

## 2019-08-01: Designing a Faculty Peer Review Program

The following links were shared during the chat:

- Peer Observation of Teaching as a Faculty Development Tool  
<https://bmcomeduc.biomedcentral.com/articles/10.1186/1472-6920-12-26>
- Twelve Tips for Peer Observation of Teaching  
<https://www.tandfonline.com/doi/abs/10.1080/01421590701291451?journalCode=imte20>
- A 360-degree Assessment of Teaching Effectiveness Using a Structured-videorecorded Observed Teaching Exercise for Faculty Development  
<https://www.tandfonline.com/doi/full/10.1080/10872981.2019.1596708>
- The Coach in the Operating Room  
<https://www.newyorker.com/magazine/2011/10/03/personal-best>
- Peer Observation of Teaching Handbook  
<https://www.mededportal.org/publication/9150/#.XUOQR6LNcrw.twitter>
- The “Educational Alliance” as a Framework for Reconceptualizing Feedback in Medical Education  
<https://journals.lww.com/academicmedicine/pages/articleviewer.aspx?year=2015&issue=05000&article=00021&type=Fulltext>
- 



**MedEd Chat** [@MedEdChat9 hours ago](#)

Welcome to the [#mededchat](#) (US). Hope you've had a great summer! I am your moderator for the next hour [@alliance4clined](#) [#meded](#)



**MedEd Chat** [@MedEdChat9 hours ago](#)

The [#mededchat](#) topic & questions will be announced in a moment...for now, please introduce yourselves [#meded](#)



**Gary Beck Dallaghan** [@GLBDallaghan9 hours ago](#)

[@MedEdChat](#) Welcome back, everyone! Gary here in North Carolina! [#mededchat](#)



**MedEd Chat** [@MedEdChat9 hours ago](#)

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



**MedEd Chat** [@MedEdChat9 hours ago](#)

We will assume that all of your tweets during [#mededchat](#) are your own during this hour unless otherwise stated [#meded](#)



**Kurt Gilliland, PhD** [@kogillii9 hours ago](#)

[@GLBDallaghan](#) [@MedEdChat](#) Kurt Gilliland of UNC here. [#mededchat](#)



**MedEd Chat** [@MedEdChat9 hours ago](#)

T1 about to come up in a few moments [#meded](#) [#mededchat](#)



**MedEd Chat** [@MedEdChat9 hours ago](#)

[@kogillil](#) [@GLBDallaghan](#) Nice to see you on the chat! [#mededchat](#)



**MedEd Chat** [@MedEdChat9 hours ago](#)

Topic 1: What are the benefits of a faculty peer-review program? [#mededchat](#) [#facdev](#) [#meded](#)



**Kurt Gilliland, PhD** [@kogillil9 hours ago](#)

[@MedEdChat](#) While I certainly value student feedback, there are incredible advantages to feedback from a peer either in your field or outside of your field better yet. [#mededchat](#)



**Gary Beck Dallaghan** [@GLBDallaghan9 hours ago](#)

[@kogillil](#) [@MedEdChat](#) T1 I agree. There are times I think student feedback may be a bit skewed depending on how well they think they did on an exam. [#mededchat](#)



**Deb Simpson** [@debsimpson39 hours ago](#)

T1 the process of peer review if done with respect and dignity focused on [#growthmindset](#) supports a strong [#CoP](#) [#mededchat](#)



**MedEd Chat** [@MedEdChat9 hours ago](#)

T1 This article offers support for peer review of faculty teaching <https://t.co/O5jnyTUmBc> [#mededchat](#) [#facdev](#) [#meded](#)



**Kurt Gilliland, PhD** [@kogillil9 hours ago](#)

[@GLBDallaghan](#) [@MedEdChat](#) T1: When I taught high school science 25 years ago, I received excellent feedback from the chair of the science division but even better feedback from my faculty peer mentor who was a seasoned French teacher observing my classes. [#mededchat](#)



