WEBVTT

00:00:00.000 --> 00:00:02.120 Heather doesn't need an introduction,

00:00:02.120 --> 00:00:05.700 but I always love and and plus I had

00:00:05.700 --> 00:00:08.352 the opportunity to look over your CD and

00:00:08.352 --> 00:00:12.208 your CD Part 2 a couple times lately.

00:00:12.208 --> 00:00:15.836 So. So I always love learning about,

00:00:15.840 --> 00:00:18.885 you know some of the really,

00:00:18.885 --> 00:00:22.275 really wonderful educators in our community.

00:00:22.280 --> 00:00:25.234 And so all of you know Heather,

00:00:25.240 --> 00:00:30.430 Heather Collette, AKA Dahlquist and so.

00:00:30.430 --> 00:00:32.490 Heather did her residency

00:00:32.490 --> 00:00:34.550 at University of Minnesota.

00:00:34.550 --> 00:00:35.828 I wish she was chief resident,

00:00:35.830 --> 00:00:38.413 which I should have known based on

00:00:38.413 --> 00:00:40.821 how comfortable you are with kind of

NOTE Confidence: 0.903399051538461

00:00:40.821 --> 00:00:43.150 like a B stuff and technical stuff,

NOTE Confidence: 0.903399051538461

00:00:43.150 --> 00:00:45.628 as well as your leadership skills.

NOTE Confidence: 0.903399051538461

00:00:45.630 --> 00:00:49.303 And then came here in about 2016 and really,

NOTE Confidence: 0.903399051538461

00:00:49.303 --> 00:00:52.067 really distinguished herself by,

NOTE Confidence: 0.903399051538461

00:00:52.070 --> 00:00:54.350 you know, by her first,

NOTE Confidence: 0.903399051538461

00:00:54.350 --> 00:00:57.040 her teaching skills and her

NOTE Confidence: 0.903399051538461

00:00:57.040 --> 00:00:58.654 commitment to education.

NOTE Confidence: 0.903399051538461

00:00:58.660 --> 00:01:02.572 She very quickly became the

NOTE Confidence: 0.903399051538461

00:01:02.572 --> 00:01:05.452 Director of the Pediatric resident

NOTE Confidence: 0.903399051538461

00:01:05.452 --> 00:01:07.180 Community Hospital rotation,

NOTE Confidence: 0.903399051538461

00:01:07.180 --> 00:01:12.136 followed by the pediatric sub internship,

NOTE Confidence: 0.903399051538461

00:01:12.140 --> 00:01:15.346 became one of our seals at Hospital

NOTE Confidence: 0.903399051538461

00:01:15.346 --> 00:01:18.418 Medicine and then Associate Fellowship

NOTE Confidence: 0.903399051538461

00:01:18.418 --> 00:01:21.973 Program Director in our newly

NOTE Confidence: 0.903399051538461

00:01:21.973 --> 00:01:24.577 established Hospital Medicine program.

NOTE Confidence: 0.903399051538461

00:01:24.580 --> 00:01:25.226 So.

NOTE Confidence: 0.903399051538461

00:01:25.226 --> 00:01:27.810 On top of that,

NOTE Confidence: 0.903399051538461

00:01:27.810 --> 00:01:31.174 she did complete her MHSMED and

NOTE Confidence: 0.903399051538461

00:01:31.174 --> 00:01:35.248 one of her areas that she had

NOTE Confidence: 0.903399051538461

00:01:35.248 --> 00:01:38.542 focused on was on initiating EPA

NOTE Confidence: 0.903399051538461

00:01:38.542 --> 00:01:42.174 assessment in the Subintern and

NOTE Confidence: 0.903399051538461

00:01:42.174 --> 00:01:46.682 that has actually become kind of a

NOTE Confidence: 0.903399051538461

00:01:46.682 --> 00:01:50.726 paradigm in UME and so you know,

NOTE Confidence: 0.903399051538461

00:01:50.730 --> 00:01:55.558 crossing potentially other departments.

NOTE Confidence: 0.903399051538461

00:01:55.560 --> 00:01:58.940 Heather has also emerged as

NOTE Confidence: 0.903399051538461

00:01:58.940 --> 00:02:02.320 an educator of our educators.

NOTE Confidence: 0.903399051538461

00:02:02.320 --> 00:02:05.880 She has certainly focused on

NOTE Confidence: 0.903399051538461

00:02:05.880 --> 00:02:09.165 increasing active teaching skills and

NOTE Confidence: 0.903399051538461

00:02:09.165 --> 00:02:13.315 then very quickly became our go to

NOTE Confidence: 0.903399051538461

00:02:13.315 --> 00:02:15.840 person leader in virtual teaching,

NOTE Confidence: 0.903399051538461

00:02:15.840 --> 00:02:18.260 which certainly coincided with the

NOTE Confidence: 0.903399051538461

00:02:18.260 --> 00:02:22.186 COVID pandemic when we all have to do it but.

NOTE Confidence: 0.903399051538461

00:02:22.190 --> 00:02:24.554 Heather walked many of us through

NOTE Confidence: 0.903399051538461

00:02:24.554 --> 00:02:27.686 it as well as really became an

NOTE Confidence: 0.903399051538461

00:02:27.686 --> 00:02:29.510 expert in the institution.

NOTE Confidence: 0.903399051538461

00:02:29.510 --> 00:02:31.750 And then over the last,

NOTE Confidence: 0.903399051538461

00:02:31.750 --> 00:02:33.130 let's see,

NOTE Confidence: 0.903399051538461

00:02:33.130 --> 00:02:37.791 probably about two years or so really

NOTE Confidence: 0.903399051538461

00:02:37.791 --> 00:02:40.396 focused on faculty development and

NOTE Confidence: 0.903399051538461

00:02:40.396 --> 00:02:43.630 became the director of the teaching,

NOTE Confidence: 0.903399051538461

00:02:43.630 --> 00:02:46.336 Optimization and Pediatrics are the top

NOTE Confidence: 0.903399051538461

00:02:46.336 --> 00:02:49.630 program, which was really her brainchild.

NOTE Confidence: 0.903399051538461

00:02:49.630 --> 00:02:50.644 And then.

NOTE Confidence: 0.903399051538461

00:02:50.644 --> 00:02:54.700 This last fall also started the J Fame

NOTE Confidence: 0.903399051538461

00:02:54.806 --> 00:02:58.820 course for our junior faculty members,

NOTE Confidence: 0.903399051538461

00:02:58.820 --> 00:03:02.312 which is based on the fellows

NOTE Confidence: 0.903399051538461

00:03:02.312 --> 00:03:04.058 as medical educators.

NOTE Confidence: 0.903399051538461

00:03:04.060 --> 00:03:07.100 And certainly as I said,

NOTE Confidence: 0.903399051538461

00:03:07.100 --> 00:03:09.796 Heather has really become

NOTE Confidence: 0.903399051538461

00:03:09.796 --> 00:03:12.728 our teachers teacher and so.

NOTE Confidence: 0.903399051538461

00:03:12.728 --> 00:03:14.090 Take it away,

NOTE Confidence: 0.903399051538461

00:03:14.090 --> 00:03:14.402 Heather.

NOTE Confidence: 0.903399051538461

00:03:14.402 --> 00:03:16.898 I couldn't be more proud of what you've

NOTE Confidence: 0.903399051538461

00:03:16.898 --> 00:03:18.809 achieved in the last couple of years.

NOTE Confidence: 0.903399051538461

00:03:18.810 --> 00:03:19.986 And as I said,

NOTE Confidence: 0.903399051538461

00:03:19.986 --> 00:03:22.433 I love reading it because it just reminds

NOTE Confidence: 0.903399051538461

00:03:22.433 --> 00:03:25.050 me of the really impressive impact

NOTE Confidence: 0.903399051538461

00:03:25.050 --> 00:03:28.050 that you've had in our department.

NOTE Confidence: 0.910496025833333

00:03:29.090 --> 00:03:30.170 Thank you, Panina. Well,

NOTE Confidence: 0.910496025833333

00:03:30.170 --> 00:03:32.250 you were there every step of the way,

NOTE Confidence: 0.910496025833333

00:03:32.250 --> 00:03:33.930 and I couldn't be here without you. So

NOTE Confidence: 0.94427889

00:03:33.930 --> 00:03:35.090 I really appreciate you too,

NOTE Confidence: 0.897367746666667

00:03:36.450 --> 00:03:38.925 Okay. Let me go ahead and share my screen.

NOTE Confidence: 0.93622824

00:03:43.060 --> 00:03:44.180 Okay. I'm going to be

NOTE Confidence: 0.93622824

00:03:44.180 --> 00:03:45.300 using men to meter today.

NOTE Confidence: 0.93622824

00:03:45.300 --> 00:03:46.637 So if any of you have ever

NOTE Confidence: 0.93622824

00:03:46.637 --> 00:03:48.219 been to one of my talks before,

NOTE Confidence: 0.93622824

00:03:48.220 --> 00:03:52.192 I love using mentee.com in order to,

NOTE Confidence: 0.93622824

00:03:52.192 --> 00:03:53.980 you know, be really engage

NOTE Confidence: 0.93622824

00:03:53.980 --> 00:03:55.420 learners and hybrid teaching.

NOTE Confidence: 0.93622824

00:03:55.420 --> 00:03:57.492 So if you could go ahead and use

NOTE Confidence: 0.93622824

00:03:57.492 --> 00:03:59.339 your phone to scan this QR code,

NOTE Confidence: 0.93622824

00:03:59.340 --> 00:04:01.950 I'll be having some question prompts

NOTE Confidence: 0.93622824

00:04:01.950 --> 00:04:03.545 throughout the presentation that

NOTE Confidence: 0.93622824

00:04:03.545 --> 00:04:05.255 you can answer on your phone.

