SSCI Career Development for Clinician Educators

Lee Berkowitz, MD
University of North Carolina at Chapel Hill
Feb 19, 2016
Disclosure of ABIM Service

- I am a current member of the Internal Medicine Board Exam Committee
- To protect the integrity of certification, ABIM enforces strict confidentiality and ownership of exam content
- As a current member of the Internal Medicine Board Exam Committee, I agree to keep exam information confidential
- As is true for any ABIM candidate who has taken an exam for certification, I have signed the Pledge of Honesty in which I have agreed to keep ABIM exam content confidential
- No exam questions will be disclosed in my presentation
Goals

• 1. Develop Educational Targets for Scholarship
• 2. Understand Promotion and Tenure for Clinician Educators
• 3. Learn How to Integrate “Service” into your role as a Clinician Educator
What is Scholarship?

- “Learning”
- “Knowledge acquired by study”
- “Serious detailed study”
To raise new questions, new possibilities, to regard old problems from a new angle, requires creative imagination and marks real advance in science.

Albert Einstein
German Theoretical Physicist
(1879-1955)
Six Qualities of Scholarship
Simpson and Fincher Acad Med 1999;74:1296

• 1. Clear goals and objectives
• 2. Adequate preparation
• 3. Application of scientific methods
• 4. Results that are significant
• 5. Effective presentation to a scholarly community
• 6. Reflection including applicability and place
Ernest Boyer Project

4 domains of scholarship
1. Discovery
2. Integration
3. Application
4. Teaching
Scholarship for the Clinician Educator
Geraci Et al. Amer J Med 2010;123:1065

• Discovery – new teaching technology
  Educational grants
  chart review
  MPH
  MS reviewer
  Reviewer for national meeting
Scholarship for the Clinician Educator
Geraci Et al. Amer J Med 2010;123:1065

• Integration – Review articles
  Meta- analyses
  Evidence- based guidelines
  Care pathways in your institution
Scholarship for the Clinician Educator
Geraci Et al. Amer J Med 2010;123:1065

• Application – Case reports
  Satisfaction surveys
  Clinical care awards
  Teaching awards
  Referring physician evaluations
  Leadership in professional organizations
  Advanced Degree
Scholarship for the Clinician Educator
Geraci Et al. Amer J Med 2010;123:1065

- Teaching – Learner and peer evaluations
  - Curriculum development
  - Question writing for extramural assessment
  - Faculty development
  - CME course presentations
  - Invited lectures
  - Advanced degree- Master of medical education
We are still using a Flexnerian model of the “personally expert sovereign physician”

- Autonomous
- Independent
- Authoritative

Our response to the deluge of information is to “narrow the landscape over which each physician has sovereignty”
Medical Education

Part of the Problem and Part of the Solution

Lucey  JAMA Internal Medicine 2013;173:1639

1. Focusing on patient needs
2. Thinking in systems
3. Measuring performance
4. Using technology
5. Eliminating waste/increasing efficiency
6. Demonstrating accountability
7. Optimizing cooperative work
Scholarship During Residency Training
West et al Amer J Med. 2011; 124:983

- Mayo Clinic Resident Research Curriculum
  - 2 peer reviewed articles per resident
  - 1 case report per resident
Promotion and Tenure

1. Understand your institution’s policies !!!

UNC Tenure Track – unequivocal evidence of scholarship
   Teaching is required
   Educational scholarship –
     1-2 publications/yr
     Teaching portfolio
     Emerging national reputation

Fixed Term – clinical, teaching, research, admin, professional service
Promotion and Tenure

• Documentation is critical
• CV’s underestimate the productivity of clinician educators
• Document in real time
Service for Clinician Educators

- Education – Program director, course director, clerkship director, committees
- Clinical – Service leader, hospital committees, disease management programs
The Death of a Clinician Educator
Manning Annals Int Med 2008;149:281

- “Sometimes I felt that no one noticed how hard I was working.”

- “…A universal sentiment that threatens the careers of young, promising clinician educators everywhere; It was the need to matter.”