

## 2019-12-19: Effects of Curricular Integration on Faculty Identity and Institutional Roles

The following links were shared during the chat:

- Professional Self-concept and Burnout Among Medical School Faculty in South Korea: A Cross-sectional Study  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6612083/>



**MedEd Chat** @MedEdChat9 hours ago

Topic 1: When discrete courses integrate, what can be done to protect professional identity? #mededchat #meded



**ShereeseM, MS/MBA** @ShereesePubHlth9 hours ago

RT @MedEdChat: Topic 1: When discrete courses integrate, what can be done to protect professional identity? #mededchat #meded



**Alliance4ClinEd** @Alliance4ClinEd9 hours ago

T1 This is an interesting notion for clinical medical educators. Does the integration of formerly block clerkships alter one's view of self as a professional #meded uicator? #mededchat



**Jannette Collins, MD, MEd, FACR** @janimd8 hours ago

Janni Collins here eager to converse with educators! #mededchat



**Margaret Compton** @MComptonMD8 hours ago

@MedEdChat Margaret from Nashville. Current cytology fellow, soon to be junior faculty at VUMC. #mededchat



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

@Alliance4ClinEd T1 Very interesting question. Much of the time the integration of basic science courses is where one considers threats to professional identity....not clinical courses. #mededchat



**MedEd Chat** @MedEdChat8 hours ago

RT Monica van de Ridder @MvdRidder Replying to @MedEdChat T1.Just wondering, why are discrete courses seen as a threat for professional identity? #MedEdChat



**MedEd Chat** @MedEdChat8 hours ago

@MvdRidder T1 It's the removal of discrete courses in favor of integrated courses. Sorry if the question was misleading. #mededchat



**Jannette Collins, MD, MEd, FACR** @jannimd8 hours ago

@GLBDallaghan @Alliance4ClinEd T1 Radiology departments overwhelmingly want to be included in the formal curriculum. That might mean integration with other specialties. I think there are advantages and disadvantages to this approach. #mededchat



**SDRME** @SDRME\_Meded8 hours ago

T1 Interesting study from S Korea related to burnout as a result of diminished professional self-concept. <https://t.co/bcLJNWO7KQ> #mededchat



**MedEd Chat** @MedEdChat8 hours ago

RT @SDRME\_Meded: T1 Interesting study from S Korea related to burnout as a result of diminished professional self-concept. <https://t.co/bc...>



**Monica van de Ridder** @MvdRidder8 hours ago

@GLBDallaghan @Alliance4ClinEd #mededchat. I think observing role models is one of the most important aspects to build professional identity. Observing rolemodels is possible in every system.?!



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

@jannimd @Alliance4ClinEd Why do you think it is so challenging for radiology to get time in the curriculum? Do you think others feel threatened by it? #mededchat



**MedEdBot** @MedEdBot8 hours ago

RT @MedEdChat: Welcome to the #mededchat (US) I am your moderator for the next hour @alliance4clined #meded



**MedEdBot** @MedEdBot8 hours ago

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



**MedEdBot** @MedEdBot8 hours ago

RT @MedEdChat: We will assume that all of your tweets during #mededchat are your own during this hour unless otherwise stated #meded



**MedEdBot** @MedEdBot8 hours ago

RT @MedEdChat: Topic 1: When discrete courses integrate, what can be done to protect professional identity? #mededchat #meded



**MedEdBot** @MedEdBot8 hours ago

RT @Alliance4ClinEd: T1 This is an interesting notion for clinical medical educators. Does the integration of formerly block clerkships al...



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

@MvdRidder @Alliance4ClinEd True.....but what if the role model is poor as a result of integrated courses. Is that going to help learners have a positive sense of that profession? #mededchat



**Jannette Collins, MD, MEd, FACR** @jannimd8 hours ago

T1 The logistics of integration and fairly compensating individual and department efforts are complicated challenges. #mededchat



**Alliance4ClinEd** @Alliance4ClinEd8 hours ago

RT @SDRME\_Meded: T1 Interesting study from S Korea related to burnout as a result of diminished professional self-concept. <https://t.co/bc...>



**Monica van de Ridder** @MvdRidder8 hours ago

@SDRME\_Meded #mededchat. But how do you relate diminished self-concept to prof identity?