NOTE Confidence: 0.93622824

00:04:05.260 --> 00:04:07.258 And once you're able to connect,

NOTE Confidence: 0.93622824

00:04:07.260 --> 00:04:09.575 if you could designate one

NOTE Confidence: 0.93622824

00:04:09.575 --> 00:04:11.427 of the little emojis.

NOTE Confidence: 0.93622824

00:04:11.430 --> 00:04:13.390 You can choose a thumbs up or

NOTE Confidence: 0.93622824

00:04:13.390 --> 00:04:16.548 a heart or a cat if you want,

NOTE Confidence: 0.93622824

00:04:16.550 --> 00:04:17.943 Just to let me know that you've

NOTE Confidence: 0.93622824

00:04:17.943 --> 00:04:19.588 been able to join the presentation.

NOTE Confidence: 0.93622824

00:04:19.590 --> 00:04:21.309 So I'll give you a second to do that

NOTE Confidence: 0.61631423

00:04:24.950 --> 00:04:27.730 right. And I'm also really

NOTE Confidence: 0.61631423

00:04:27.730 --> 00:04:29.139 excited to see that a lot of

NOTE Confidence: 0.61631423

00:04:29.139 --> 00:04:30.469 people in the group I know well,

NOTE Confidence: 0.61631423

00:04:30.470 --> 00:04:34.958 so it's fun to teach with friends

NOTE Confidence: 0.61631423

00:04:34.958 --> 00:04:37.310 and colleagues who I respect.

NOTE Confidence: 0.61631423

00:04:37.310 --> 00:04:39.910 Okay, Great. So my title today is

NOTE Confidence: 0.61631423

00:04:39.910 --> 00:04:42.485 Lessons Learned from a faculty Peer

NOTE Confidence: 0.61631423

00:04:42.485 --> 00:04:44.225 Observation of Teaching Program.

NOTE Confidence: 0.61631423

00:04:44.230 --> 00:04:46.428 And I just before I jump in,

NOTE Confidence: 0.61631423

00:04:46.430 --> 00:04:47.789 I know a lot of you guys know me,

NOTE Confidence: 0.61631423

00:04:47.790 --> 00:04:50.184 but Panina gave some of my background.

NOTE Confidence: 0.61631423

00:04:50.190 --> 00:04:52.297 But this happens to be me and

NOTE Confidence: 0.61631423

00:04:52.297 --> 00:04:54.228 my husband and our dog Henry.

NOTE Confidence: 0.61631423

00:04:54.230 --> 00:04:56.120 And we're getting a new puppy

NOTE Confidence: 0.61631423

00:04:56.120 --> 00:04:58.390 in a few weeks named Cooper.

NOTE Confidence: 0.61631423

00:04:58.390 --> 00:04:59.950 So this you'll probably be

NOTE Confidence: 0.61631423

00:04:59.950 --> 00:05:02.968 seeing him on a lot more of my

NOTE Confidence: 0.61631423

00:05:02.968 --> 00:05:04.357 presentation swimming forward.

NOTE Confidence: 0.61631423

00:05:04.360 --> 00:05:06.738 Okay objectives today I'm going

NOTE Confidence: 0.61631423

00:05:06.738 --> 00:05:08.583 to be identifying what existing

NOTE Confidence: 0.61631423

00:05:08.583 --> 00:05:11.313 resources we have at Yale to support

NOTE Confidence: 0.61631423

00:05:11.313 --> 00:05:12.873 faculty and effective teaching.

NOTE Confidence: 0.61631423

00:05:12.880 --> 00:05:14.920 I'll be talking a lot about

NOTE Confidence: 0.61631423

00:05:14.920 --> 00:05:15.600 teaching selfefficacy.

NOTE Confidence: 0.61631423

00:05:15.600 --> 00:05:18.478 It's been a particular new interest

NOTE Confidence: 0.61631423

00:05:18.478 --> 00:05:20.070 of mine and so I've been doing a

NOTE Confidence: 0.61631423

00:05:20.117 --> 00:05:21.419 lot of reading about it recently

NOTE Confidence: 0.61631423

00:05:21.419 --> 00:05:23.039 and I think it's really important

NOTE Confidence: 0.61631423

00:05:23.040 --> 00:05:25.212 in medical education to think about

NOTE Confidence: 0.61631423

00:05:25.212 --> 00:05:27.383 our educators sense of teaching

NOTE Confidence: 0.61631423

00:05:27.383 --> 00:05:29.080 selfefficacy and I'll have an

NOTE Confidence: 0.61631423

00:05:29.080 --> 00:05:31.017 opportunity at the end if you want

NOTE Confidence: 0.61631423

00:05:31.017 --> 00:05:32.907 to perform your own self analysis.

NOTE Confidence: 0.61631423

00:05:32.910 --> 00:05:34.597 And then my main point is going

NOTE Confidence: 0.61631423

00:05:34.597 --> 00:05:36.411 to be reviewing the outcomes and

NOTE Confidence: 0.61631423

00:05:36.411 --> 00:05:38.131 implications from this faculty peer

NOTE Confidence: 0.61631423

00:05:38.131 --> 00:05:39.750 observation of teaching program,

NOTE Confidence: 0.61631423

00:05:39.750 --> 00:05:42.890 the top program that Panina

NOTE Confidence: 0.61631423

00:05:42.890 --> 00:05:44.146 mentioned earlier.

NOTE Confidence: 0.61631423

00:05:44.150 --> 00:05:45.470 So before we start,

NOTE Confidence: 0.61631423

00:05:45.470 --> 00:05:47.479 I would like to know what learner

NOTE Confidence: 0.61631423

00:05:47.479 --> 00:05:49.567 audience do you typically teach and you

NOTE Confidence: 0.61631423

00:05:49.567 --> 00:05:52.030 can go ahead and answer on your phone,

NOTE Confidence: 0.61631423

00:05:52.030 --> 00:05:53.470 you can answer more than one as well,

NOTE Confidence: 0.950317

00:06:01.400 --> 00:06:03.960 right? Looks like a little

NOTE Confidence: 0.950317

00:06:03.960 --> 00:06:05.360 bit all across the board.

NOTE Confidence: 0.925877314285714

00:06:05.360 --> 00:06:07.024 I know a lot of you guys, so I know you

NOTE Confidence: 0.925877314285714

00:06:07.024 --> 00:06:08.320 teach a lot of different populations,

NOTE Confidence: 0.925877314285714

00:06:08.320 --> 00:06:11.184 but it's just helpful for me to know

NOTE Confidence: 0.925877314285714

00:06:11.184 --> 00:06:13.742 where you guys are at. OK, good.

NOTE Confidence: 0.925877314285714

00:06:13.742 --> 00:06:15.797 And then one other question.

NOTE Confidence: 0.925877314285714

00:06:15.800 --> 00:06:18.120 Have you ever had a peer provide formal

NOTE Confidence: 0.925877314285714

00:06:18.120 --> 00:06:20.118 feedback on your teaching? Yes or no?

NOTE Confidence: 0.81338282625

00:06:24.280 --> 00:06:26.620 OK. Looks like a couple people

NOTE Confidence: 0.81338282625

00:06:26.620 --> 00:06:31.720 said yes, one said no. OK, great.

NOTE Confidence: 0.934662822222222

00:06:35.450 --> 00:06:36.683 All right. So I'm going to talk a little

NOTE Confidence: 0.950908964705882

00:06:36.690 --> 00:06:38.898 bit about the background of clinical

NOTE Confidence: 0.950908964705882

00:06:38.898 --> 00:06:41.191 faculty teaching and how I got

NOTE Confidence: 0.950908964705882

00:06:41.191 --> 00:06:43.086 interested in this particular program.

NOTE Confidence: 0.950908964705882

00:06:43.090 --> 00:06:44.490 So with the current status

NOTE Confidence: 0.950908964705882

00:06:44.490 --> 00:06:45.890 is really that you know,

NOTE Confidence: 0.950908964705882

00:06:45.890 --> 00:06:48.458 we as clinical faculty faculty are

NOTE Confidence: 0.950908964705882

00:06:48.458 --> 00:06:50.500 expected to teach frequently with

NOTE Confidence: 0.950908964705882

00:06:50.500 --> 00:06:52.480 minimal education and medical school and

NOTE Confidence: 0.950908964705882

00:06:52.480 --> 00:06:54.649 residency on how to teach effectively.

NOTE Confidence: 0.950908964705882

00:06:54.650 --> 00:06:56.618 Now I want to give Penina a shout

NOTE Confidence: 0.950908964705882

00:06:56.618 --> 00:06:58.394 out because I think she's really

NOTE Confidence: 0.950908964705882

00:06:58.394 --> 00:07:00.230 tackled this problem so well within

NOTE Confidence: 0.950908964705882

00:07:00.293 --> 00:07:02.327 our pediatric department and now we

NOTE Confidence: 0.950908964705882

00:07:02.327 --> 00:07:04.749 have so many opportunities to work on.

NOTE Confidence: 0.950908964705882

00:07:04.749 --> 00:07:06.514 Our teaching skills and advance

NOTE Confidence: 0.950908964705882

00:07:06.514 --> 00:07:09.090 them and makes us feel more like

NOTE Confidence: 0.950908964705882

00:07:09.090 --> 00:07:11.350 better teachers where we have more

NOTE Confidence: 0.950908964705882

00:07:11.350 --> 00:07:13.702 opportunities to get skills on all

NOTE Confidence: 0.950908964705882

00:07:13.702 --> 00:07:16.038 these things and and so but one thing

NOTE Confidence: 0.950908964705882

00:07:16.038 --> 00:07:18.764 that we do is that we get feedback from

NOTE Confidence: 0.950908964705882

00:07:18.764 --> 00:07:21.765 learners but not a lot from peers or

NOTE Confidence: 0.950908964705882

00:07:21.765 --> 00:07:23.930 trained experts in medical education.

