

APPD Faculty Development Task Force Meeting

Hilton Hotel, Baltimore, MD, April 29, 2009

Surendra Varma from Texas Tech convened the meeting of the APPD Task Force on Faculty Development at 2:30 PM. The following agenda items were introduced by Dr. Varma with subsequent discussion amongst the Task Force Meeting attendees.

- 1. Resident Teaching Skills Workshops:** Acknowledgment was made that many if not most programs have some sort of “Residents as Teacher” curriculum. There was some discussion of sharing of curricula, either via the Share Warehouse or by using the Task Force as a potential clearing house for some of these materials.
- 2. Program Director Development:** Dr. Varma brought up several issues of importance to program directors in terms of their professional development, emphasizing the need to advocate and help program directors manage their academic career. In addition to aiding with issues such as academic promotion, however, it was also noted that there continues to be a need for more basic issues of PD development to be addressed such as how to manage multiple administrative demands, how to improve teaching and leadership skills, etc. Dr. Varma also added to the discussion the needs of APD’s and how to prepare them to become PD’s, although it was pointed out that through prior surveys we know that the majority of APD’s do not have aspirations to become PD’s. Keith Mann shared some of the issues that the APD Work Group has been addressing in regard to professional development from the APD perspective.
- 3. Faculty Development of Community Faculty:** It appears that many programs that utilize community faculty, particularly for continuity clinic, have implemented faculty development curricula. Quarterly sessions seem to be a reasonable frequency, although there has been demand for more flexible educational venues and modalities, such as electronic formats for some of the topics covered. Sharing of materials and ideas was again cited as a desirable goal, either through the Share Warehouse or through the Task Force.
- 4. Mentoring Program:** There was general acknowledgment that the current methodology of random mentor assignments has not turned out to be as effective as hoped. Keith Mann stated that this issue was being looked at critically by the APPD Board, and that ideas such as relying more on shared common professional interests, geographical location, etc, might be more effective ways to match mentees with potential mentors. A more official stance about how to move forward with the mentoring program is forthcoming from the APPD Board of Directors.

5. **Program Director Advocacy:** The issue of program director advocacy within the academic environment was discussed at length. Discussion centered around helping PD's document and quantify their work in a way that is understandable to academic promotion committees, many members of whom do not understand the academic paradigm of a residency program director. It was envisioned that the Faculty Development Task Force could help in this regard with workshops, materials, etc, as well as referring to existing templates from the APA and AAMC. A second issue related to this topic is that many medical schools do not even recognize a clinical educator pathway, and that in a larger sense we should be addressing this issue at the institutional level. Partner organizations in this endeavor were discussed, such as the ACGME and AMSPDC, but it was also acknowledged that institutional barriers to recognizing the unique paradigms of program directors transcended pediatrics, and that indeed these barriers would have to be ultimately addressed at the institutional level.

The Task Force Meeting was concluded at 4:30 PM

Respectfully submitted,

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