.g., if we expect evidence of professional development in t2, we need to incl consultations & formal curriculum, but also reward whatever other resources they find to meet their needs else



Alliance4ClinEd [@Alliance4ClinEd7 hours ago](#)
T3 [#meded](#) How do you measure the success of [#facdev](#)? What long-term outcomes should be expected from [#facdev](#)?



Paul Haidet [@myheroistrane7 hours ago](#)
we work in medical SCHOOLS, not primary hospitals, not research institutes, SCHOOLS. It's in all of our institution's mission statement and call yourself a school... can't have it both ways. Throw down or get out." [#meded](#)



MedEd Chat [@MedEdChat7 hours ago](#)
RT [@myheroistrane](#): we work in medical SCHOOLS, not primary hospitals, not research institutes, SCHOOLS. It's in our mission statement



Kelly Cawcutt, MD [@KellyCawcuttMD7 hours ago](#)
[@2LindaMLove](#) I think this would be great to invest in [#meded](#) training BEFORE the first lecture. Use that first one to train the educator so the experiential component is built right in.



Zackary Berger, MD, PhD [@ZackBergerMDPhD7 hours ago](#)
RT [@myheroistrane](#): we work in medical SCHOOLS, not primary hospitals, not research institutes, SCHOOLS. It's in our mission statement



Dr. Jessica L. Knott [@jlknot7 hours ago](#)
RT [@AJKleinhex](#): T1 I can tell what faculty *don't* need though, is an overloaded and cumbersome PD curriculum



Theodore Smith [@badassanatomist7 hours ago](#)
RT [@myheroistrane](#): we work in medical SCHOOLS, not primary hospitals, not research institutes, SCHOOLS. It's in our mission statement



Dr Linda Love [@2LindaMLove7 hours ago](#)
RT [@myheroistrane](#): we work in medical SCHOOLS, not primary hospitals, not research institutes, SCHOOLS. It's in our mission statement



Gary Beck Dallaghan [@GLBDallaghan7 hours ago](#)

[@MedEdChat](#) T3 [#meded](#) As a faculty member I measure the success by whether or not I'm still discussing the session it had no impact.



Dr Linda Love [@2LindaMLove7 hours ago](#)

t2: More that ever, we are calibrating to the immediate FD needs identified by our leaders---they are in the fire of



Kelly Cawcutt, MD [@KellyCawcuttMD7 hours ago](#)

[@GLBDallaghan](#) [@AJKleinhex](#) This is the long-term investment required to develop an organization capable of ong



Nupur Verma [@nverma217 hours ago](#)

[@MedEdChat](#) T3 for [#meded](#) as a faculty member by self-reflection and review; i find watching recordings of myself changed my teaching style; ?s: how clear am I in my objectives and how do I foster active learning



MedEd Chat [@MedEdChat7 hours ago](#)

RT [@2LindaMLove](#): t2: More that ever, we are calibrating to the immediate FD needs identified by our leaders---th



MedEd Chat [@MedEdChat7 hours ago](#)

RT [@nverma21](#): [@MedEdChat](#) T3 for [#meded](#) as a faculty member by self-reflection and review; i find watching re



Paul Haidet [@myheroistrane7 hours ago](#)

T3: I was just in a conversation about this today: More scholarly approach to education ~ better learning outcomes and the learning by students (outcome) in response to the fac dev program (structure) [#meded](#)



Dr Faye Hagggar [@fayehagggar7 hours ago](#)

T3 Success through impact, change, application, motivation! I'm tired of surveying faculty perception... [#meded](#)



Dr. A.J. Kleinheksel [@AJKleinhex7 hours ago](#)

T2 Instead fighting so hard for more time (though it is a real need), the path of least resistance is to deliver/facilitate workshops and more partnerships, coaching, and empowerment. [#meded](#)



Diana Cejas, MD, MPH [@DianaCejasMD7 hours ago](#)

The 1st year of [#Residency](#) is one of the most amazing experiences that a young doctor will ever have. Unfortunately symptoms, and more. "Welcome to your intern year breakdown" [#MedEd](#) <https://t.co/PHeoScXcTZ>