NOTE Confidence: 0.950908964705882

00:07:23.930 --> 00:07:26.597 So we're really relying primarily on our

NOTE Confidence: 0.950908964705882

00:07:26.597 --> 00:07:28.612 Medhub evaluations of our teaching to

NOTE Confidence: 0.950908964705882

00:07:28.612 --> 00:07:31.119 let us know if we're doing a good job.

NOTE Confidence: 0.950908964705882

00:07:31.120 --> 00:07:32.530 So some of the existing resources

NOTE Confidence: 0.950908964705882

00:07:32.530 --> 00:07:33.235 that I mentioned,

NOTE Confidence: 0.950908964705882

00:07:33.240 --> 00:07:34.888 obviously these pelk sessions,

NOTE Confidence: 0.950908964705882

00:07:34.888 --> 00:07:36.124 pediatric learning community

NOTE Confidence: 0.950908964705882

00:07:36.124 --> 00:07:38.242 sessions are great to discuss

NOTE Confidence: 0.950908964705882

00:07:38.242 --> 00:07:39.920 different educational topics on.

NOTE Confidence: 0.950908964705882

00:07:39.920 --> 00:07:42.560 The medical education discussion group in

NOTE Confidence: 0.950908964705882

00:07:42.560 --> 00:07:44.998 the School of Medicine is wonderful too.

NOTE Confidence: 0.950908964705882

00:07:45.000 --> 00:07:47.238 We have our medical education fellowship,

NOTE Confidence: 0.950908964705882

00:07:47.240 --> 00:07:49.400 the MHS program that I did,

NOTE Confidence: 0.950908964705882

00:07:49.400 --> 00:07:51.542 the top program now which is this

NOTE Confidence: 0.950908964705882

00:07:51.542 --> 00:07:53.040 peer observation of teaching.

NOTE Confidence: 0.950908964705882

00:07:53.040 --> 00:07:55.371 We have a new junior faculty as

NOTE Confidence: 0.950908964705882

00:07:55.371 --> 00:07:57.124 medical educators course and then

NOTE Confidence: 0.950908964705882

00:07:57.124 --> 00:07:59.194 the Poor View teaching center which

NOTE Confidence: 0.950908964705882

00:07:59.194 --> 00:08:00.960 Janet Haffler heads up is also.

NOTE Confidence: 0.950908964705882

00:08:00.960 --> 00:08:02.135 Has lots of resources online

NOTE Confidence: 0.950908964705882

00:08:02.135 --> 00:08:02.840 when it comes

NOTE Confidence: 0.926835733333333

00:08:03.000 --> 00:08:04.716 not the poor vu oh oh

NOTE Confidence: 0.582343253333333

00:08:06.880 --> 00:08:07.680 it's different,

NOTE Confidence: 0.582343253333333

00:08:07.680 --> 00:08:09.120 it's different, it's different.

NOTE Confidence: 0.582343253333333

00:08:09.120 --> 00:08:10.320 The teaching and learning said OK,

NOTE Confidence: 0.582343253333333

00:08:10.320 --> 00:08:12.960 sorry, thanks Janet.

NOTE Confidence: 0.582343253333333

00:08:12.960 --> 00:08:14.640 By the way, I was just writing

NOTE Confidence: 0.582343253333333

00:08:14.640 --> 00:08:16.163 in the chat not to interrupt

NOTE Confidence: 0.582343253333333

00:08:16.163 --> 00:08:18.120 is you gave a shout out to me.

NOTE Confidence: 0.582343253333333

00:08:18.120 --> 00:08:20.244 I have to give a shout out to Janet

NOTE Confidence: 0.582343253333333

00:08:20.244 --> 00:08:22.477 who oversees many of these programs,

NOTE Confidence: 0.582343253333333

00:08:22.480 --> 00:08:24.898 which was the inspiration for many

NOTE Confidence: 0.582343253333333

00:08:24.898 --> 00:08:27.800 of our programs and being so. Thanks

NOTE Confidence: 0.946962533333333

00:08:27.800 --> 00:08:30.389 Panina. Thank you.

NOTE Confidence: 0.946962533333333

00:08:30.390 --> 00:08:32.420 So lots of different resources

NOTE Confidence: 0.946962533333333

00:08:32.420 --> 00:08:35.030 when it comes to teaching skills.

NOTE Confidence: 0.946962533333333

00:08:35.030 --> 00:08:36.292 So I you know, when doing a little

NOTE Confidence: 0.946962533333333

00:08:36.292 --> 00:08:37.627 bit of a literature research,

NOTE Confidence: 0.946962533333333

00:08:37.627 --> 00:08:40.412 it's been documented that faculty

NOTE Confidence: 0.946962533333333

00:08:40.412 --> 00:08:42.640 teachers believe that student

00:08:42.717 --> 00:08:44.820 is feedback is useful in their

00:08:44.820 --> 00:08:46.770 clinical development but they can

00:08:46.834 --> 00:08:49.324 be uncertain about the honesty or

00:08:49.324 --> 00:08:50.984 accuracy of student assessment.

00:08:50.990 --> 00:08:53.158 And so I wanted to see if how

00:08:53.158 --> 00:08:55.344 much you guys actually agree

00:08:55.344 --> 00:08:57.428 with this particular statement.

00:08:57.430 --> 00:08:59.614 The one that was published was done

00:08:59.614 --> 00:09:01.852 in internal medicine group of faculty

00:09:01.852 --> 00:09:03.588 in these semistructured interviews.

00:09:03.590 --> 00:09:06.675 So I'm curious to understand how how

00:09:06.675 --> 00:09:08.145 much you agree with this statement.

00:09:17.780 --> 00:09:20.540 I know that sometimes as a a faculty,

00:09:20.540 --> 00:09:22.176 teacher and medical education,

00:09:22.176 --> 00:09:23.812 it's difficult for learners

00:09:23.812 --> 00:09:25.858 to give you, you know, true,

NOTE Confidence: 0.905086625

00:09:25.858 --> 00:09:27.388 honest or accurate feedback with

NOTE Confidence: 0.905086625

00:09:27.388 --> 00:09:29.242 because of the power dynamic that

NOTE Confidence: 0.905086625

00:09:29.242 --> 00:09:31.018 comes between you and the learner.

NOTE Confidence: 0.905086625

00:09:31.020 --> 00:09:33.710 So sometimes it can be.

NOTE Confidence: 0.905086625

00:09:33.710 --> 00:09:35.030 Difficult to get true, honest,

NOTE Confidence: 0.905086625

00:09:35.030 --> 00:09:37.280 or accurate assessments if there's

NOTE Confidence: 0.905086625

00:09:37.280 --> 00:09:39.734 any type of implication for

NOTE Confidence: 0.905086625

00:09:39.734 --> 00:09:41.390 that particular relationship.

NOTE Confidence: 0.905086625

00:09:41.390 --> 00:09:43.966 All right, so it seems like the majority

NOTE Confidence: 0.905086625

00:09:43.966 --> 00:09:46.549 of people strongly agree with this one.

NOTE Confidence: 0.905086625

00:09:46.550 --> 00:09:48.650 And then also in the literature

NOTE Confidence: 0.905086625

00:09:48.650 --> 00:09:50.806 there they say that faculty teachers

NOTE Confidence: 0.905086625

00:09:50.806 --> 00:09:52.990 prefer to receive feedback from a

NOTE Confidence: 0.905086625

00:09:53.061 --> 00:09:55.466 competent clinical teacher who's an

NOTE Confidence: 0.905086625

00:09:55.466 --> 00:09:57.390 expert in educational performance.

NOTE Confidence: 0.905086625

00:09:57.390 --> 00:09:58.854 So I'm curious to see if you guys

NOTE Confidence: 0.905086625

00:09:58.854 --> 00:10:00.486 have the same rating of agreement

NOTE Confidence: 0.905086625

00:10:00.486 --> 00:10:01.706 with this particular statement.

NOTE Confidence: 0.9402536

00:10:09.900 --> 00:10:14.260 Okay, great. So about the same,

NOTE Confidence: 0.9402536

00:10:14.260 --> 00:10:16.192 maybe even a little bit stronger than

NOTE Confidence: 0.9402536

00:10:16.192 --> 00:10:17.300 the previous statement. Okay, great.

NOTE Confidence: 0.94427896

00:10:18.340 --> 00:10:20.260 So it's been all documented.

NOTE Confidence: 0.937807338461539

00:10:20.260 --> 00:10:22.549 I mean, there's a the published article

NOTE Confidence: 0.937807338461539

00:10:22.549 --> 00:10:24.580 that I'm referencing here was from 1983,

NOTE Confidence: 0.937807338461539

00:10:24.580 --> 00:10:27.614 but there's been a lot of a lot of data

NOTE Confidence: 0.937807338461539

00:10:27.614 --> 00:10:29.404 showing that written teaching feedback.

NOTE Confidence: 0.937807338461539

00:10:29.410 --> 00:10:31.274 It increases clinical faculty

NOTE Confidence: 0.937807338461539

00:10:31.274 --> 00:10:33.604 teaching evaluation scores over time,

NOTE Confidence: 0.937807338461539

00:10:33.610 --> 00:10:35.730 their awareness of teaching behaviors,

NOTE Confidence: 0.937807338461539

00:10:35.730 --> 00:10:38.290 their willingness to be evaluated,

NOTE Confidence: 0.937807338461539

17

00:10:38.290 --> 00:10:40.216 it improves their objective teaching skills

NOTE Confidence: 0.937807338461539

00:10:40.216 --> 00:10:42.569 and it increases their passion for teaching.

