

Institute for Excellence in Education



2015-2016 Biennial Report

From Our Director



Who could have imagined, when the Institute for Excellence in Education (IEE) started at the end of 2009, we would have accomplished so much in our first 5 years? I can affirm that medical and biomedical education is very much alive and well and moving forward at the Johns Hopkins University School of Medicine (JHUSOM), as we continue to strive for innovation and improvement, while maintaining our core principles.

This report features the solidification of our Four Pillars: (1) Improving Teaching; (2) Inspiring and Supporting Research, Scholarship, and Innovation in Education; (3) Valuing and Recognizing Teaching and Education; and (4) Fostering a Community of Educators. Great education doesn't just happen. As with athletes, musicians, scientists, and physicians, great medical educators must train and develop skills to enhance their natural abilities. The IEE helps faculty learn and hone these essential skills. The IEE has implemented several successful programs to fulfill our mission, including: Teaching Camp; an on-line "Improve your Teaching" website; large and small grants that include mentoring by the Managing Board, allowing educators to complete innovative scholarly work and build new programs; Education "Shark Tank"; Office Hours; and an annual conference to showcase the talents of our educators, including peer selected awards. Our website has been updated and redesigned, both to ensure the usability of portable devices, and to better present the IEE's mission, as outlined in our "Four Pillars". In addition, we have helped codify the JHUSOM's Foundational Principles for Teaching and Education to clarify the overall goal and mission of Hopkins as an institution for teaching excellence.

None of this could have been done without our great faculty, our great learners, and our great supporters—thank you all! I continue to marvel at the diversity, enthusiasm, creativity, and tremendous expertise of our Hopkins educators and remain deeply appreciative for the continued support and encouragement offered by Hopkins family and friends. Education has a great champion in our Vice Dean for Education, Roy C. Ziegelstein, M.D., M.A.C.P. I must also acknowledge the tremendous leadership of the IEE Board of Directors, and the tireless work by the IEE Managing Board—they are the heart and soul (and work force) of the IEE. I cannot say enough to thank everyone for their energy, wisdom, and collegiality. We have great partnerships with the offices of the Vice Dean for Education, the Office of Faculty Development and the Johns Hopkins Faculty Development Program, as well as the School of Nursing and the Bloomberg School of Public Health.

When I arrived at Hopkins as a fellow in 1994, the IEE did not exist, nor was there a clearly defined educator path. Twenty years later, the IEE has a strong presence on our campuses, education has seen a resurgence, and I can reaffirm what I knew when I first started working here—there is something very special about Hopkins. In spite of the challenges we face in an ever growing and changing healthcare environment, the future is bright. Hopkins has always been a leader in medicine and education, and we continue to lead in these areas. I am honored to be a member of this great institution and especially grateful to have been recently named the inaugural recipient of the Johns Hopkins IEE Associate Professor of Medicine.

The IEE's successes very much rely on the generosity of our friends and colleagues. We need your support, now more than ever, to grow and deepen our successful programs and provide the opportunity to implement new ones. Working as a team, we can and will achieve great things.

Thank you very much!

Joseph Cofrancesco Jr., M.D., M.P.H., F.A.C.P.

Johns Hopkins Institute for Excellence in Education Associate Professor of Medicine and Director

http://www.hopkinsmedicine.org/institute_excellence_education/

An Institute for Excellence in Education for the Future

Five-year Retreat for Program Evaluation and Strategic Planning

On October 22, 2014, 20 members of our board of directors and managing board joined a professional facilitator at a retreat to evaluate our accomplishments and plan for the future. The retreat included large group conversations and small group work and revealed thoughtful information. There was consensus that the IEE has been very successful in its first 5 years in working toward our mission. We confirmed the IEE's focus on JHUSOM faculty members, but also noted the desire to welcome learners to our events. The retreat supported continued growth of our programs, including an increased role of mentorship of faculty. Furthermore, we recognized the need to work with our partners to increase opportunities for our programs and fulfill our mission, which we agreed fall under Four Pillars:

