



**JOHNS HOPKINS**  
SCHOOL *of* MEDICINE

## **Institute for Excellence in Education 2018 Biennial Report**

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*Respect, Teamwork and Civility: Embracing Our Educational Mission*

## From Our Director



As I reflect on the past amazing two years, one word comes to mind: *gratitude*. Gratitude to our fantastic and dedicated educators who work hard every day to foster a great learning environment. *Gratitude* to our learners, who actively engage in the learning experience, and teach us as much as we teach them. They clearly are the next generation of great medical and biomedical leaders, scientists, physicians and educators, and we are in good hands. *Gratitude* to our leadership – the Dean, Vice Deans, Development team and IEE Board of Directors, whose sage advice and guidance keep us moving forward. *Gratitude* to the IEE Managing Board, a diverse, inclusive team who do most of the IEE’s work, and make my job easy. *Gratitude* to the SOM and IEE administrative teams, who keep all of our many programs going. We started in

late 2009 with an idea; we now have a suite of outstanding programs and opportunities in all of our four pillars: (1) Improving Teaching, (2) Inspiring and Supporting Research, Scholarship and Innovation in Education, (3) Valuing and Recognizing Teachers and Educators and (4) Fostering a Community of Educators. *Gratitude* to colleagues in the School of Nursing, the Bloomberg School of Public Health and the School of Education; our growing partnership has enhanced and deepened our programs. And, *gratitude* to our many supporters, without whom we could accomplish nothing.

In 2018-19, the IEE has its first “theme” year: Respect, Teamwork and Civility: Embracing our Educational Mission. All of the above – educators, learners, leaders, administrators, partners and supporters – have demonstrated first-hand that with respect, teamwork and civility, all things are possible.

THANK YOU ALL!

A handwritten signature in black ink, appearing to read 'J. Cofrancesco Jr.', written in a cursive style.

Joseph Cofrancesco Jr., M.D., M.P.H., F.A.C.P.  
Director, Institute for Excellence in Education  
Johns Hopkins University School of Medicine Institute for Excellence in Education  
Associate Professor of Medicine  
Johns Hopkins University School of Nursing, Associate Professor, Acute and Chronic Care

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## I. Incorporating a Theme



Michael A. Barone, M.D.  
Summer Teaching Camp 2018

For 2018, the IEE chose to incorporate a theme into its yearly programs; Respect, Teamwork and Civility: Embracing our Educational Mission. This theme was chosen to be championed because respect, teamwork and civility are necessary requirements for exceptional teaching and learning.

By utilizing the IEE's unique expertise in innovating medical and biomedical education, the IEE can create a meaningful impact. That potential impact was realized by the number and quality of proposals received in reference to this theme in a specialized small grants call in 2018.

## II. Johns Hopkins University School of Medicine Foundational Principles of Teaching and Education

Starting with the Flexner report in 1910, Hopkins has been an exemplar of medical and biomedical education. Challenged by IEE Board of Directors member David Hellmann, M.D., M.A.C.P., Aliko Perroti Professor of Medicine and Vice Dean and Chairman of the Department of Medicine of Johns Hopkins Bayview Medical Center and spearheaded by Drs. Hellmann, Ziegelstein and Cofrancesco, the IEE conducted a year-long process, involving all stakeholders, to codify our Foundational Principles of Teaching and Education. We are very proud of the result, and these were recently shared in the spring edition of *The Pharos*.

[https://www.hopkinsmedicine.org/institute\\_excellence\\_education/foundational\\_principles/index.html](https://www.hopkinsmedicine.org/institute_excellence_education/foundational_principles/index.html)

## III. Our "Four Pillars"

**Pillar 1: Improving Teaching.** Our School of Medicine has phenomenal teachers and incredible learners who work together in a collegial, supportive and stimulating learning environment to ensure we are training the next generation of great scientists, physicians, leaders and educators. The IEE's programs in this pillar continue to grow and deepen.