**Gary Beck Dallaghan** [@GLBDallaghan9 hours ago](#)

RT [@MedEdChat](#): T1 This article offers support for peer review of faculty teaching <https://t.co/O5jnyTUmBc> [#mededchat](#) [#facdev](#) [#meded](#)



**Alliance4ClinEd** [@Alliance4ClinEd9 hours ago](#)

[@kogillil](#) [@GLBDallaghan](#) [@MedEdChat](#) It didn't bother you to have someone outside your specialty area reviewing your teaching then? [#mededchat](#) [#meded](#) [#facdev](#)



**Jennifer Allie** [@JenniferAllie19 hours ago](#)

RT [@MedEdChat](#): T1 This article offers support for peer review of faculty teaching <https://t.co/O5jnyTUmBc> [#mededchat](#) [#facdev](#) [#meded](#)



**Gary Beck Dallaghan** [@GLBDallaghan9 hours ago](#)

[@debsimpson3](#) Do you think there is concern by faculty about a peer-review process for [#facdev](#)? [#mededchat](#) [#meded](#)



**MedEdBot** [@MedEdBot9 hours ago](#)

RT [@MedEdChat](#): T1 about to come up in a few moments [#meded](#) [#mededchat](#)



**MedEdBot** [@MedEdBot9 hours ago](#)

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**MedEdBot** [@MedEdBot9 hours ago](#)

RT [@MedEdChat](#): T1 This article offers support for peer review of faculty teaching <https://t.co/O5jnyTUmbc> [#mededchat](#) [#facdev](#) [#meded](#)



**Kurt Gilliland, PhD** [@kogilli9 hours ago](#)

[@Alliance4ClinEd](#) [@GLBDallaghan](#) [@MedEdChat](#) T1: I met with her 1 on 1 first to share my objectives, and then she observed and determined if I met my objectives. She also evaluated my style. It was certainly awkward, but there was a great benefit. I was teaching glycolysis to 9th grade girls at a boarding school. [#mededchat](#)



**Deb Simpson** [@debsimpson39 hours ago](#)

T1 My favorite example of peer [#feedback](#) comes from [@Atul\\_Gawande](#). Why do we question the need for feedback and [#coaching](#) in medicine when experts in other professional seek it out! [#mededchat](#) <https://t.co/Z5cAXXnGYF>



**MedEd Chat** [@MedEdChat9 hours ago](#)

RT [@debsimpson3](#): T1 My favorite example of peer [#feedback](#) comes from [@Atul\\_Gawande](#). Why do we question the need for feedback and [#coaching](#)...



**Paul Haidet** [@myheroistrane9 hours ago](#)

T1: personally, the best thing for me about peer review of teaching is being the peer who does the reviewing. I get so many ideas and learn so much by watching my fellow teachers. [#mededchat](#)



**Gary Beck Dallaghan** [@GLBDallaghan9 hours ago](#)

[@myheroistrane](#) T1 That just gave me a chuckle. :) You're right....it's the same reason I like reviewing for journals. Gets creative juices flowing. [#mededchat](#) [#meded](#) [#facdev](#)



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

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



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

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



**Kristina Dzara, PhD, MSc** [@kristinadzara9 hours ago](#)

RT [@MedEdChat](#): Topic 1: What are the benefits of a faculty peer-review program? [#mededchat](#) [#facdev](#) [#meded](#)



**Kristina Dzara, PhD, MSc** [@kristinadzara9 hours ago](#)

RT [@MedEdChat](#): T1 This article offers support for peer review of faculty teaching <https://t.co/O5jnyTUmBc> [#mededchat](#) [#facdev](#) [#meded](#)



**Kristina Dzara, PhD, MSc** [@kristinadzara9 hours ago](#)

RT [@GLBDallaghan](#): [@debsimpson3](#) Do you think there is concern by faculty about a peer-review process for [#facdev](#)? [#mededchat](#) [#meded](#)



**MedEd Chat** [@MedEdChat9 hours ago](#)

Topic 2: What types of barriers exist to implement a peer-review program? [#mededchat](#) [#meded](#) [#facdev](#)