- Pillar I: Improving Teaching
- Pillar II: Inspiring and Supporting Research, Scholarship, and Innovation in Education
- Pillar III: Valuing and Recognizing Teaching and Education
- Pillar IV: Fostering a Community of Educators (new pillar)

Pillar I: Improving Teaching http://www.hopkinsmedicine.org/institute_excellence_education/Pillar_1/

Summer Teaching Camp

The 4th annual Summer Teaching Camp occurred in 2016. Camp has become an integral part of the IEE's annual programming and one of the cornerstones of Pillar I. We continue to collaborate with the offices of the: Vice Dean for Education, Master of Education in the Health Professions Program, Vice Dean for Faculty, and Faculty Development Program in Teaching Skills at the Johns Hopkins Bayview Medical Center. Co-directors for this well-attended 2-day camp are expert educators Joseph Cofrancesco Jr., M.D., M.P.H. and Rachel B. Levine, M.D., M.P.H. (also co-director of the Faculty Development Program in Teaching Skills at the Johns Hopkins Bayview Medical Center). This year, we presented our "Foundations of Teaching and Learning" course during camp. We designed our Summer Teaching Camp along adult learning principles; it's interactive and experiential and we have fun!



Improve Your Teaching Website

Developing the next generation of great clinicians, researchers, educators, and leaders requires superb educators with expert teaching skills. Teaching and education are vital parts of the mission of the JHUSOM, and faculty development is critical to improve learner outcomes and enhance teacher satisfaction. In an effort to bring the most effective teaching strategies to the global community, and through the generosity of the Office of the Vice Dean for Education, the IEE has launched this new, free, Web resource. Our goal is to provide practical teaching tips, promote self-reflection, network, and share ideas. Please visit: <https://improveteaching.med.jhmi.edu/>.

Foundations of Teaching and Learning

The IEE Managing Board spent several months honing this half-day course, aimed especially at new faculty or at those who may want additional teacher training. We have tremendous educators at our many JHUSOM locations and clinical sites. However, we realized that some faculty might not be able to attend a 2-day teaching camp. Therefore, the course will be offered at various locations several times during the course of a year. This is another example of the great partnership between the Office of Faculty Development, the Johns Hopkins Faculty Development Program, and the IEE.

Pillar II: Inspiring and Supporting Research, Scholarship, and Innovation in Education http://www.hopkinsmedicine.org/institute_excellence_education/Pillar_2/

New Managing Board Mentoring Program

In 2016, the IEE created the Managing Board Mentoring Program to give JHUSOM faculty the opportunity to present ideas (at all stages of the process), as well as potential grant projects, to the IEE Managing Board. We reserve half of our monthly board meetings to advising and mentoring faculty projects.

New Monthly Office Hours

In 2016, we created monthly Office Hours to support faculty scholarship. Office Hours are informal sessions to assist faculty with turning seed ideas into serious research projects for dissemination, to gain career advice, or simply to learn more about education at Johns Hopkins. This new program is facilitated by a partnership between the IEE and the Office of Assessment and Evaluation.



New Small Grants Program

In 2015, we added the IEE Small Grants Program to help JHUSOM faculty, particularly junior faculty, launch a scholarly project rooted in education. Two or three times a year, the IEE accepts small grant proposals in all areas of medical and biomedical education. Awards range in amount, but the maximum award is \$7,500. We hope to promote innovative ideas and provide encouragement to faculty thinking about careers as educators. We are off to a great start. We received 20 applications in our first call, and funded two wonderful projects. Perhaps equally important, five finalists received valuable feedback on their ideas from the IEE Managing Board. With increased support, we are looking to expand on the number of these small grants that we can fund.

Faculty Education Scholars Program

We are thrilled by the interest in and success of our Faculty Education Scholars Program, a cornerstone of educational scholarship from the IEE. Janet R. Serwint, M.D., directs the program. A cohort of expert faculty reviewers, using a 2-phase evaluation process, provide one faculty member (or team) with a \$50,000 grant to complete a project that is both important to the Johns Hopkins community and has the potential to have national impact on medical and biomedical education. This program is supported by a generous endowment from The Berkheimer Faculty Education Scholar Grant.