**Jannette Collins, MD, MEd, FACR** @jannimd8 hours ago

T1 there's limited space in the curriculum so yes, there are winners and losers. #mededchat



**Margaret Compton** @MComptonMD8 hours ago

@jannimd @GLBDallaghan @Alliance4ClinEd T1: pathology has also had less formal curriculum time. This is problematic as students then don't understand how to interact with clinical labs re: ordering, specimen submission, etc. #mededchat



**Monica van de Ridder** @MvdRidder8 hours ago

@jannimd But how will that affect prof identity in your view? Just curious...#mededchat



**SDRME** @SDRME\_Meded8 hours ago

@MvdRidder In the article they use self-concept and professional identity as one notion....If one's professional self-concept is threatened or diminished it could lead to burnout #mededchat



**MedEd Chat** @MedEdChat8 hours ago

RT @MComptonMD: @janimd @GLBDallaghan @Alliance4ClinEd T1: pathology has also had less formal curriculum time. This is problematic as stud...



**MedEd Chat** @MedEdChat8 hours ago

Topic 2: How do threats to professional identity from integrating curricula impact the learning environment? #mededchat #meded



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

@MedEdChat T2 I've seen this in action with changing from block scheduling to integrated curricula. It's awful! The faculty who had to integrate were bitter and angry....leading to a rather poor experience for the students #mededchat



**Monica van de Ridder** @MvdRidder8 hours ago

@GLBDallaghan @Alliance4ClinEd I always wonder how much in the professional identity formation the knowledge plays a role. I am not an expert in this field, but in identity formation I wonder if the hidden values, the soft skills, almost play an equal or more important role, compared to knowledge. #mededchat



**Jannette Collins, MD, MEd, FACR** @janimd8 hours ago

@MvdRidder Students graduate from medical school with an inaccurate perception of radiology and what radiologists do because they don't have early and dedicated exposure to the field. #mededchat



**Alliance4ClinEd** @Alliance4ClinEd8 hours ago

T2 When clerkships get shortened it often results in faculty feeling under appreciated. This comes across to students as well #mededchat



**Margaret Compton** @MComptonMD8 hours ago

T1: professional identity is affected because, without formal experience in pathology/lab med, pathologists are viewed by other specialties as the monolithic black box of "the lab" rather than as a consulting physician #mededchat



**ShereeseM, MS/MBA** @ShereesePubHlth8 hours ago

RT @MedEdChat: Topic 2: How do threats to professional identity from integrating curricula impact the learning environment? #mededchat #med...



**MedEd Chat** @MedEdChat8 hours ago

RT @MComptonMD: T1: professional identity is affected because, without formal experience in pathology/lab med, pathologists are viewed by o...



**Monica van de Ridder** @MvdRidder8 hours ago

@Alliance4ClinEd #mededchat Good point. I can see that.



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

@MvdRidder @Alliance4ClinEd I think you are on to something. In some ways the identity evolves from relationships built with other professionals. #mededchat



**Monica van de Ridder** @MvdRidder8 hours ago

@jannimd #mededchat But how will that affect their professional identity formation? What is the effect of that on their professional identity formation?



**Jannette Collins, MD, MEd, FACR** @jannimd8 hours ago

@MComptonMD T1 And students don't see all the ways radiologists can interact with patients (interventional radiology, breast radiology, etc.) #mededchat



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

@jannimd @MComptonMD That begs the question....for the radiologist who identifies as a medical educator...does that identity begin to suffer due to lack of opportunity? How can that be resolved if the curriculum doesn't change? #mededchat



**Monica van de Ridder** @MvdRidder8 hours ago

@MedEdChat A hard one. But does the learning environment in itself not affect the professional identity formation? #mededchat



**Dr Lia Thomas** @DrLiaT18 hours ago

@MedEdChat T2 - Depends on where the threats are coming from. #mededchat

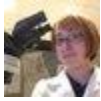


**Alliance4ClinEd** @Alliance4ClinEd8 hours ago

@MvdRidder @MedEdChat Absolutely. Prof identity is influenced by multiple facets #mededchat