### Summer Teaching Camp

Summer Teaching Camp continues to be a great success, with faculty, staff and learners from all areas of the school participating. Camp embodies the educational mission of the IEE, to improve teaching, by bringing together new and seasoned educators and learners to share experience and solidify foundational teaching approaches. Evaluations of camp are outstanding, and each year Drs. Levine and Cofrancesco strive to change and improve camp, while emphasizing core values. Partnership with the School of Nursing and the Bloomberg School of Public Health is increasing interprofessional involvement. A past attendee's comment illustrates the impact of IEE Summer Teaching Camp: "...packed with really important, valuable, and usable information that I will apply in clinical practice. The facilitators were diverse and knowledgeable. I often attend sessions and even if I rate the session highly, I have to answer the question "Will your practice change as a result of this session" in the negative. This is not the case here."

[https://www.hopkinsmedicine.org/institute\\_excellence\\_education/Pillar\\_1/teaching\\_camp/index.html](https://www.hopkinsmedicine.org/institute_excellence_education/Pillar_1/teaching_camp/index.html)



## Foundations of Teaching and Learning

The Foundations of Teaching and Learning course, a partnership with the Office of Faculty Development and the Johns Hopkins Faculty Development Program, is a mixed media course. Participants complete two online modules from the IEE *Improve Your Teaching* website, then participate in a live, four-hour interactive session with the opportunity to continue improvement afterward. The course is offered several times a year, in a number of venues. One faculty member wrote: *“I just thought I should let you know that it really works... I put aside any information-dense lectures and went for active learning. What a great success!”*



Rachel B. Levine, M.D., M.P.H. leading an FTL Workshop

[https://www.hopkinsmedicine.org/institute\\_excellence\\_education/Pillar\\_1/foundations\\_teaching/index.html](https://www.hopkinsmedicine.org/institute_excellence_education/Pillar_1/foundations_teaching/index.html)

## Improve Your Teaching Website



The IEE *Improve Your Teaching* website is a free resource that includes a suite of engaging, interactive modules, which provide practical educating tips on a variety of key topics. CME credit is now available.

With over 37,000 visitors to the site between August, 2017 and August, 2018, the *Improve Your Teaching* website serves as an effective way to disseminate IEE resources, with other institutions adopting it as one of their faculty development tools. <https://improveteaching.med.jhmi.edu/>

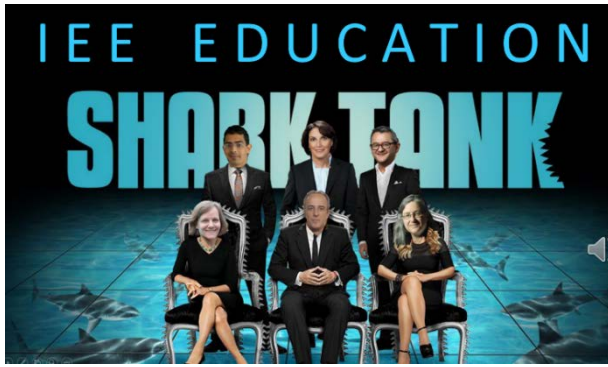
**Pillar 2: Inspiring and Supporting Research, Scholarship and Innovation in Education.** Scholarship and innovation are essential tasks for JHUSOM educators. Addressing issues in medical and biomedical education through innovation and dissemination of research is supported by IEE funding and mentorship.