**Gary Beck Dallaghan** [@GLBDallaghan9 hours ago](#)

T1 This is another one of those great 12 tips articles about how to prepare to participate in a peer teaching process <https://t.co/kZm0ZQwKJX> [#mededchat](#) [#meded](#) [#facdev](#)



**Kurt Gilliland, PhD** [@kogillil9 hours ago](#)

[@debsimpson3](#) [@MedEdChat](#) [@Atul\\_Gawande](#) T1: Agreed! Pro golfers have sports psychologists, and violinists have “coaches,” too. [#mededchat](#)



**MedEd Chat** [@MedEdChat9 hours ago](#)

RT [@GLBDallaghan](#): T1 This is another one of those great 12 tips articles about how to prepare to participate in a peer teaching process htt...



**Jorge Ganem, MD** [@ifganem9 hours ago](#)

RT [@debsimpson3](#): T1 My favorite example of peer [#feedback](#) comes from [@Atul\\_Gawande](#). Why do we question the need for feedback and [#coaching](#)...



**Gary Beck Dallaghan** [@GLBDallaghan9 hours ago](#)

[@MedEdChat](#) T2 Time is probably one of the biggest [#mededchat](#) [#facdev](#) [#meded](#)



**MedEd Chat** [@MedEdChat9 hours ago](#)

RT Kristina Dzara, PhD, MSc [@kristinadzara](#) Replying to [@GLBDallaghan](#) [@debsimpson3](#) You have to be very open to feedback for it to work; not everyone is that comfortable. For some, it could feel anxiety-provoking. [#mededchat](#)



**Larry Hurtubise** [@hur2buzy9 hours ago](#)

This peer observation handbook on MedEdPORTAL is on3 of my favorite resources: <https://t.co/SO5MYwoOp1> [#mededportal](#) [#mededchat](#)



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

RT [@GLBDallaghan](#): T1 This is another one of those great 12 tips articles about how to prepare to participate in a peer teaching process htt...



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

[@MedEdChat](#) T2: I think a big barrier is that it is not already part of the institutional culture. [#MedEdChat](#)



**MedEd Chat** [@MedEdChat9 hours ago](#)

RT [@hur2buzy](#): This peer observation handbook on MedEdPORTAL is on3 of my favorite resources: <https://t.co/SO5MYwoOp1> [#mededportal#mededchat](#)



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

RT [@myheroistrane](#): T1: personally, the best thing for me about peer review of teaching is being the peer who does the reviewing. I get so m...



**MedEd Chat** [@MedEdChat9 hours ago](#)

RT [@kristinadzara](#): [@MedEdChat](#) T2: I think a big barrier is that it is not already part of the institutional culture. [#MedEdChat](#)



**Abhay Dandekar** [@abhaydandekar9 hours ago](#)

[@MedEdChat](#) T2- often just simply groundswell and the ability to seek a peer opinion or deliver honest and nurturing feedback. We must develop a culture of peer entrustment [#MedEd](#) [#mededchat](#) [#facdev](#)



**Gary Beck Dallaghan** [@GLBDallaghan9 hours ago](#)

[@kristinadzara](#) [@MedEdChat](#) T2 Agreed. The other question then is does the anxiety doing this cause people to shy away from it? Or are there other relational issues that may be impediments? [#mededchat](#) [#meded](#) [#facdev](#)



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

[@myheroistrane](#) I think it would be nice to have it be dyadic. Can peers watch each other and give feedback. Key is both being a little bit vulnerable and embracing a growth mindset. [#MedEdChat](#)



**Jennifer Allie** [@JenniferAllie19 hours ago](#)

[@MedEdChat](#) T2 time and support are typically first reasons we hear why we can't- there's also some reticence from faculty presuming it's a negative process/ critique instead of development. Make sure faculty are part of development to minimize these anxieties [#mededchat](#)



**MedEd Chat** [@MedEdChat9 hours ago](#)

RT [@abhaydandekar](#): [@MedEdChat](#) T2- often just simply groundswell and the ability to seek a peer opinion or deliver honest and nurturing feed...