Recent recipients include 1) Brandyn Lau, M.P.H., C.P.H., for a project titled “Learner-centric Education Based on Student Performance”, which sought to develop a user-authenticated, Web-based application to provide individual performance feedback and tailored education to residents regarding their practice habits; and 2) Michael T. Melia, M.D., for a project titled “Improving Resident Teaching Evaluations with a Smartphone App: Moving from the End of the Rotation to the End of Morning Rounds.” The 2016 recipient was Brian T. Garibaldi, M.D. for a project titled “Improving Bedside Cardiopulmonary Physical Exam Skills.”

Education Scholarship Shark Tank

Perhaps our most exciting grant program is Education Shark Tank, where we choose three to five finalists to present proposals to our Education Sharks who can award up to \$10,000 to one or more of these project(s). This unique method allows for an open forum regarding the strengths and weaknesses of various grant proposals. The 2016 recipients were Susan Lau, Sarah Wheelan, and Heather Wick for a project titled “Developing a Series of Modules to Introduce Medical Students to Whole Genome Sequencing.” This is a great opportunity for faculty to not only fund an important project, but also to receive feedback from recognized educational experts and to better understand the kinds of things expert review panels consider.



Pillar III: Valuing and Recognizing Teaching and Education http://www.hopkinsmedicine.org/institute_excellence_education/Pillar_3/

Annual Awards for Outstanding Achievement in Education



David E. Kern, MD, MPH, MACP receives the 2016 Abeloff Award

We present peer-selected awards of \$1,000 for outstanding achievements in education in a variety of areas at our annual Education Conference and Celebration. We have a variety of award categories that capture the various unique and important activities and achievements of our gifted educators. In 2014, we added an award specifically designed for part-time faculty teaching. Starting in 2015, winners are included in the JHUSOM Graduation Brochure. Visit our website to learn about last year's recipients:

http://www.hopkinsmedicine.org/institute_excellence_education/Pillar_3/IEE_Education_Awards/

Johns Hopkins University School of Medicine Foundational Principles of Teaching and Education

Medical education was identified as one of the key strategic priorities during the Johns Hopkins Medicine comprehensive strategic planning process. However, we realized that JHUSOM had not clearly delineated our “Foundational Principles of Teaching and Education”.

Encouraged by David Hellmann, M.D., Alik Perroti Professor of Medicine and Vice Dean and Chairman of the Department of Medicine, Johns Hopkins Bayview Medical Center, the IEE led the charge to codify these educational principles. The IEE Board of Directors and Managing Board worked for over nine months with the faculty Senate, the Advisory Board of the Medical Faculty, the IEE Board of Directors, and educational leaders, department directors, dean and vice deans across Johns Hopkins Medicine to hone these foundational principles, which are listed on the IEE website: http://www.hopkinsmedicine.org/institute_excellence_education/foundational_principles/index.html.

Pillar IV: Fostering a Community of

Educators http://www.hopkinsmedicine.org/institute_excellence_education/Pillar_4/

Education Conference and Celebration

Our annual Education Conference and Celebration provides JHUSOM faculty and others an opportunity to celebrate our great educators and bring these great teachers together from our many campuses. For the past two years, the conference has been co-sponsored by the School of Nursing and the Bloomberg School of Public Health and we welcome their participation. Perhaps the most important aspect of the event is the ability to learn from each other, network, and promote a community of educators.

The 2016 Education Conference and Celebration followed a similar schedule with a tremendous plenary address titled “Curriculum Reform: *Plus ça Change*” by Brian D. Hodges, M.D., Ph.D., F.R.C.P.C. We had wonderful abstracts, discussion, and workshops, and continued the very successful (and fun) Educational Scholarship “Shark Tank” session. As we grow, we hope to become an even stronger resource for those interested in educational scholarship and hope to expand into a regional Conference and Celebration.