## Small Grants Program

Our small grants program provides faculty – especially junior faculty – with mentoring and a small bit of money to complete innovative and creative projects, addressing an issue in medical and biomedical education. Faculty and learner teams have completed and disseminated truly amazing projects under the small grants program. In 2018, the IEE partnered with the JHUSOM Office of Continued Medical Education on a specialized small grants call focused on assessment, with our other calls focused on the theme of the year. Recently, we added a Small Grants Advising Committee, led by Stephen Sozio, M.D., M.H.S., M.E.H.P., Associate Professor of Medicine. *A few examples include “The Impact of Videogames on Pulmonary Procedural Skills and Spatial Awareness,” “Primary Source: A free, open-access ambulatory medicine wiki created for learners, by learners,” and “An Intervention to Promote Civility Among Resident Consultants in the Emergency Department.”*

[https://www.hopkinsmedicine.org/institute\\_excellence\\_education/Pillar\\_2/small\\_grants/](https://www.hopkinsmedicine.org/institute_excellence_education/Pillar_2/small_grants/)

## Education Shark Tank



Education Shark Tank remains one of the most popular funding opportunities offered by the IEE, with finalists presenting to our (very nice) “sharks,” receiving valuable feedback on proposals. The sharks decide who get, and how to split, the available \$10,000. We recently published our experiences in an article in *Academic Medicine* (Acad Med. 2017;92:1578–1582.) *Recent recipients of the Shark Tank grant have included; Drs. Manasa Ayyala and Anne Ruble, and their team, for “Harnessing the Power of Social Networks to Promote Self-care and Prevent/Reduce Burnout in Residents.”*

[https://www.hopkinsmedicine.org/institute\\_excellence\\_education/Pillar\\_4/education\\_conference/Call\\_For\\_Proposals.html](https://www.hopkinsmedicine.org/institute_excellence_education/Pillar_4/education_conference/Call_For_Proposals.html)

## Berkheimer Grants

The IEE created the Faculty Education Scholars Grant Program to foster career development of future leaders in education while tackling important issues in medical and biomedical education. The Berkheimer Grant provides one \$50,000 award each year. 2017 was a transition year with Janet Serwint, M.D. retiring and Nicole Shilkofski, M.D., M.Ed. assuming the helm. The IEE owes sincere thanks to both for leading this very important program.

The 2017 recipient was Maunank R. Shah, M.D., Ph.D., for his project, *Evaluation of a Web-based Tool for Patient-based Guidelines and Decision Support: An Innovation in Longitudinal Medical Education*. The 2018 recipient was Susrutha Kotwal, M.B.B.S., for his project, *Simulation-based Curriculum to Improve Dizziness Diagnosis Using Real World Patient Cases*. Shortly after being awarded the Berkheimer Grant, Susrutha Kotwal was awarded first prize at the Stanford Bedside Medical Conference and invited to present at the Society to Improve Diagnosis in Medicine’s annual conference for his work funded by the grant.

[https://www.hopkinsmedicine.org/institute\\_excellence\\_education/Pillar\\_2/faculty\\_education\\_scholars/berkheimer\\_award/](https://www.hopkinsmedicine.org/institute_excellence_education/Pillar_2/faculty_education_scholars/berkheimer_award/)



Nicole Shilkofski, M.D., M.Ed.

## Residency Readiness for Practice Grants

After a very competitive cycle, two teams were awarded \$50,000 each for one year with the possibility of a one-time renewal of \$50,000 for year two. These grants are in partnership with the Office of Graduate Medical Education, and supported by the Johns Hopkins Hospital. The recipients were: Dr. Lee M. Akst and the entire Otolaryngology team for their proposal, *JHFIRE: Joint Huddles for Improving Resident Education*; and Drs. Gigi Y. Liu and Brian T. Garibaldi and the entire Medicine team for their proposal, *Point of Care Ultrasound: Training Internal Medicine Residents for 21st Century Bedside Medicine*.