**Paul Haidet** [@myheroistrane9 hours ago](#)

T2: I sometimes worry that many faculty think they are already good enough and don't need to work on their teaching craft. We talk about fostering growth mindset among learners; we need to foster the same among teachers. [#mededchat](#)



**Kristina Dzara, PhD, MSc** [@kristinadzara9 hours ago](#)

RT [@GLBDallaghan](#): [@kristinadzara](#) [@MedEdChat](#) T2 Agreed. The other question then is does the anxiety doing this cause people to shy away fro...



**Deb Simpson** [@debsimpson39 hours ago](#)

[@GLBDallaghan](#) [@myheroistrane](#) T1 feedback is about the relationship - it's an alliance - a tango. We all know the impact on learning that happens in a trusted relationship. [#mededchat](#) <https://t.co/k0TNfsm8qW>



**Gary Beck Dallaghan** [@GLBDallaghan9 hours ago](#)

[@JenniferAllie1](#) [@MedEdChat](#) Which gets to [@debsimpson3](#) remarking that we need to approach this with a [#growthmindset](#) [#mededchat](#) [#meded#facdev](#)



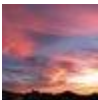
**Annie Massart** [@Annie\\_Massart 9 hours ago](#)

[@MedEdChat](#) T1: Learning from one another! While there are benefits unique to observing a senior, more experienced colleague, there's an infinite number of ways to teach. I've learned plenty from other junior faculty. [#MedEdChat](#) [#MedEd](#)



**Hugh Clements-Jewery** [@hughseejay9 hours ago](#)

[@MedEdChat](#) T2 [#mededchat](#) [#meded](#) knowing peer evaluations are needed for your colleague to get promoted/tenured.



**Paul Haidet** [@myheroistrane9 hours ago](#)

[@kristinadzara](#) You and I are on the same wavelength tonight, Kristina! [#mededchat](#)



**Kristina Dzara, PhD, MSc** [@kristinadzara9 hours ago](#)

[@GLBDallaghan](#) [@MedEdChat](#) I dont think there is any one answer. Some faculty will not be receptive. We do need to be sure we have provided our faculty with training on how to give effective feedback such that the focus in this case truly is formative. [#MedEdChat](#)



**Kristina Dzara, PhD, MSc** [@kristinadzara9 hours ago](#)

RT [@GLBDallaghan](#): [@JenniferAllie1](#) [@MedEdChat](#) Which gets to [@debsimpson3](#) remarking that we need to approach this with a [#growthmindset#mede...](#)



**Kurt Gilliland, PhD** [@kogillil9 hours ago](#)

[@GLBDallaghan](#) [@kristinadzara](#) [@MedEdChat](#) T2: Maybe someone coming up for promotion might fear that constructive feedback would somehow trickle into a promotion package and look negative. [#mededchat](#)



**Kristina Dzara, PhD, MMSc** [@kristinadzara](#) 9 hours ago

RT [@myheroistrane](#): T2: I sometimes worry that many faculty think they are already good enough and don't need to work on their teaching craft...



**MedEd Chat** [@MedEdChat](#) 8 hours ago

RT [@debsimpson3](#): [@GLBDallaghan](#) [@myheroistrane](#) T1 feedback is about the relationship - it's an alliance - a tango. We all know the impact on...



**Annie Massart** [@Annie\\_Massart](#) 8 hours ago

[@MedEdChat](#) T2: Time. Otherwise, giving feedback. Many are uncomfortable giving feedback to colleagues and some also lack the skills to give useful, low-inference feedback to others. It really requires faculty development efforts outside of the observation process itself. [#MedEd#MedEdChat](#)



**Jennifer Allie** [@JenniferAllie](#) 18 hours ago

RT [@debsimpson3](#): [@GLBDallaghan](#) [@myheroistrane](#) T1 feedback is about the relationship - it's an alliance - a tango. We all know the impact on...