Brian Hodges, MD, PhD, FRCPC
2016 Plenary Speaker

Medical and Biomedical Education Grand Rounds

We continue the format of quarterly sessions adopted for the 2013-2014 season. Renee Blanding, M.D., Assistant Professor of Anesthesiology and Critical Care Medicine and Vice President for Medical Affairs, JHBMC, coordinates our IEE Medical and Biomedical Education Grand Rounds program. Topics focus on different components of

medical and biomedical education, including guest speakers such as Diane Hartmann, M.D., Senior Associate Dean for Graduate Medical Education at the University of Rochester School of Medicine and Dentistry; William McGaghie, Ph.D., Professor of Medical Education at Northwestern University Feinberg School of Medicine; and most recently, Monica Lypson, M.D., M.H.P.E., Professor of Internal Medicine and Learning Health Sciences at the University of Michigan School of Medicine. We hope you can join us live or on the Web for future grand rounds at the link below. Previous grand rounds are also available for viewing on our website: http://www.hopkinsmedicine.org/institute_excellence_education/Pillar_4/grand_rounds/index.html.

Ambassadors Program

In 2015, we created an outreach IEE Ambassadors Program, with representatives of our many JHUSOM departments, ensuring each department is aware of the IEE programs and has the opportunity to participate in our events.

Additional Successes

The IEE was most fortunate to secure funding to establish an endowed chair to fund the director position. Joseph Cofrancesco Jr., M.D., M.P.H., was installed in the chair as the inaugural Johns Hopkins IEE Associate Professor of Medicine. This tremendous vote of confidence by the SOM in the IEE is deeply appreciated, and ensures IEE's future for years to come. We congratulate Dr. Cofrancesco.

Future Plans

We are excited by the IEE's growth, influence, and accomplishments, but keep our eyes toward the future. Working with our many partners and supporters, the future for education at JHUSOM is bright.

Transitions

Board of Directors: We offer heartfelt thanks to the institutional educational leaders who serve as members of our Board of Directors. We say goodbye and thank you to: Julia McMillan, M.D.; Richard Grossi, M.B.A; Mario Amzel, Ph.D.; and Jacqueline Nunn, Ed.D. We welcome their successors: Jessica Bienstock, M.D., M.P.H.; James Ficke, MD.; Clair Francomano, M.D.; Ronald Werthman, M.S.B.A.; and Joseph Mankowski, D.V.M., Ph.D.

We also thank those representing our learners for their service to the IEE during their terms on the Board of Directors. We say goodbye to representatives: Susan Emmett, M.D. and Christopher Terndrup, M.D., past Presidents of House Staff Council; Casey Rebholz Ph.D. and Stanley Andrisse, Ph.D., past Co-presidents of the Post doctoral Association; Heather Kristjanson and Rosie Jiang, past Presidents of the Graduate Student Association; and Janaki Paskaredevan and Michael Foote, past Presidents of the Medical Student Senate. We welcome their successors: Ira Leeds, M.D., President of the House Staff Council; Nicholas Wyhs, Ph.D., Co-president of the Post doctoral Association; Kelsey Bettridge, President of the Graduate Student Association; and Sbaa Syeda, President of the Medical Student Senate.

Managing Board: We offer equally heartfelt thanks to the institutional educational leaders who serve as members of our Managing Board. We welcome Teresa Johnson, Ph.D., Director of the Office of Assessment and Evaluation and Douglas Robinson, Ph.D., Professor of Cell Biology.

We thank you for your partnership and need your continued support for the IEE to grow and evolve. Hopkins must continue to attract and retain the best teachers, educators, and students. We believe the Hopkins educational model continues to transform medical education. With you, all things are possible!

Please visit our website at http://www.hopkinsmedicine.org/institute_excellence_education

For information on making a gift to the IEE, please contact Chad Newill,

Senior Director of Development, JHUSOM Office of Development

410-361-6530 or cnewill2@jhmi.edu

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Assistant Dean of Assessment and Director of the MEHP program

Michael C. Westman, B.S.

Program Administrator for the IEE

Consultants to the Board

Rachel B. Levine, M.D., M.P.H.

Associate Professor of Medicine and Co-Director of the Faculty Development Program in Teaching Skills, Johns Hopkins Bayview Medical Center

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

The mission of the Institute for Excellence in Education of the Johns Hopkins University School of Medicine is 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 medical sciences education nationally and internationally.