**Pillar 3: Valuing and Recognizing Teachers and Educators.** The IEE Outstanding Educator Awards recognize our faculty in all domains of education. Recipients are announced at the annual Education Conference and Celebration, listed in the Graduation Brochure, and receive \$1000. These peer reviewed awards have become very meaningful to faculty. Of the awards, two are “named.” The Lisa J. Heiser Award for Junior Faculty Contribution in Education is given to a “rising star,” someone on faculty five years or less. The 2017 and 2018 recipients were Heather F. Sateia, M.D. and Nancy L. Schoenborn, M.D., M.H.S. The recipients of the Martin D. Abeloff Award for Lifetime Achievement in Medical and Biomedical Education were David M. Levine, M.D., Sc.D., M.P.H. (2017) and David S. Zee, M.D. (2018). To see a full list of award recipients, visit [https://www.hopkinsmedicine.org/institute\\_excellence\\_education/Pillar\\_3/IEE\\_Education\\_Awards/](https://www.hopkinsmedicine.org/institute_excellence_education/Pillar_3/IEE_Education_Awards/)

In addition, the IEE helped refine the components of a CV supplement “Impact Statement” that can be used by those seeking promotion as an educator.

**Pillar 4: Fostering a Community of Educators.** Coming together to share ideas, educational research, innovations, and instructional methodologies is a central mission of the IEE.

### Medical and Biomedical Grand Rounds



Daniel L. Buccino, M.A., M.S.W. Grand Rounds June, 2018

Quarterly Education Grand Rounds continue to bring educators from across the country, and world, to Hopkins to share experience and stimulate ideas. Renee Blanding, M.D., Assistant Professor of Anesthesiology and Critical Care Medicine and Vice President for Medical Affairs, JHBMC, coordinates this important program.

Topics focus on different components of medical and biomedical education. Recently speakers have included, Mark A. Nivet, Ed.D., M.B.A., from the University of Texas Southwestern Medical Center; Jed Gonzalo, M.D., M.Sc., from Penn State University College of Medicine; Joey V. Barnett,

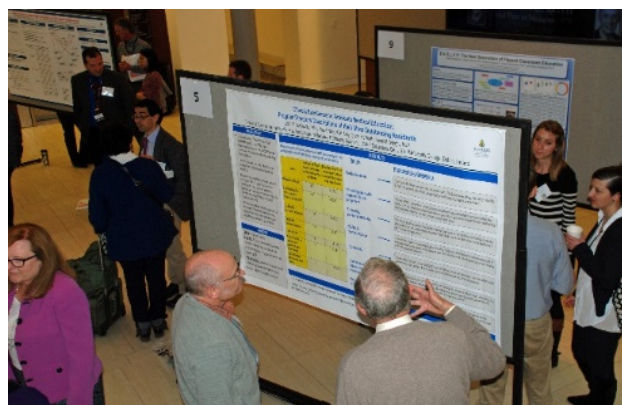
Ph.D., from Vanderbilt University School of Medicine; and Timothy P. Brigham, M.Div., Ph.D., of the Accreditation Council for Graduate Medical Education (ACGME).

[https://www.hopkinsmedicine.org/institute\\_excellence\\_education/Pillar\\_4/grand\\_rounds/](https://www.hopkinsmedicine.org/institute_excellence_education/Pillar_4/grand_rounds/)

### Education Conference and Celebration

The annual IEE Education Conference and Celebration brings together educators and learners from the schools of Medicine, Nursing, Public Health and Education as a community to share scholarship, experience, and innovation while taking the opportunity to celebrate excellence. Recently, we added a \$500 prize for the “best” innovation and “best” abstract. The 2017 award went to medical student, Kathryn Holroyd for her abstract:

*Medical Student Use of the EPIC EMR in the Neurology Core Clerkship: Effect of an Established Workflow on Student and Physician Productivity and Satisfaction.*



2018 Education Conference and Celebration, Posters

[https://www.hopkinsmedicine.org/institute\\_excellence\\_education/Pillar\\_4/education\\_conference/](https://www.hopkinsmedicine.org/institute_excellence_education/Pillar_4/education_conference/)