**Deb Simpson** [@debsimpson3](#) 8 hours ago

[@GLBDallaghan](#) [@MedEdChat](#) Indeed how many colleagues do we know who have personal trainers!! They give you plenty of challenge and support. And get paid!! [#mededchat](#) <https://t.co/KQQKIX7p3k>



**Sateesh Arja, MD, MPH** [@AriaSateesh](#) 8 hours ago

[@MedEdChat](#) [#mededchat](#) T1 through peer-review we get to learn from others mutually. Peer-review can be a great resource to develop portfolios especially in designing the course, teaching and learning, and assessment domains. We can use to apply fellowships from professional organizations



**Gary Beck Dallaghan** [@GLBDallaghan](#) 8 hours ago

[@myheroistrane](#) T2 How do we break through that? I worked with someone who would have scoffed at having someone peer review his teaching. I'm of the mindset that I can always learn something. [#mededchat](#) [#meded](#) [#facdev](#)



**Kristina Dzara, PhD, MMSc** [@kristinadzara](#) 8 hours ago

[@myheroistrane](#) When I was getting my PhD in sociology we were required to take a teaching & learning class. As part of it we had to guest teach. One of the two senior teaching assistants for the course watched us and gave feedback. It was part of the course & embedded in the culture. [#MedEdChat](#)



**MedEd Chat** [@MedEdChat](#) 8 hours ago

RT [@kristinadzara](#): [@myheroistrane](#) When I was getting my PhD in sociology we were required to take a teaching & learning class. As part of i...



**Abhay Dandekar** [@abhaydandekar8 hours ago](#)

[@debsimpson3](#) [@GLBDallaghan](#) [@MedEdChat](#) This where weaving a peer mentoring and coaching requirement into promotion would be helpful [#MedEd](#) [#mededchat](#) [#facdev](#)



**Deb Simpson** [@debsimpson38 hours ago](#)

[@kogillil](#) [@GLBDallaghan](#) [@kristinadzara](#) [@MedEdChat](#) Worry more about someone who doesn't get a friendly peer review or two before submitting. [#mededchat](#)



**Kristina Dzara, PhD, MMSc** [@kristinadzara8 hours ago](#)

[@GLBDallaghan](#) [@myheroistrane](#) Is part of their professional identity being an educator? If not, they may not be thinking about improving in this area. [@GLBDallaghan](#), your professional identity IS educator & scholar hence intrinsic motivation to improve & understanding of benefit to self & learners. [#MedEdChat](#)



**Gary Beck Dallaghan** [@GLBDallaghan8 hours ago](#)

T2 How would faculty feel about this novel idea? Using a recording would at least cut down on some of the feeling of being judged. <https://t.co/hqQFDLns4W> [#mededchat](#) [#meded](#) [#facdev](#)



**MedEd Chat** [@MedEdChat8 hours ago](#)

RT [@GLBDallaghan](#): T2 How would faculty feel about this novel idea? Using a recording would at least cut down on some of the feeling of bein...



**Teresa Hartman** [@thartman2u8 hours ago](#)

RT [@GLBDallaghan](#): T2 How would faculty feel about this novel idea? Using a recording would at least cut down on some of the feeling of bein...



**Kristina Dzara, PhD, MMSc** [@kristinadzara8 hours ago](#)

[@debsimpson3](#) [@kogillil](#) [@GLBDallaghan](#) [@MedEdChat](#) I try to make it a practice to have someone outside the research team read a paper prior to submission. It is quite valuable. [#MedEdChat](#)



**Teresa Hartman** [@thartman2u8 hours ago](#)

RT [@hur2buzy](#): This peer observation handbook on MedEdPORTAL is on3 of my favorite resources: <https://t.co/SO5MYwoOp1> [#mededportal#mededchat](#)



**Kristina Dzara, PhD, MMSc** [@kristinadzara8 hours ago](#)

[@kogillil](#) [@GLBDallaghan](#) [@MedEdChat](#) Imposter syndrome? [#MedEdChat](#)



**Teresa Hartman** [@thartman2u8 hours ago](#)

RT [@GLBDallaghan](#): T1 This is another one of those great 12 tips articles about how to prepare to participate in a peer teaching process htt...