NOTE Confidence: 0.937807338461539

00:10:42.570 --> 00:10:45.054 So getting feedback on your teaching

NOTE Confidence: 0.937807338461539

00:10:45.054 --> 00:10:47.879 is is really important for us as

NOTE Confidence: 0.937807338461539

00:10:47.879 --> 00:10:49.866 clinical faculty and right now we

NOTE Confidence: 0.937807338461539

00:10:49.866 --> 00:10:51.436 have this feedback spectrum where

NOTE Confidence: 0.937807338461539

00:10:51.436 --> 00:10:53.514 we have what the learners want to

NOTE Confidence: 0.937807338461539

00:10:53.514 --> 00:10:55.717 know and how they want to learn it.

NOTE Confidence: 0.937807338461539

00:10:55.720 --> 00:10:58.009 And then we have what the teacher

NOTE Confidence: 0.937807338461539

00:10:58.009 --> 00:10:59.858 thinks the learners need to know

NOTE Confidence: 0.937807338461539

00:10:59.858 --> 00:11:01.720 and how they want to teach it.

NOTE Confidence: 0.937807338461539

00:11:01.720 --> 00:11:03.952 And so we have these two ends of

NOTE Confidence: 0.937807338461539

00:11:03.952 --> 00:11:05.894 the spectrum and what what's missing

NOTE Confidence: 0.937807338461539

00:11:05.894 --> 00:11:07.868 in the middle is something to

NOTE Confidence: 0.937807338461539

00:11:07.932 --> 00:11:09.918 kind of join those two together.

NOTE Confidence: 0.937807338461539

00:11:09.920 --> 00:11:12.352 And so really it highlights the need for

NOTE Confidence: 0.937807338461539

00:11:12.352 --> 00:11:14.161 a multifaceted approach to assessment

NOTE Confidence: 0.937807338461539

00:11:14.161 --> 00:11:16.447 of our clinical teaching with an

NOTE Confidence: 0.937807338461539

00:11:16.447 --> 00:11:18.436 understanding of how student and feedback,

NOTE Confidence: 0.937807338461539

00:11:18.440 --> 00:11:19.796 faculty feedback interrelate

NOTE Confidence: 0.937807338461539

00:11:19.796 --> 00:11:21.604 to create the best.

NOTE Confidence: 0.937807338461539

00:11:21.610 --> 00:11:22.792 Teaching encounter.

NOTE Confidence: 0.937807338461539

00:11:22.792 --> 00:11:26.929 So the the thing that or the

NOTE Confidence: 0.937807338461539

00:11:26.930 --> 00:11:28.490 concept that I'm proposing you

NOTE Confidence: 0.937807338461539

00:11:28.490 --> 00:11:30.683 know with this top program is to

NOTE Confidence: 0.937807338461539

00:11:30.683 --> 00:11:32.128 have this trained peer faculty,

NOTE Confidence: 0.937807338461539

00:11:32.130 --> 00:11:35.004 observer to to who's just disconnected

NOTE Confidence: 0.937807338461539

00:11:35.004 --> 00:11:37.418 from the teaching encounter and

NOTE Confidence: 0.937807338461539

00:11:37.418 --> 00:11:39.523 is observing the learners and

NOTE Confidence: 0.937807338461539

00:11:39.523 --> 00:11:41.978 is observing the teacher and is

NOTE Confidence: 0.937807338461539

00:11:41.978 --> 00:11:44.666 working to you know bring both of

NOTE Confidence: 0.937807338461539

00:11:44.666 --> 00:11:47.710 these pieces of feedback together.

NOTE Confidence: 0.937807338461539

00:11:47.710 --> 00:11:50.384 So with a trained peer faculty observer,

NOTE Confidence: 0.937807338461539

00:11:50.390 --> 00:11:52.208 the the the benefits is that

NOTE Confidence: 0.937807338461539

00:11:52.208 --> 00:11:53.779 they're really not involved in

NOTE Confidence: 0.937807338461539

00:11:53.779 --> 00:11:55.269 the teaching encounter at all.

NOTE Confidence: 0.937807338461539

00:11:55.270 --> 00:11:57.420 There's no stake in learner

NOTE Confidence: 0.937807338461539

00:11:57.420 --> 00:11:58.710 or teacher success.

NOTE Confidence: 0.937807338461539

00:11:58.710 --> 00:12:02.238 They can provide some relatively unbiased

NOTE Confidence: 0.937807338461539

00:12:02.238 --> 00:12:05.077 feedback without any consequences or

NOTE Confidence: 0.937807338461539

00:12:05.077 --> 00:12:07.519 implications to the success of the

NOTE Confidence: 0.937807338461539

00:12:07.519 --> 00:12:10.630 learner or the success of the faculty.

NOTE Confidence: 0.937807338461539

00:12:10.630 --> 00:12:12.198 And so this is where the the

NOTE Confidence: 0.937807338461539

00:12:12.198 --> 00:12:13.070 top program comes in.

NOTE Confidence: 0.937807338461539

00:12:13.070 --> 00:12:15.950 So I'm going to go ahead and describe

NOTE Confidence: 0.937807338461539

00:12:15.950 --> 00:12:18.648 the program as a whole and go into

NOTE Confidence: 0.937807338461539

00:12:18.648 --> 00:12:20.950 some of the outcomes that we have.

NOTE Confidence: 0.937807338461539

00:12:20.950 --> 00:12:23.694 So the top program is a pure observation

NOTE Confidence: 0.937807338461539

00:12:23.694 --> 00:12:25.910 of teaching for pediatric faculty.

NOTE Confidence: 0.937807338461539

00:12:25.910 --> 00:12:27.428 At the beginning of the program,

NOTE Confidence: 0.937807338461539

00:12:27.430 --> 00:12:30.400 we recruited 6 faculty observers.

NOTE Confidence: 0.937807338461539

00:12:30.400 --> 00:12:33.480 And we were able to get access to

NOTE Confidence: 0.937807338461539

00:12:33.480 --> 00:12:35.798 student resident and fellow lectures

NOTE Confidence: 0.937807338461539

00:12:35.800 --> 00:12:37.760 at and at this time they were

NOTE Confidence: 0.937807338461539

00:12:37.760 --> 00:12:39.233 primarily happening via zoom and

NOTE Confidence: 0.937807338461539

00:12:39.233 --> 00:12:40.683 we're mostly hybrid lectures where

NOTE Confidence: 0.937807338461539

00:12:40.683 --> 00:12:42.643 some of the learners were in person

NOTE Confidence: 0.937807338461539

00:12:42.643 --> 00:12:44.620 and some of them were via Zoom.

NOTE Confidence: 0.937807338461539

00:12:44.620 --> 00:12:46.720 But all of the observations

NOTE Confidence: 0.937807338461539

00:12:46.720 --> 00:12:48.400 were occurring via Zoom.

NOTE Confidence: 0.937807338461539

00:12:48.400 --> 00:12:51.596 And this started back in July 2021 and

NOTE Confidence: 0.937807338461539

00:12:51.596 --> 00:12:55.689 ramped up over the the past year and a half.

NOTE Confidence: 0.937807338461539

00:12:55.690 --> 00:12:57.742 So with the program we trained

NOTE Confidence: 0.937807338461539

00:12:57.742 --> 00:13:00.024 the six observers and using this

NOTE Confidence: 0.937807338461539

00:13:00.024 --> 00:13:01.287 top observation tool.

NOTE Confidence: 0.937807338461539

00:13:01.290 --> 00:13:03.194 And here is where I will definitely

NOTE Confidence: 0.937807338461539

00:13:03.194 --> 00:13:05.236 give a shout out to Janet because

NOTE Confidence: 0.937807338461539

00:13:05.236 --> 00:13:07.412 she is the original creator of this

NOTE Confidence: 0.937807338461539

00:13:07.412 --> 00:13:10.546 particular tool and with her permission,

NOTE Confidence: 0.937807338461539

00:13:10.546 --> 00:13:13.730 Uma Fatak and one other colleague and I,

NOTE Confidence: 0.937807338461539

00:13:13.730 --> 00:13:17.393 we made a few changes to this to include

NOTE Confidence: 0.937807338461539

00:13:17.393 --> 00:13:20.595 another domain such as the use of media.

NOTE Confidence: 0.937807338461539

00:13:20.600 --> 00:13:23.554 And changing some of the wording around

NOTE Confidence: 0.937807338461539

00:13:23.560 --> 00:13:26.080 just to highlight our particular population.

NOTE Confidence: 0.928512966666667

00:13:26.080 --> 00:13:28.586 So as you can see here, there are 6

NOTE Confidence: 0.928512966666667

00:13:28.586 --> 00:13:30.398 domains of the top observation tool,

NOTE Confidence: 0.928512966666667

00:13:30.400 --> 00:13:32.888 including the learning environment,

NOTE Confidence: 0.928512966666667

00:13:32.888 --> 00:13:34.754 promoting learner engagement,

NOTE Confidence: 0.928512966666667

00:13:34.760 --> 00:13:37.320 managing the session content,

NOTE Confidence: 0.928512966666667

00:13:37.320 --> 00:13:39.880 verbal and nonverbal behavior,

NOTE Confidence: 0.928512966666667

00:13:39.880 --> 00:13:42.520 and then the use of media with several

NOTE Confidence: 0.928512966666667

00:13:42.520 --> 00:13:44.718 different types of behaviors under each.

NOTE Confidence: 0.928512966666667

00:13:44.720 --> 00:13:46.196 And then in the middle column,

NOTE Confidence: 0.928512966666667

00:13:46.200 --> 00:13:48.568 the observer can mark

NOTE Confidence: 0.928512966666667

00:13:48.568 --> 00:13:50.936 whether the behavior was.