## IV. Goals for the Future of IEE

We never rest. Under the supportive oversight of the IEE Board of Directors, the brilliant and tireless work of the IEE Managing Board, and the SOM community of learners and educators, the IEE continues to be a force locally and nationally supporting our mission to promote, value, and advance the educational mission of the School of Medicine while enhancing the School of Medicine’s leadership role in medical and biomedical education nationally and internationally. As we approach our 10 year anniversary at the end of 2019, we plan on continuing to assess and grow existing programs, while introducing a few new ones. Briefly:

**Pillar 1: Improving Teaching.** We look to add new modules to the *Improve Your Teaching* website, while also grouping modules into “courses.” The Foundations of Teaching and Learning course will be personalized for individual groups as we add new teachers. We are already hard at work to make Summer Teaching Camp (July 11 and 12, 2019) new and exciting. We are exploring the possibility of a “teaching consult service” as well.



**Pillar 2:** Inspiring and Supporting Research, Scholarship and Innovation in Education. New calls for the small grants, Education Shark Tank and Faculty Education Scholars programs continue. We recently added the Small Grants Advising committee. For 2019, we will add a Foundations of Educational Scholarship half-day course to help faculty develop the necessary tools to conduct quality educational scholarship.

**Pillar 3:** Valuing and Recognizing Teachers and Educators. Following up on our work refining an educator “Impact Statement,” the IEE will explore the competencies of, and best metrics for, medical/biomedical educators as we help them demonstrate their value.

**Pillar 4:** Fostering a Community of Educators. We hope to grow our conferences, camp and sessions to include more School of Nursing and School of Public Health educators and learners. Finally, we are about to launch IEE LinkED, an online collaboration tool that will permit users to create a profile, find and share expertise, and seek project collaborators.

## We Need Your Support

Enhancing the educational standard at Hopkins is a priority, and contributions are essential to the IEE’s success. Philanthropy allows for all of the programs described above to thrive, with scholarship and innovation, improving teaching, recognizing educators and nurturing our community of educators. With continued generosity and partnership, our portfolio of programs can grow and deepen. Your gift will impact innumerable learners and educators, leading to immeasurable advancement in patient care and biomedical science.

Learn more about the ways in which you can impact the future of medical and biomedical education. Please contact us with any questions about how your support will help, or donate now.

[https://www.hopkinsmedicine.org/institute\\_excellence\\_education/donations/](https://www.hopkinsmedicine.org/institute_excellence_education/donations/)

## Comments from the Vice Dean for Education



Roy C. Ziegelstein, M.D., M.A.C.P.

In *Charlie and the Chocolate Factory*, Veruca Salt is one of five lucky children to find a Golden Ticket in her chocolate bar and have the opportunity to tour Willy Wonka’s magical chocolate factory. However, Veruca is not a likeable character, since she is the epitome of the spoiled child, wanting everything she sees and asking for everything she wants.

Sometimes Johns Hopkins can feel like a magical chocolate factory, full of extraordinary people and a seemingly endless supply of amazing resources. The really amazing thing is that here at Hopkins every educator has a Golden Ticket and, with it, the opportunity to tour Joe Cofrancesco’s magical factory, since it is open to all.

The IEE’s focus on Respect, Teamwork and Civility this year reminds us that it is only by being kind, respectful, and collegial to one another that Johns Hopkins can truly be great. On the other hand, if we fail to demonstrate these qualities, all the magic around us is wasted, and we will wind up like Veruca (for the record, she went down a garbage chute). Like the IEE, I hope everyone focuses on respect and civility, taking time to acknowledge the accomplishments of those around us; giving credit to others when it is due; and providing comfort and support when people are in distress. Remember, Charlie was the only child in the chocolate factory to be honest and generous, and in the end he was rewarded and the factory was his. There’s a lesson there for all of us.

## V. Current Board of Directors

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Program Administrator for the IEE

### **Sarah Lipman, B.A.**

Administrative Assistant for the IEE

*We are grateful for the support and tireless work by both the Board of Directors and  
the Managing Board*