**Kristina Dzara, PhD, MMSc** [@kristinadzara8 hours ago](#)

RT [@GLBDallaghan](#): [@myheroistrane](#) T2 How do we break through that? I worked with someone who would have scoffed at having someone peer review...



**Paul Haidet** [@myheroistrane8 hours ago](#)

[@Annie Massart](#) [@MedEdChat](#) It's so interesting that we usually think of feedback as telling someone stuff. I find that asking questions can be as powerful: "how did you decide to do xxx? When did you start down that path?"... etc. Sometimes, good feedback can be about holding the space. [#mededchat](#)



**Kristina Dzara, PhD, MMSc** [@kristinadzara8 hours ago](#)

RT [@myheroistrane](#): [@kristinadzara](#) You and I are on the same wavelength tonight, Kristina! [#mededchat](#)



**Klodiana Kolomitro** [@Klodiana238 hours ago](#)

RT [@debsimpson3](#): [@GLBDallaghan](#) [@myheroistrane](#) T1 feedback is about the relationship - it's an alliance - a tango. We all know the impact on...



**MedEd Chat** [@MedEdChat8 hours ago](#)

Well, again the hour is flying by...One more topic to come in just a minute [#mededchat](#)



**Kristina Dzara, PhD, MMSc** [@kristinadzara8 hours ago](#)

RT [@MedEdChat](#): Well, again the hour is flying by...One more topic to come in just a minute [#mededchat](#)



**MedEd Chat** [@MedEdChat8 hours ago](#)

Topic 3: How could peer-review be used in promotion and tenure processes? [#mededchat](#) [#meded](#) [#facdev](#)



**Gary Beck Dallaghan** [@GLBDallaghan8 hours ago](#)

[@myheroistrane](#) [@Annie Massart](#) [@MedEdChat](#) That's very true. I think having an understanding of why someone chose to teach a topic a certain way is also helpful. [#mededchat](#) [#meded](#) [#facdev](#)



**Eric Holmboe** [@boedudley8 hours ago](#)

RT [@debsimpson3](#): T1 My favorite example of peer [#feedback](#) comes from [@Atul Gawande](#). Why do we question the need for feedback and [#coaching](#)...



**Annie Massart** [@Annie Massart 8 hours ago](#)

[@myheroistrane](#) [@MedEdChat](#) I agree completely! I start with "Tell me how that felt? What went well? What would you do differently?" People have good insight into their strengths and weaknesses. When you let them identify weaknesses, you let them open the door to hearing feedback. [#MedEd#MedEdChat](#)



**Deb Simpson** [@debsimpson38](#) [8 hours ago](#)

T3 isn't P&T at its best an example of a super high stakes judgment aka feedback by one's peer? [#mededchat](#)



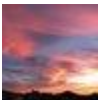
**Gary Beck Dallaghan** [@GLBDallaghan](#) [8 hours ago](#)

[@MedEdChat](#) T3 I could see incorporating this into my educator portfolio to demonstrate my efforts to improve myself. I could see this could cause some concern that it would negatively impact promotion [#mededchat](#) [#facdev](#)



**Kristina Dzara, PhD, MMSc** [@kristinadzara](#) [8 hours ago](#)

RT [@MedEdChat](#): Topic 3: How could peer-review be used in promotion and tenure processes? [#mededchat](#) [#meded](#) [#facdev](#)



**Paul Haidet** [@myheroistrane](#) [8 hours ago](#)

[@kristinadzara](#) [@GLBDallaghan](#) Good point. I would add that if faculty at an academic institution don't have at least part of their identity defined by the teaching mission, then we are not hiring well. [#MedEdchat](#)



**Gary Beck Dallaghan** [@GLBDallaghan](#) [8 hours ago](#)

[@debsimpson3](#) T3 It is. But so much of that is based on what you've done.....not how you are doing in the moment with an eye on helping you to improve. [#mededchat](#) [#facdev](#)



**Annie Massart** [@Annie\\_Massart](#) [8 hours ago](#)

[@MedEdChat](#) I worry that making this part of an evaluation for one's job would decrease the likelihood of participation. It would also decrease the frequency of formative feedback. No one wants to keep their colleague from promotion. [#MedEd](#) [#MedEdChat](#)