MedEd Chat [@MedEdChat7 hours ago](#)

RT [@fayehagggar](#): T3 Success through impact, change, application, motivation! I'm tired of surveying faculty percep



MedEd Chat [@MedEdChat7 hours ago](#)

RT [@AJKleinhex](#): T2 Instead fighting so hard for more time (though it is a real need), the path of least resistance is



Larry Hurtubise [@hur2buzy7 hours ago](#)

A3 [@lgruppen](#) recommended a CV review as one way to look at long term outcomes. [#meded](#)



Dr Linda Love [@2LindaMLove7 hours ago](#)

t3: What has been your most memorable (most remembered) faculty development learning? Was it the content? Was it a wake-up call? Was it reconnecting with a friend? Was it access to an expert? Was it free lunch ? [#meded](#)



MedEd Chat [@MedEdChat7 hours ago](#)

RT [@hur2buzy](#): A3 [@lgruppen](#) recommended a CV review as one way to look at long term outcomes. [#meded](#) [https://](#)



Dr Linda Love [@2LindaMLove7 hours ago](#)

[@AJKleinhex](#) Integrated [#meded](#) coaching--my favorite topic!



Dr. A.J. Kleinhexel [@AJKleinhex7 hours ago](#)

T3 Any program evaluation has to align with the identified needs, but generally, we should be looking at the wider context of promoting being adopted and passed on? [#meded](#)



Gary Beck Dallaghan [@GLBDallaghan7 hours ago](#)

[@2LindaMLove](#) T3 [#meded](#) I think it was the one that I had the most interest in...which was on the topic of the science



Larry Hurtubise [@hur2buzy7 hours ago](#)

[#MedEd](#) yes and am I thinking about or applying it later. FYI when I go to conferences I make a calendar appointment with speakers



Kristina Dzara, PhD, MMSc [@kristinadzara7 hours ago](#)

RT [@MedEdChat](#): Topic 3: How do you measure the success of [#facdev](#) resources or programming? As a faculty member



MedEd Chat [@MedEdChat7 hours ago](#)

RT [@GLBDallaghan](#): [@2LindaMLove](#) T3 [#meded](#) I think it was the one that I had the most interest in...which was on



Paul Haidet [@myheroistrane7 hours ago](#)

Mine is watching colleagues teach -- always walk away with ideas. My belief: we teachers are a guild, and we need to stop growing. [#meded](#)



MedEd Chat [@MedEdChat7 hours ago](#)

RT [@AJKleinhex](#): T3 Any program evaluation has to align with the identified needs, but generally, we should be loo



Dink Jardine, MD [@dinkjardine7 hours ago](#)

RT [@AJKleinhex](#): T2 Of course we need high quality, relevant, impactful [#facdev](#). But we'll never have the resource



Dr Linda Love [@2LindaMLove7 hours ago](#)

t3: [#meded](#) learning communities or better use of "personal board of directors" concept



Justin [@Justinrt44447 hours ago](#)

T3 - quality retention, if you [#facdev](#) program is strong you'll keep better academics around. Ie/if you're losing fol



Gary Beck Dallaghan [@GLBDallaghan7 hours ago](#)

RT [@myheroistrane](#): Mine is watching colleagues teach -- always walk away with ideas. My belief: we teachers are



Jamee Walters, MD [@jamee_walters7 hours ago](#)

[@MedEdChat](#) T1: Time. Value [#MedEd](#) as much as clinical time. [#mededchat](#)



Gary Beck Dallaghan [@GLBDallaghan7 hours ago](#)

RT [@hur2buzy](#): [#MedEd](#) yes and am I thinking about or applying it later. FYI when I go to conferences I make a cale



Nupur Verma [@nverma217 hours ago](#)

[@AJKleinhex](#) Agree, most valuable part of workshops / activities can be the networking and mentor + sponsorship



Kelly Cawcutt, MD [@KellyCawcuttMD7 hours ago](#)

[@hur2buzy](#) [@lgruppen](#) Sounds like a need to develop an index of FD hours/CV expansion. [#meded](#)



Nupur Verma [@nverma217 hours ago](#)