NOTE Confidence: 0.928512966666667

00:13:50.940 --> 00:13:52.014 Exhibited, yes.

NOTE Confidence: 0.928512966666667

00:13:52.014 --> 00:13:55.773 It's somewhat or no or not applicable.

NOTE Confidence: 0.928512966666667

00:13:55.780 --> 00:13:57.446 They can fill in the comments on

NOTE Confidence: 0.928512966666667

00:13:57.446 --> 00:13:59.165 the right and then at the bottom

NOTE Confidence: 0.928512966666667

00:13:59.165 --> 00:14:00.593 they can enter one to three

NOTE Confidence: 0.928512966666667

00:14:00.646 --> 00:14:02.624 effective teaching skills and one

NOTE Confidence: 0.928512966666667

00:14:02.624 --> 00:14:04.334 to three areas for improvement.

NOTE Confidence: 0.928512966666667

00:14:04.340 --> 00:14:06.608 And we created this in Microsoft Word

NOTE Confidence: 0.928512966666667

00:14:06.608 --> 00:14:09.609 as a form so that they're able to just

NOTE Confidence: 0.928512966666667

00:14:09.609 --> 00:14:11.860 type in the responses and click on

NOTE Confidence: 0.928512966666667

00:14:11.860 --> 00:14:14.536 the boxes and it marks it with an X.

NOTE Confidence: 0.928512966666667

00:14:14.540 --> 00:14:17.836 So this is the tool that we used.

NOTE Confidence: 0.928512966666667

00:14:17.840 --> 00:14:19.420 It's not officially validated,

NOTE Confidence: 0.928512966666667

00:14:19.420 --> 00:14:21.395 although with this top program

NOTE Confidence: 0.928512966666667

00:14:21.395 --> 00:14:23.322 we're actually working on collecting

NOTE Confidence: 0.928512966666667

00:14:23.322 --> 00:14:26.008 some validity data for it and are

NOTE Confidence: 0.928512966666667

00:14:26.008 --> 00:14:29.800 working toward that, hopefully soon.

NOTE Confidence: 0.928512966666667

00:14:29.800 --> 00:14:32.089 The next thing that we did were

NOTE Confidence: 0.928512966666667

00:14:32.089 --> 00:14:33.987 was to observe the OR, sorry,

NOTE Confidence: 0.928512966666667

00:14:33.987 --> 00:14:35.028 train the observers.

NOTE Confidence: 0.928512966666667

00:14:35.028 --> 00:14:38.478 In the use of the ADAPT model for feedback.

NOTE Confidence: 0.928512966666667

00:14:38.480 --> 00:14:40.168 So I'm not sure if any of you

NOTE Confidence: 0.928512966666667

00:14:40.168 --> 00:14:42.083 have gone to any of Uma Fatak's

NOTE Confidence: 0.928512966666667

00:14:42.083 --> 00:14:43.518 lectures on giving feedback at,

NOTE Confidence: 0.928512966666667

00:14:43.520 --> 00:14:45.680 but I know she really likes

NOTE Confidence: 0.928512966666667

00:14:45.680 --> 00:14:47.760 this format and I do too.

NOTE Confidence: 0.928512966666667

00:14:47.760 --> 00:14:48.166 Subsequently,

NOTE Confidence: 0.928512966666667

00:14:48.166 --> 00:14:51.414 I think it works really well as a

NOTE Confidence: 0.928512966666667

00:14:51.414 --> 00:14:54.478 quick way to train faculty and how to

NOTE Confidence: 0.928512966666667

00:14:54.478 --> 00:14:56.956 give feedback by asking for feedback

NOTE Confidence: 0.928512966666667

00:14:56.956 --> 00:14:59.046 from the learner discussing it.

NOTE Confidence: 0.928512966666667

00:14:59.050 --> 00:14:59.618 You know,

NOTE Confidence: 0.928512966666667

00:14:59.618 --> 00:15:00.754 clarifying points and then

NOTE Confidence: 0.928512966666667

00:15:00.754 --> 00:15:01.890 planning next steps together.

NOTE Confidence: 0.928512966666667

00:15:01.890 --> 00:15:07.245 So the this type of training was given via a

NOTE Confidence: 0.928512966666667

00:15:07.245 --> 00:15:11.365 a a short video that the observers watched.

NOTE Confidence: 0.928512966666667

00:15:11.370 --> 00:15:13.680 So since the beginning of the

NOTE Confidence: 0.928512966666667

00:15:13.680 --> 00:15:14.813 program in 2021,

NOTE Confidence: 0.928512966666667

00:15:14.813 --> 00:15:16.991 we have 70 lectures observed in

NOTE Confidence: 0.928512966666667

00:15:16.991 --> 00:15:19.650 total with 50 faculty participants,

NOTE Confidence: 0.928512966666667

00:15:19.650 --> 00:15:22.440 with 20 faculty kind of completing

NOTE Confidence: 0.928512966666667

00:15:22.440 --> 00:15:23.370 the program,

NOTE Confidence: 0.928512966666667

00:15:23.370 --> 00:15:26.775 which means that they completed

NOTE Confidence: 0.928512966666667

00:15:26.775 --> 00:15:28.137 2 observations.

NOTE Confidence: 0.928512966666667

00:15:28.140 --> 00:15:29.832 So the faculty themselves.

NOTE Confidence: 0.928512966666667

00:15:29.832 --> 00:15:32.370 They receive written and verbal feedback

NOTE Confidence: 0.928512966666667

00:15:32.440 --> 00:15:34.780 on two different teaching encounters,

NOTE Confidence: 0.928512966666667

00:15:34.780 --> 00:15:36.922 with the hope that they make changes

NOTE Confidence: 0.928512966666667

00:15:36.922 --> 00:15:39.340 on their second encounter based on the

NOTE Confidence: 0.928512966666667

00:15:39.340 --> 00:15:41.494 feedback they received from the first.

NOTE Confidence: 0.928512966666667

00:15:41.500 --> 00:15:43.733 We also had them fill out a

NOTE Confidence: 0.928512966666667

00:15:43.733 --> 00:15:46.236 qualtric survey of a pre and post

NOTE Confidence: 0.928512966666667

00:15:46.236 --> 00:15:48.190 teaching self efficacy survey score,

NOTE Confidence: 0.928512966666667

00:15:48.190 --> 00:15:50.740 which I'll share with you here.

NOTE Confidence: 0.928512966666667

00:15:50.740 --> 00:15:54.233 So this is an example of the PTSQ.

NOTE Confidence: 0.928512966666667

00:15:54.233 --> 00:15:56.564 We focused on the 1st 11 components

NOTE Confidence: 0.928512966666667

00:15:56.564 --> 00:15:59.401 of it because the last components

NOTE Confidence: 0.928512966666667

00:15:59.401 --> 00:16:01.493 involved working with patients.

NOTE Confidence: 0.928512966666667

00:16:01.500 --> 00:16:03.620 So we didn't feel like it was applicable,

NOTE Confidence: 0.928512966666667

00:16:03.620 --> 00:16:07.415 but the PTSQ is a validated instrument

NOTE Confidence: 0.928512966666667

00:16:07.415 --> 00:16:10.190 to assess physician's clinical teaching

NOTE Confidence: 0.928512966666667

00:16:10.190 --> 00:16:14.378 self efficacy and so it has 11 items.

NOTE Confidence: 0.928512966666667

00:16:14.380 --> 00:16:16.640 Where they list certain behaviors

NOTE Confidence: 0.928512966666667

00:16:16.640 --> 00:16:19.710 and the faculty can indicate to what

NOTE Confidence: 0.928512966666667

00:16:19.710 --> 00:16:21.900 degree the item applies to them.

NOTE Confidence: 0.928512966666667

00:16:21.900 --> 00:16:24.212 So you can get a score for each

NOTE Confidence: 0.928512966666667

00:16:24.212 --> 00:16:25.778 item from zero to four,

NOTE Confidence: 0.928512966666667

00:16:25.780 --> 00:16:27.999 zero where the item does not apply

NOTE Confidence: 0.928512966666667

00:16:27.999 --> 00:16:30.869 at all to them to four where the

NOTE Confidence: 0.928512966666667

00:16:30.869 --> 00:16:32.979 item fully applies and some of

NOTE Confidence: 0.928512966666667

00:16:32.979 --> 00:16:34.977 the items here you can see.

NOTE Confidence: 0.928512966666667

00:16:34.980 --> 00:16:36.282 I'll just list a couple examples because

NOTE Confidence: 0.928512966666667

00:16:36.282 --> 00:16:37.779 I know it might be a little small,

NOTE Confidence: 0.928512966666667

00:16:37.780 --> 00:16:40.576 but if it even if students

NOTE Confidence: 0.928512966666667

00:16:40.576 --> 00:16:41.974 ask difficult questions,

NOTE Confidence: 0.946962476666667

00:16:41.980 --> 00:16:44.380 I'm able to answer them correctly.

NOTE Confidence: 0.946962476666667

00:16:44.380 --> 00:16:46.138 Even if I'm under time strain,

NOTE Confidence: 0.946962476666667

00:16:46.140 --> 00:16:49.940 I'm able to concentrate and I'm able to

NOTE Confidence: 0.946962476666667

00:16:49.940 --> 00:16:52.100 integrate even the weakest of students.

NOTE Confidence: 0.946962476666667

00:16:52.100 --> 00:16:53.756 You know, even when I'm faced

NOTE Confidence: 0.946962476666667

00:16:53.756 --> 00:16:54.860 with big student groups,

NOTE Confidence: 0.946962476666667

00:16:54.860 --> 00:16:56.300 I can reach every student,

NOTE Confidence: 0.946962476666667

00:16:56.300 --> 00:16:57.737 things like that.