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago  
@DrLiaT1 @MedEdChat Care to elaborate? #mededchat



**Margaret Compton** @MComptonMD8 hours ago  
@GLBDallaghan @janimd When I started my residency, there were frequent opportunities to teach med students at the scope during their path course. Now, we only get a few students on elective to teach. Definitely impacts identity as an educator! #mededchat



**Jannette Collins, MD, MEd, FACR** @janimd8 hours ago  
@GLBDallaghan @MComptonMD There's always a way for a good educators to get time with students, but they don't necessarily get recognized for their efforts by their department or school. They don't always get compensated for their time. #mededchat



**Monica van de Ridder** @MvdRidder8 hours ago  
@MedEdChat I think in a way it is hard to say. I would think it partly depends on what the threat is....#mededchat



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago  
@MComptonMD @janimd What have you found helps feed that identity to stay motivated as a #meded ucator? #mededchat



**Jannette Collins, MD, MEd, FACR** @janimd8 hours ago  
@DrLiaT1 @MedEdChat T2 Time and money are the biggest threats. #mededchat



**ShereeseM, MS/MBA** @ShereesePubHlth8 hours ago  
RT @GLBDallaghan: @MComptonMD @janimd What have you found helps feed that identity to stay motivated as a #meded ucator? #mededchat



**MedEd Chat** @MedEdChat8 hours ago  
Topic 3: With top down integration, does that destabilize professional identity? If so, what can be done to prevent the threat? #mededchat #meded



**Monica van de Ridder** @MvdRidder8 hours ago  
@SDRME\_MedEd #mededchat I think there is definitely relationship between these. I wonder if your personal self-concept is different in the roles you have on life. If so, then it might not be correct to both equal them....



**Gary Beck Dallaghan** @GLBDallaghan 8 hours ago

T3 When there is forced integration with little say by those impacted, I think it is a real threat to faculty. I honestly don't know what could be done other than try to be open-minded about the coming changes #mededchat



**Dr Lia Thomas** @DrLiaT1 8 hours ago

@GLBDallaghan @MedEdChat internal threats - personal sense of self vs external threats - systems not working together. You can't control how your content is perceived; you can control your reactions #mededchat



**MedEd Chat** @MedEdChat 8 hours ago

RT @DrLiaT1: @GLBDallaghan @MedEdChat internal threats - personal sense of self vs external threats - systems not working together. You ca...



**Jannette Collins, MD, MEd, FACR** @jannimd 8 hours ago

T3 Integration works best when all constituents have a seat at the table and their voices are heard. #mededchat



**Margaret Compton** @MComptonMD 8 hours ago

@GLBDallaghan @jannimd Involvement in GME curriculum. Also daily interactions with residents from other specialties to answer their questions and help them understand how the various labs work #mededchat



**Monica van de Ridder** @MvdRidder 8 hours ago

@MedEdChat T3. Top down integr says something about the culture of institute. The culture affects the learning environment (LE). The LE will affect the faculty and the learner. The LE and faculty will affect prof identity formation. I think awareness of this chain is key. #mededchat



**MedEd Chat** @MedEdChat 8 hours ago

RT @jannimd: T3 Integration works best when all constituents have a seat at the table and their voices are heard. #mededchat



**MedEd Chat** @MedEdChat 8 hours ago

RT @MvdRidder: @MedEdChat T3. Top down integr says something about the culture of institute. The culture affects the learning environment...



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

@jannimd Agreed. The goal should be on what's best for the #medstudents and their learning....not maintaining a foothold in the curriculum. That's what I dealt with previously. Not a fun experience #mededchat



**Monica van de Ridder** @MvdRidder8 hours ago

@MedEdChat T3. When aware of this threat, discussing this with the learners is very important. Making them aware how this will or can affect their professional identity formation, is a possible way of minimizing the impact.#mededchat



**Jannette Collins, MD, MEd, FACR** @jannimd8 hours ago

@GLBDallaghan Absolutely- student needs are paramount. But they don't always know what they need if they aren't exposed to it. #mededchat