**Sateesh Arja, MD, MPH** [@AriaSateesh](#) [8 hours ago](#)

[@MedEdChat](#) [#MedEdchat](#) T2 resistance from faculty and having an institutional strategy are the issues in implementing. Even though we are a small school initially we got resistance from faculty. Once they understand it is going smooth [#meded](#)



**Jennifer Allie** [@JenniferAllie1](#) [8 hours ago](#)

RT [@myheroistrane](#): [@kristinadzara](#) [@GLBDallaghan](#) Good point. I would add that if faculty at an academic institution don't have at least part...



**Kurt Gilliland, PhD** [@kogillil](#) [8 hours ago](#)

[@GLBDallaghan](#) [@MedEdChat](#) T3: Some faculty who simply have occasional cameo appearances might have difficulty collecting evaluations compared to others. Peer evaluation could help. [#MedEdchat](#)



**S. Scott-Vernaglia** [@ScottVernaglia](#) [8 hours ago](#)

[@MedEdChat](#) T3: I think it could go a long way for clinician educators who don't publish a great deal. It could be something one chooses to include in their portfolio (making it safe), but for those who are the beloved teachers, it would be a nice way to demonstrate that [#MedEdChat](#)



**Sateesh Arja, MD, MPH** [@ArjaSateesh8 hours ago](#)

RT [@myheroistrane](#): [@Annie\\_Massart](#) [@MedEdChat](#) It's so interesting that we usually think of feedback as telling someone stuff. I find that a...



**Alliance4ClinEd** [@Alliance4ClinEd8 hours ago](#)

[@Annie\\_Massart](#) [@MedEdChat](#) T2 That's true. I know of an instance where peer review of teaching was introduced and the faculty began doing a "you scratch my back I'll scratch yours" approach to the evals. They were worthless. [#mededchat](#) [#facdev](#)



**Kristina Dzara, PhD, MMSc** [@kristinadzara8 hours ago](#)

[@myheroistrane](#) [@GLBDallaghan](#) Agree but we both know that is not always the case. [#MedEdChat](#)



**S. Scott-Vernaglia** [@ScottVernaglia8 hours ago](#)

[@Alliance4ClinEd](#) [@Annie\\_Massart](#) [@MedEdChat](#) That's really disconcerting [#MedEdChat](#)



**Sateesh Arja, MD, MPH** [@ArjaSateesh8 hours ago](#)

[@MedEdChat](#) [#Mededchat](#) T3 once institution develops the strategy for peer-review, it should be a common practice to submit the portfolio at the time of evaluation and promotion. Peer-review should be part of portfolio development. [#Meded](#)



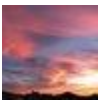
**Paul Haidet** [@myheroistrane8 hours ago](#)

[@Annie\\_Massart](#) [@MedEdChat](#) Yes, and sometimes one's own inner voice is the source of true wisdom. Peers can help hold the space and ask gentle, honest, open questions to unlock the wisdom. [#MedEdchat](#)



**MedEd Chat** [@MedEdChat8 hours ago](#)

RT [@ArjaSateesh](#): [@MedEdChat](#) [#Mededchat](#) T3 once institution develops the strategy for peer-review, it should be a common practice to submit...



**Paul Haidet** [@myheroistrane8 hours ago](#)

[@kristinadzara](#) [@GLBDallaghan](#) Yup. We need to work as a community to change that. [#MedEdchat](#)



**MedEd Chat** [@MedEdChat8 hours ago](#)

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



**Kristina Dzara, PhD, MMSc** [@kristinadzara8 hours ago](#)

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



**Kristina Dzara, PhD, MMSc** [@kristinadzara8 hours ago](#)

RT [@myheroistrane](#): [@kristinadzara](#) [@GLBDallaghan](#) Yup. We need to work as a community to change that. [#MedEdchat](#)