NOTE Confidence: 0.946962476666667

00:16:57.737 --> 00:17:00.611 So these are different items that

NOTE Confidence: 0.946962476666667

00:17:00.611 --> 00:17:03.640 would create a challenge or for for

NOTE Confidence: 0.946962476666667

00:17:03.640 --> 00:17:06.440 the teacher and so it reflects at to

NOTE Confidence: 0.946962476666667

00:17:06.523 --> 00:17:09.309 like to what degree they feel like.

NOTE Confidence: 0.946962476666667

00:17:09.310 --> 00:17:10.815 They can handle that particular

NOTE Confidence: 0.946962476666667

00:17:10.815 --> 00:17:12.320 challenge whether it's coming from

NOTE Confidence: 0.946962476666667

00:17:12.371 --> 00:17:13.901 within themselves or it's coming

NOTE Confidence: 0.946962476666667

00:17:13.901 --> 00:17:15.431 from the relationship between them

NOTE Confidence: 0.946962476666667

00:17:15.477 --> 00:17:17.010 and the student and we'll talk a

NOTE Confidence: 0.946962476666667

00:17:17.010 --> 00:17:18.468 little bit more about this shortly.

NOTE Confidence: 0.9201268

00:17:20.550 --> 00:17:22.860 So teaching self efficacy I thought

NOTE Confidence: 0.9201268

00:17:22.860 --> 00:17:24.840 was an important item to include

NOTE Confidence: 0.9201268

00:17:24.840 --> 00:17:26.508 in this particular study because

NOTE Confidence: 0.9201268

00:17:26.508 --> 00:17:28.982 not only do we want to increase

NOTE Confidence: 0.9201268

00:17:28.982 --> 00:17:30.990 objective teaching behaviors of.

NOTE Confidence: 0.9201268

00:17:30.990 --> 00:17:32.050 Of of our faculty.

NOTE Confidence: 0.9201268

00:17:32.050 --> 00:17:34.279 But we want them to feel like they're

NOTE Confidence: 0.9201268

00:17:34.279 --> 00:17:36.591 doing a good job and that they can

NOTE Confidence: 0.9201268

00:17:36.659 --> 00:17:39.074 do a good job when they're faced

NOTE Confidence: 0.9201268

00:17:39.074 --> 00:17:40.465 with different teaching tasks.

NOTE Confidence: 0.9201268

00:17:40.465 --> 00:17:42.240 So teaching self efficacy in

NOTE Confidence: 0.9201268

00:17:42.240 --> 00:17:44.977 the Med Ed realm is described as

NOTE Confidence: 0.9201268

00:17:44.977 --> 00:17:47.057 physician's belief in their capacity

NOTE Confidence: 0.9201268

00:17:47.057 --> 00:17:49.750 to carry out the actions necessary

NOTE Confidence: 0.9201268

00:17:49.750 --> 00:17:51.985 to provide high quality teaching.

NOTE Confidence: 0.9201268

00:17:51.990 --> 00:17:54.328 And it has been well documented that

NOTE Confidence: 0.9201268

00:17:54.328 --> 00:17:56.670 when teachers have a high self efficacy,

NOTE Confidence: 0.9201268

00:17:56.670 --> 00:17:59.028 it does influence their teaching performance

NOTE Confidence: 0.9201268

00:17:59.028 --> 00:18:02.428 and it has an effect on learner success,

NOTE Confidence: 0.9201268

00:18:02.430 --> 00:18:04.586 which is ultimately why we all teach.

NOTE Confidence: 0.9201268

00:18:04.590 --> 00:18:06.830 So our learners can succeed.

NOTE Confidence: 0.9201268

00:18:06.830 --> 00:18:08.760 And self efficacy has been

NOTE Confidence: 0.9201268

00:18:08.760 --> 00:18:10.304 shown to affect motivation,

NOTE Confidence: 0.9201268

00:18:10.310 --> 00:18:12.956 so it can affect the our ability

NOTE Confidence: 0.9201268

00:18:12.956 --> 00:18:15.360 to set goals for ourselves.

NOTE Confidence: 0.9201268

00:18:15.360 --> 00:18:18.229 It affects how much effort we expend it.

NOTE Confidence: 0.9201268

00:18:18.229 --> 00:18:20.672 It affects how long we can persevere

NOTE Confidence: 0.9201268

00:18:20.672 --> 00:18:23.383 in the face of difficulties and

NOTE Confidence: 0.9201268

00:18:23.383 --> 00:18:25.315 our resilience to failures.

NOTE Confidence: 0.9201268

00:18:25.320 --> 00:18:27.840 So you know, a lot of us are,

NOTE Confidence: 0.9201268

00:18:27.840 --> 00:18:28.774 we have,

NOTE Confidence: 0.9201268

00:18:28.774 --> 00:18:29.708 you know,

NOTE Confidence: 0.9201268

00:18:29.708 --> 00:18:32.043 stressful jobs working as clinicians

NOTE Confidence: 0.9201268

00:18:32.043 --> 00:18:34.819 and research and teaching and so

NOTE Confidence: 0.9201268

00:18:34.819 --> 00:18:37.520 when we're faced with time,

NOTE Confidence: 0.9201268

00:18:37.520 --> 00:18:40.240 time constraints or difficulties

NOTE Confidence: 0.9201268

00:18:40.240 --> 00:18:42.123 if we don't have a high sense

NOTE Confidence: 0.9201268

00:18:42.123 --> 00:18:43.520 of teaching self efficacy.

NOTE Confidence: 0.9201268

00:18:43.520 --> 00:18:47.048 We may not set the goals or expend that

NOTE Confidence: 0.9201268

00:18:47.048 --> 00:18:50.096 effort to teach the way that we are as

NOTE Confidence: 0.9201268

00:18:50.096 --> 00:18:53.320 much as we have a potential to do so.

NOTE Confidence: 0.9201268

00:18:53.320 --> 00:18:54.640 And like I mentioned,

NOTE Confidence: 0.9201268

00:18:54.640 --> 00:18:56.620 teaching self efficacy has a positive

NOTE Confidence: 0.9201268

00:18:56.680 --> 00:18:58.920 impact on students academic achievement,

NOTE Confidence: 0.9201268

00:18:58.920 --> 00:18:59.502 which again,

NOTE Confidence: 0.9201268

00:18:59.502 --> 00:19:00.957 is why we're all here,

NOTE Confidence: 0.7998985

00:19:03.200 --> 00:19:05.216 All right. So when we're talking

NOTE Confidence: 0.7998985

00:19:05.216 --> 00:19:06.760 about teaching self efficacy, oh,

NOTE Confidence: 0.7998985

00:19:06.760 --> 00:19:08.160 sorry, I'm just going to go here.

NOTE Confidence: 0.7998985

00:19:08.160 --> 00:19:11.120 We, we looked the main 2 outcomes really,

NOTE Confidence: 0.7998985

00:19:11.120 --> 00:19:13.316 of the program we're looking at.

NOTE Confidence: 0.7998985

00:19:13.320 --> 00:19:16.062 The change in their objective teaching

NOTE Confidence: 0.7998985

00:19:16.062 --> 00:19:18.392 scores as well as the change in

NOTE Confidence: 0.7998985

00:19:18.392 --> 00:19:20.120 their teaching self efficacy scores,

NOTE Confidence: 0.7998985

00:19:20.120 --> 00:19:22.850 again with the hopes that both would

32

NOTE Confidence: 0.7998985

00:19:22.850 --> 00:19:24.671 increase with the intervention

NOTE Confidence: 0.7998985

00:19:24.671 --> 00:19:27.056 that we're providing of this

NOTE Confidence: 0.7998985

00:19:27.056 --> 00:19:29.319 written and verbal feedback.

NOTE Confidence: 0.7998985

00:19:29.320 --> 00:19:33.170 So with the top score sheet here,

NOTE Confidence: 0.7998985

00:19:33.170 --> 00:19:35.720 there are 27 total points

NOTE Confidence: 0.7998985

00:19:35.720 --> 00:19:37.920 that are applicable.

NOTE Confidence: 0.7998985

00:19:37.920 --> 00:19:39.840 However, when we did score this,

NOTE Confidence: 0.7998985

00:19:39.840 --> 00:19:41.600 some of the items weren't,

NOTE Confidence: 0.7998985

00:19:41.600 --> 00:19:43.595 they were in the not applicable column.

NOTE Confidence: 0.7998985

00:19:43.600 --> 00:19:47.060 So what we ended up doing was scoring it as

NOTE Confidence: 0.7998985

00:19:47.141 --> 00:19:50.438 a percent of the total achievable points.

NOTE Confidence: 0.7998985

00:19:50.440 --> 00:19:54.812 So I will share here that we did

NOTE Confidence: 0.7998985

00:19:54.812 --> 00:19:57.338 have a significant increase in the

NOTE Confidence: 0.7998985

00:19:57.338 --> 00:20:00.201 average change in the top score from

NOTE Confidence: 0.7998985

00:20:00.201 --> 00:20:02.960 88 to 95% out of the achievable

NOTE Confidence: 0.7998985

00:20:02.960 --> 00:20:05.040 points on the top score.

NOTE Confidence: 0.7998985

00:20:05.040 --> 00:20:07.580 So an average change in.

NOTE Confidence: 0.7998985

00:20:07.580 --> 00:20:08.402 Seven points.

NOTE Confidence: 0.7998985

00:20:08.402 --> 00:20:10.457 So as you can see,

NOTE Confidence: 0.7998985

00:20:10.460 --> 00:20:12.532 a lot of our faculty are already

NOTE Confidence: 0.7998985

00:20:12.532 --> 00:20:15.019 pretty good teachers, which is great.