[@MedEdChat](#) T3 Institutions should monitor faculty retention rates in education @ 5/10/15 y as a measure of effe



MedEd Chat [@MedEdChat7 hours ago](#)

RT [@nverma21](#): [@MedEdChat](#) T3 Institutions should monitor faculty retention rates in education @ 5/10/15 y as a



Paul Haidet [@myheroistrane7 hours ago](#)

RT [@nverma21](#): [@MedEdChat](#) T3 Institutions should monitor faculty retention rates in education @ 5/10/15 y as a



MedEd Chat [@MedEdChat7 hours ago](#)

We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts [#meded](#)



Dr Linda Love [@2LindaMLove7 hours ago](#)

RT [@nverma21](#): [@MedEdChat](#) T3 Institutions should monitor faculty retention rates in education @ 5/10/15 y as a



Nupur Verma [@nverma217 hours ago](#)

[@GLBDallaghan](#) Agree; [#lipservice](#) is not just annoying .. it is truly dangerous to morale [#burnout](#) [#meded](#)



Larry Hurtubise [@hur2buzy7 hours ago](#)

Picking up [@crhurtubise](#) at the airport have to sign off. [#MedEdThx](#) [@2LindaMLove](#) and [@bheather95](#) and all [#Me](#)



Dr. A.J. Kleinhexel [@AJKleinhex7 hours ago](#)

T3 It's also important to remember that not everything that matters can be measured. There should be some mixe



Dr Faye Haggar [@fayehaggar7 hours ago](#)

T3 Innovative Ways of Assessing Faculty Development - Fink - 2013 - New Directions for Teaching and Learning [#m](#)



Paul Haidet [@myheroistrane7 hours ago](#)

Final thought: it is the responsibility of the institution to nurture its faculty educators; it is the responsibility of the



Paul Haidet [@myheroistrane7 hours ago](#)

RT [@fayehaggar](#): T3 Innovative Ways of Assessing Faculty Development - Fink - 2013 - New Directions for Teaching



MedEd Chat [@MedEdChat7 hours ago](#)

RT [@fayehaggar](#): T3 Innovative Ways of Assessing Faculty Development - Fink - 2013 - New Directions for Teaching



Dr Faye Haggar [@fayehaggar7 hours ago](#)

RT [@GLBDallaghan](#): [@MedEdChat](#) T3 [#meded](#) As a faculty member I measure the success by whether or not I'm st



MedEd Chat [@MedEdChat7 hours ago](#)

Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email [#meded](#)



Dr Linda Love [@2LindaMLove7 hours ago](#)

Final question/thought: [#meded](#) Where should/does the buck stop for developing faculty? [#ThingsThatKeepMeUp](#)



Dr Faye Haggar [@fayehaggar7 hours ago](#)

RT [@2LindaMLove](#): T1: [#meded](#) The professional identity of med educators in today's era is important for organiza



MedEd Chat [@MedEdChat7 hours ago](#)

The [#meded](#) chat (US/NA) archive will be available tomorrow at <https://t.co/mJivok9NyX> on the Resources page.



Gary Beck Dallaghan [@GLBDallaghan7 hours ago](#)

[@2LindaMLove](#) [#meded](#) The faculty. At the end of the day it is my responsibility to tend to me and my professional most.



Nupur Verma [@nverma217 hours ago](#)

Ty [@MedEdChat](#) [@2LindaMLove](#) [@bheather95](#) for [#meded](#) chat + thoughts and inspiration - gr8 to hear from you !! [#community](#)



Kristina Dzara, PhD, MMSc [@kristinadzara7 hours ago](#)

RT [@MedEdChat](#): Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email [#meded](#)



Kristina Dzara, PhD, MMSc [@kristinadzara7 hours ago](#)

RT [@myheroistrane](#): Final thought: it is the responsibility of the institution to nurture its faculty educators; it is the



Nupur Verma [@nverma217 hours ago](#)

[@2LindaMLove](#) It should not! It is not the 'ivory tower' ... it is the library&lab of teaching and thus the way to pass stop fighting for the time and investment in [#facdev](#) [#MedEd](#)