**Gary Beck Dallaghan** [@GLBDallaghan8 hours ago](#)

[@MedEdChat](#) [@UNC SOM](#) Academy of Educators is striving to get something like this off the ground. This discussion has been really helpful to consider benefits and barriers to implementation. [#mededchat](#) [#facdev](#)



**Paul Haidet** [@myheroistrane8 hours ago](#)

[@Alliance4ClinEd](#) [@Annie\\_Massart](#) [@MedEdChat](#) Every system is perfectly designed to get the results it gets. If administrators or others turn a peer review program into widgets, this is what can happen. Gotta resist bean counting here. [#MedEdchat](#)



**MedEd Chat** [@MedEdChat8 hours ago](#)

RT [@myheroistrane](#): [@Alliance4ClinEd](#) [@Annie\\_Massart](#) [@MedEdChat](#) Every system is perfectly designed to get the results it gets. If administra...



**Abhay Dandekar** [@abhaydandekar8 hours ago](#)

[@MedEdChat](#) Peer review can build a strong sense of professional community and help combat physician burnout - let's strive to build more of this! [#MedEd](#) [#mededchat](#) [#favdev](#) [#physicianwellness](#)



**MedEd Chat** [@MedEdChat8 hours ago](#)

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



**Sateesh Arja, MD, MPH** [@AriaSateesh8 hours ago](#)

RT [@abhaydandekar](#): [@MedEdChat](#) Peer review can build a strong sense of professional community and help combat physician burnout - let's stri...



**Deb Simpson** [@debsimpson38 hours ago](#)

In difficult discussions like peer feedback be it for teaching, promotion, or peer review of a paper that can really hurt and threaten one's identity, I always try to remember that it is a teaching opportunity - provide guidance to someone who has tried really hard!! [#mededchat](#)



**MedEd Chat** [@MedEdChat8 hours ago](#)

That's a wrap...I will post the [#mededchat](#) transcript tomorrow morning on <https://t.co/mJivoKroXx> on the Resources page. Thanks everyone for participating! [#meded](#)



**Kristina Dzara, PhD, MMSc** [@kristinadzara8 hours ago](#)

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



**Kristina Dzara, PhD, MMSc** [@kristinadzara8 hours ago](#)

RT [@GLBDallaghan](#): [@MedEdChat](#) [@UNC SOM](#) Academy of Educators is striving to get something like this off the ground. This discussion has been...



**MedEdBot** [@MedEdBot8 hours ago](#)

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



**MedEdBot** [@MedEdBot8 hours ago](#)

RT [@MedEdChat](#): That's a wrap...I will post the [#mededchat](#) transcript tomorrow morning on <https://t.co/mJivoKroXx> on the Resources page. Tha...



**GREPAR TOULOUSE** [@GrepairToulouse2 hours ago](#)

RT [@GLBDallaghan](#): T2 How would faculty feel about this novel idea? Using a recording would at least cut down on some of the feeling of bein...



**Jimmie Leppink** [@JimmieLeppinkan hour ago](#)

RT [@GLBDallaghan](#): T1 This is another one of those great 12 tips articles about how to prepare to participate in a peer teaching process htt...



**MedNerd Barbie** [@dinkjardinean hour ago](#)

RT [@debsimpson3](#): In difficult discussions like peer feedback be it for teaching, promotion, or peer review of a paper that can really hurt...



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[@kogillil](#) 6



[@Atul\\_Gawande](#) 5



[@Alliance4ClinEd](#) 5



[@abhaydandekar](#) 2

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[@kogillil](#) 7



[@debsimpson3](#) 7



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[@AriaSateesh](#) 5



[@Annie\\_Massart](#) 4



[@JenniferAllie1](#) 4

### Top 10 by Impressions



[@MedEdChat](#) 177.9K



[@kristinadzara](#) 105.6K



[@GLBDallaghan](#) 17.7K



[@myheroistrane](#) 10.6K



[@MedEdBot](#) 6.0K



[@debsimpson3](#) 4.1K



[@kogillil](#) 3.8K



[@boedudley](#) 3.8K



[@ScottVernaglia](#) 3.2K



[@thartman2u](#) 3.0K