NOTE Confidence: 0.7998985

00:20:15.019 --> 00:20:16.618 A few outliers,

NOTE Confidence: 0.7998985

00:20:16.620 --> 00:20:18.097 which we can talk more about later.

NOTE Confidence: 0.7998985

00:20:18.100 --> 00:20:21.956 But one of the one of the themes

NOTE Confidence: 0.7998985

00:20:21.956 --> 00:20:24.633 that we really noticed with the top

NOTE Confidence: 0.7998985

00:20:24.633 --> 00:20:27.057 program was that people who were

NOTE Confidence: 0.7998985

00:20:27.060 --> 00:20:28.888 potentially already teaching at

NOTE Confidence: 0.7998985

00:20:28.888 --> 00:20:31.860 a high level were more likely to

NOTE Confidence: 0.7998985

00:20:31.860 --> 00:20:35.136 accept the invitation to be observed.

NOTE Confidence: 0.7998985

00:20:35.140 --> 00:20:37.580 Or potentially seek out the

NOTE Confidence: 0.7998985

00:20:37.580 --> 00:20:39.260 the opportunity to be observed.

NOTE Confidence: 0.7998985

00:20:39.260 --> 00:20:42.700 So we realized that with the top program,

NOTE Confidence: 0.7998985

00:20:42.700 --> 00:20:44.404 at least in the initial initial

NOTE Confidence: 0.7998985

00:20:44.404 --> 00:20:45.540 part of the program,

NOTE Confidence: 0.7998985

00:20:45.540 --> 00:20:47.555 we were probably reaching the

NOTE Confidence: 0.7998985

00:20:47.555 --> 00:20:49.570 higher level teachers already who

NOTE Confidence: 0.7998985

00:20:49.639 --> 00:20:50.919 were teaching a lot.

NOTE Confidence: 0.7998985

00:20:50.920 --> 00:20:53.160 They were giving a lot of clerkship lectures,

NOTE Confidence: 0.7998985

00:20:53.160 --> 00:20:54.280 residency lectures because they're

NOTE Confidence: 0.7998985

00:20:54.280 --> 00:20:55.960 known to be high quality teachers,

NOTE Confidence: 0.7998985

00:20:55.960 --> 00:20:58.198 so they're just teaching more frequently.

NOTE Confidence: 0.7998985

00:20:58.200 --> 00:20:59.544 We because of this,

NOTE Confidence: 0.7998985

00:20:59.544 --> 00:21:02.096 we did pivot a little bit to

NOTE Confidence: 0.7998985

00:21:02.096 --> 00:21:04.396 include more fellow lectures where

NOTE Confidence: 0.7998985

00:21:04.400 --> 00:21:06.326 more faculty are just assigned to

NOTE Confidence: 0.7998985

00:21:06.326 --> 00:21:08.319 teach as part of their job.

NOTE Confidence: 0.7998985

00:21:08.320 --> 00:21:09.960 They're not being asked specifically.

NOTE Confidence: 0.7998985

00:21:09.960 --> 00:21:12.760 So we're hopefully see some

NOTE Confidence: 0.7998985

00:21:12.760 --> 00:21:15.000 changes in that overtime.

NOTE Confidence: 0.7998985

00:21:15.000 --> 00:21:17.493 So we were happy to see that there was

NOTE Confidence: 0.7998985

00:21:17.493 --> 00:21:20.339 a significant change in the top score.

NOTE Confidence: 0.7998985

00:21:20.340 --> 00:21:21.378 After our intervention,

NOTE Confidence: 0.950317

00:21:21.660 --> 00:21:22.440 quick question, Heather,

NOTE Confidence: 0.950317

00:21:22.440 --> 00:21:24.788 for that one. It's the 20 faculty

NOTE Confidence: 0.950317

00:21:24.788 --> 00:21:27.460 who had the pre and post, right?

NOTE Confidence: 0.914139725

00:21:27.820 --> 00:21:28.900 Yes, that's right, Okay.

NOTE Confidence: 0.880025808333333

00:21:30.100 --> 00:21:32.508 And did you go back just cuz I

NOTE Confidence: 0.880025808333333

00:21:32.508 --> 00:21:34.793 haven't seen the data and kind of

NOTE Confidence: 0.880025808333333

00:21:34.793 --> 00:21:36.899 look at the baseline for everybody

NOTE Confidence: 0.880025808333333

00:21:36.899 --> 00:21:39.303 now that you've had a chance to

NOTE Confidence: 0.880025808333333

00:21:39.303 --> 00:21:41.820 include some of the fellow lectures.

NOTE Confidence: 0.880025808333333

00:21:41.820 --> 00:21:42.819 I'm just curious.

NOTE Confidence: 0.880025808333333

00:21:42.819 --> 00:21:44.817 Like your hypothesis is that maybe

NOTE Confidence: 0.880025808333333

00:21:44.817 --> 00:21:46.851 now you're reaching some that

NOTE Confidence: 0.880025808333333

00:21:46.851 --> 00:21:48.487 weren't as better performing.

NOTE Confidence: 0.880025808333333

00:21:48.490 --> 00:21:52.456 And so like any sense of what

NOTE Confidence: 0.880025808333333

00:21:52.456 --> 00:21:54.886 the average is these days,

NOTE Confidence: 0.880025808333333

00:21:54.890 --> 00:21:56.250 yeah, it's probably more

NOTE Confidence: 0.943608176666667

00:21:56.250 --> 00:22:00.570 toward on the 80% side like 75 to 80%.

NOTE Confidence: 0.943608176666667

00:22:00.570 --> 00:22:02.946 Also it's you know although we

NOTE Confidence: 0.943608176666667

00:22:02.946 --> 00:22:05.370 had initially the six observers,

NOTE Confidence: 0.943608176666667

00:22:05.370 --> 00:22:07.290 we're having more observers now.

NOTE Confidence: 0.943608176666667

00:22:07.290 --> 00:22:09.010 So we're actually we're having

NOTE Confidence: 0.943608176666667

00:22:09.010 --> 00:22:11.530 a little more of a range and.

NOTE Confidence: 0.943608176666667

00:22:11.530 --> 00:22:12.570 On in scores as well.

NOTE Confidence: 0.943608176666667

00:22:12.570 --> 00:22:14.103 So hopefully it's a little bit more

NOTE Confidence: 0.943608176666667

00:22:14.103 --> 00:22:15.627 going to be more accurate instead

NOTE Confidence: 0.943608176666667

00:22:15.627 --> 00:22:17.370 of just doing all the observations.

NOTE Confidence: 0.943608176666667

00:22:17.370 --> 00:22:17.650 So yeah,

NOTE Confidence: 0.77051693

00:22:18.170 --> 00:22:19.650 OK, right. OK, thanks.

NOTE Confidence: 0.934310917142857

00:22:21.930 --> 00:22:25.872 OK. And then we did do some sub analysis

NOTE Confidence: 0.934310917142857

00:22:25.872 --> 00:22:28.586 initially looking at each domain to

NOTE Confidence: 0.934310917142857

00:22:28.586 --> 00:22:30.378 see if there were any particular one

NOTE Confidence: 0.934310917142857

00:22:30.378 --> 00:22:32.513 of these domains that had a more

NOTE Confidence: 0.934310917142857

00:22:32.513 --> 00:22:34.083 significant change than the others.

NOTE Confidence: 0.934310917142857

00:22:34.090 --> 00:22:37.730 And so we were able to find that three of

NOTE Confidence: 0.934310917142857

00:22:37.823 --> 00:22:41.285 the domains had a significant increase.

NOTE Confidence: 0.934310917142857

00:22:41.290 --> 00:22:43.126 And that would be in establishing

NOTE Confidence: 0.934310917142857

00:22:43.126 --> 00:22:44.570 the learning environment, promoting

NOTE Confidence: 0.934310917142857

00:22:44.570 --> 00:22:48.210 learner engagement and the use of media,

NOTE Confidence: 0.934310917142857

00:22:48.210 --> 00:22:51.336 which in my experience certainly reflects

NOTE Confidence: 0.934310917142857

00:22:51.336 --> 00:22:55.009 the areas where I I as an observer.

NOTE Confidence: 0.934310917142857

00:22:55.010 --> 00:22:56.690 I made a lot of comments,

NOTE Confidence: 0.934310917142857

00:22:56.690 --> 00:22:59.402 especially on using cases and different

NOTE Confidence: 0.934310917142857

00:22:59.402 --> 00:23:01.490 types of polling software to,

NOTE Confidence: 0.934310917142857

00:23:01.490 --> 00:23:03.134 you know, engage learners.

NOTE Confidence: 0.934310917142857

00:23:03.134 --> 00:23:05.224 And then also, you know,

NOTE Confidence: 0.934310917142857

00:23:05.224 --> 00:23:07.786 I think one thing I emphasized

NOTE Confidence: 0.934310917142857

00:23:07.786 --> 00:23:10.776 a lot as an observer was to.

NOTE Confidence: 0.934310917142857

00:23:10.780 --> 00:23:12.929 Spend more time and pay more attention

NOTE Confidence: 0.934310917142857

00:23:12.929 --> 00:23:15.060 to establishing a learning environment,

NOTE Confidence: 0.934310917142857

00:23:15.060 --> 00:23:16.372 especially when you're teaching

NOTE Confidence: 0.934310917142857

00:23:16.372 --> 00:23:18.340 in a virtual or hybrid session.