**Monica van de Ridder** @MvdRidder8 hours ago

@jannimd T3. Can't agree more.#mededchat



**Margaret Compton** @MComptonMD8 hours ago

T3: integration works best when there is mutual respect between specialties and a strong culture of multidisciplinary teamwork within the institution. #mededchat



**Jannette Collins, MD, MEd, FACR** @jannimd8 hours ago

T3 Students will naturally equate amount of face time with specialty importance #mededchat



**MedEd Chat** @MedEdChat8 hours ago

RT @MComptonMD: T3: integration works best when there is mutual respect between specialties and a strong culture of multidisciplinary teamw...



**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



**Alëna A. Balasanova, MD, FAPA** @DrPsychMD8 hours ago

@jannimd @MvdRidder Think it might depend on the Med school- we had a required 4-week rads clerkship in our 3rd year! #mededchat





**Gary Beck Dallaghan** @GLBDallaghan 8 hours ago

A final thought echoing @MComptonMD..."integration works best when there is mutual respect between specialties and a strong culture of multidisciplinary teamwork within the institution" which also deters prof identity threats #mededchat



**Jannette Collins, MD, MEd, FACR** @janimd 8 hours ago

@DrPsychMD @MvdRidder Yes, it is school specific. Unfortunately, some required radiology clerkships don't paint an accurate picture of radiology. #mededchat



**MedEd Chat** @MedEdChat 8 hours ago

The #mededchat archive will be available tomorrow at <https://t.co/mJivoK9NyX> on the Resources page.



**MedEd Chat** @MedEdChat 8 hours ago

Thank you for joining the last #mededchat of 2019! We'll be on a holiday break until January 9th! Have a safe and happy holiday season everyone! See you in 2020! #meded



**Alëna A. Balasanova, MD, FAPA** @DrPsychMD 8 hours ago

@janimd @MvdRidder That's fair, though you could say that about any of the clerkships actually. It often depends on your site and supervisors! #mededchat



**Monica van de Ridder** @MvdRidder 8 hours ago

@MComptonMD But I wonder what this does say about the professional identity of the person who sees a pathologist like that? Does this perception reflect the personal identity of that person? #mededchat?



**Caryn Loffman** @CarynLoffman 7 hours ago

RT @MvdRidder: @GLBDallaghan @Alliance4ClinEd I always wonder how much in the professional identity formation the knowledge plays a role. I...



**Margaret Compton** @MComptonMD 7 hours ago

@MvdRidder I think part of this problem is lack of exposure to the complexity of diagnostic specialties. Also the hidden curriculum of subtle badmouthing of other specialties plays in (e.g. on surgery clerkship every student is supposed to want to go into surgery, etc.) #mededchat



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**Monica van de Ridder** @MvdRidder7 hours ago

@GLBDallaghan @Alliance4ClinEd #mededchat Reflecting: If I think about my professional identity formation, my mentors have played a large role in this, so have both positive and negative role models. I am not aware if a person's knowledge played a huge role. That is something you can gather yourself..



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**MedEdBot** @MedEdBot7 hours ago

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



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**MedEdBot** @MedEdBot7 hours ago

RT @MedEdChat: Thank you for joining the last #mededchat of 2019! We'll be on a holiday break until January 9th! Have a safe and happy ho...



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**Monica van de Ridder** @MvdRidder7 hours ago

@MComptonMD #mededchat Thank you! So it affects the perceptions you have about a group of physicians. And if these perceptions are never checked, this affects prof identity formation by having not correct opinions about certain specialties. But does it affect the core of your identity?



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**Margaret Compton** @MComptonMD7 hours ago

@MvdRidder #mededchat With regard to hidden curriculum, I worry how it affects attitudes toward my specialty. These external perceptions do make me feel devalued professionally. Add in lack of facetime with students, plus a dose of imposter syndrome... 🙄



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**Monica van de Ridder** @MvdRidder7 hours ago

@MComptonMD #mededchat Thanks for this answer. Very helpful. You say that this might not only affect the professional identity formation of our learners, but also the ongoing identity formation of our faculty. And you imply that identity formation is an ongoing process.

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