NOTE Confidence: 0.934310917142857

00:23:18.340 --> 00:23:20.446 And so I think a lot of the faculty

NOTE Confidence: 0.934310917142857

00:23:20.446 --> 00:23:22.540 took that to heart and spent more time,

NOTE Confidence: 0.934310917142857

00:23:22.540 --> 00:23:23.060 you know,

NOTE Confidence: 0.934310917142857

00:23:23.060 --> 00:23:24.998 establishing some type of a learning

NOTE Confidence: 0.934310917142857

00:23:24.998 --> 00:23:26.661 environment and getting to know

NOTE Confidence: 0.934310917142857

00:23:26.661 --> 00:23:28.251 their learners and their learner

NOTE Confidence: 0.934310917142857

00:23:28.251 --> 00:23:30.140 level before they jumped into their,

NOTE Confidence: 0.934310917142857

00:23:30.140 --> 00:23:32.339 their teaching content.

NOTE Confidence: 0.934310917142857

00:23:32.340 --> 00:23:33.060 So that was great.

NOTE Confidence: 0.850587574

00:23:35.940 --> 00:23:39.150 So with the PTSQ score.

NOTE Confidence: 0.850587574

00:23:39.150 --> 00:23:41.790 Or the teaching self efficacy.

NOTE Confidence: 0.850587574

00:23:41.790 --> 00:23:43.806 There's eleven items with

NOTE Confidence: 0.850587574

00:23:43.806 --> 00:23:46.830 a Max total points of 44.

NOTE Confidence: 0.850587574

00:23:46.830 --> 00:23:50.030 Again each item is ranked zero to four.

NOTE Confidence: 0.850587574

00:23:50.030 --> 00:23:53.336 So when we looked at this again,

NOTE Confidence: 0.850587574

00:23:53.336 --> 00:23:54.666 we have a small number.

NOTE Confidence: 0.850587574

00:23:54.670 --> 00:23:56.025 So we're hoping to get

NOTE Confidence: 0.850587574

00:23:56.025 --> 00:23:57.109 more significance later on.

NOTE Confidence: 0.850587574

00:23:57.110 --> 00:23:59.228 But we did see a change,

NOTE Confidence: 0.850587574

00:23:59.230 --> 00:24:01.560 average change in their self

NOTE Confidence: 0.850587574

00:24:01.560 --> 00:24:04.150 efficacy score from 27 to 30

NOTE Confidence: 0.850587574

00:24:04.150 --> 00:24:06.110 with a P value of point O 7.

NOTE Confidence: 0.850587574

00:24:06.110 --> 00:24:08.134 So we're approaching significance

NOTE Confidence: 0.850587574

00:24:08.134 --> 00:24:10.664 but not quite there yet.

NOTE Confidence: 0.850587574

00:24:10.670 --> 00:24:12.590 11 item that was really interesting.

NOTE Confidence: 0.850587574

00:24:12.590 --> 00:24:14.654 I think Pina you might remember

NOTE Confidence: 0.850587574

00:24:14.654 --> 00:24:16.893 initially when I was analyzing this

NOTE Confidence: 0.850587574

00:24:16.893 --> 00:24:19.672 data we were finding that their self

NOTE Confidence: 0.850587574

00:24:19.672 --> 00:24:21.778 efficacy scores were actually going

NOTE Confidence: 0.850587574

00:24:21.778 --> 00:24:24.476 down and so I did a little bit of of

NOTE Confidence: 0.850587574

00:24:24.476 --> 00:24:27.006 research into that and it's fairly,

NOTE Confidence: 0.850587574

00:24:27.006 --> 00:24:30.446 it's fairly well established that.

NOTE Confidence: 0.850587574

00:24:30.450 --> 00:24:32.160 You're especially when you started

NOTE Confidence: 0.850587574

00:24:32.160 --> 00:24:34.850 a high level of of self efficacy,

NOTE Confidence: 0.850587574

00:24:34.850 --> 00:24:37.895 you're more likely to go down after

NOTE Confidence: 0.850587574

00:24:37.895 --> 00:24:40.122 feedback because you're you kind of

NOTE Confidence: 0.850587574

00:24:40.122 --> 00:24:42.150 realized that maybe you weren't kind

NOTE Confidence: 0.850587574

00:24:42.216 --> 00:24:44.368 of as good as you thought you were,

NOTE Confidence: 0.850587574

00:24:44.370 --> 00:24:46.645 but that when after the

NOTE Confidence: 0.850587574

00:24:46.645 --> 00:24:48.010 implementation of feedback,

NOTE Confidence: 0.850587574

00:24:48.010 --> 00:24:50.040 your self advocacy actually goes

NOTE Confidence: 0.850587574

00:24:50.040 --> 00:24:52.650 even higher than it was before.

NOTE Confidence: 0.850587574

00:24:52.650 --> 00:24:54.714 So really the goal of this

NOTE Confidence: 0.850587574

00:24:54.714 --> 00:24:57.170 program is to have that feedback

NOTE Confidence: 0.850587574

00:24:57.170 --> 00:24:59.390 implemented with the goal of.

NOTE Confidence: 0.850587574

00:24:59.390 --> 00:24:59.752 Them,

NOTE Confidence: 0.850587574

00:24:59.752 --> 00:25:00.476 you know,

NOTE Confidence: 0.850587574

00:25:00.476 --> 00:25:02.286 faculty teachers feeling even more

NOTE Confidence: 0.850587574

00:25:02.286 --> 00:25:04.148 efficacious than they did previously.

NOTE Confidence: 0.952329794

00:25:07.070 --> 00:25:09.550 So what's interesting about this

NOTE Confidence: 0.952329794

00:25:09.550 --> 00:25:11.842 PTSQ score is that it's broken

NOTE Confidence: 0.952329794

00:25:11.842 --> 00:25:14.110 up into two different sections.

NOTE Confidence: 0.952329794

00:25:14.110 --> 00:25:18.124 The first six items are related to

NOTE Confidence: 0.952329794

00:25:18.124 --> 00:25:20.326 self regulation and the last five

NOTE Confidence: 0.952329794

00:25:20.326 --> 00:25:23.107 items are related to dyadic regulation.

NOTE Confidence: 0.952329794

00:25:23.110 --> 00:25:24.886 And I'm going to talk about that because

NOTE Confidence: 0.952329794

00:25:24.886 --> 00:25:26.968 I did not exactly know what that meant.

NOTE Confidence: 0.952329794

00:25:26.970 --> 00:25:29.570 So with the selfregulation components,

NOTE Confidence: 0.952329794

00:25:29.570 --> 00:25:31.918 these behaviors basically reflect

NOTE Confidence: 0.952329794

00:25:31.918 --> 00:25:34.266 cognitive or emotional threats

NOTE Confidence: 0.952329794

00:25:34.266 --> 00:25:37.929 to the teacher that require some

NOTE Confidence: 0.952329794

00:25:37.929 --> 00:25:40.329 type of internal selfregulation.

NOTE Confidence: 0.952329794

00:25:40.330 --> 00:25:43.410 So you know, it's about,

NOTE Confidence: 0.952329794

00:25:43.410 --> 00:25:45.090 you know, time management.

NOTE Confidence: 0.952329794

00:25:45.090 --> 00:25:47.470 It's about, you know, staying calm,

NOTE Confidence: 0.952329794

00:25:47.470 --> 00:25:49.010 managing your emotions even

NOTE Confidence: 0.952329794

00:25:49.010 --> 00:25:50.450 when they're triggered,

NOTE Confidence: 0.952329794

00:25:50.450 --> 00:25:51.464 things like that.

NOTE Confidence: 0.952329794

00:25:51.464 --> 00:25:53.830 So that's what those first six items

NOTE Confidence: 0.952329794

00:25:53.899 --> 00:25:56.216 reflect and then the last five items.

NOTE Confidence: 0.952329794

00:25:56.220 --> 00:25:57.916 Or the dyadic regulation,

NOTE Confidence: 0.952329794

00:25:57.916 --> 00:25:59.612 where these reflect challenges

NOTE Confidence: 0.952329794

00:25:59.612 --> 00:26:02.107 that arise between you as a teacher

NOTE Confidence: 0.952329794

00:26:02.107 --> 00:26:04.017 and the learner that requires some

NOTE Confidence: 0.952329794

00:26:04.017 --> 00:26:05.612 type of intervention that's really

NOTE Confidence: 0.952329794

00:26:05.612 --> 00:26:07.298 aimed more towards the learner.

NOTE Confidence: 0.952329794

00:26:07.300 --> 00:26:10.036 So it's about trying to reach

NOTE Confidence: 0.952329794

00:26:10.036 --> 00:26:12.980 every student in in your group,

NOTE Confidence: 0.952329794

00:26:12.980 --> 00:26:16.646 or adapting to different knowledge levels

NOTE Confidence: 0.952329794

00:26:16.646 --> 00:26:21.418 or potentially you know if you're given.

NOTE Confidence: 0.952329794

00:26:21.420 --> 00:26:22.740 An assignment to teach on short,

NOTE Confidence: 0.952329794

00:26:22.740 --> 00:26:25.148 short notice that these are kind of

NOTE Confidence: 0.952329794

00:26:25.148 --> 00:26:27.420 external things that require regulation,

NOTE Confidence: 0.952329794

00:26:27.420 --> 00:26:30.540 kind of outside outside of yourself.

NOTE Confidence: 0.952329794

00:26:30.540 --> 00:26:31.500 So we haven't,

NOTE Confidence: 0.952329794

00:26:31.500 --> 00:26:33.420 we don't have enough numbers to,

NOTE Confidence: 0.952329794

00:26:33.420 --> 00:26:34.268 you know,

NOTE Confidence: 0.952329794

00:26:34.268 --> 00:26:36.388 figure out whether there's a

NOTE Confidence: 0.952329794

00:26:36.388 --> 00:26:38.558 significant change more in one area

NOTE Confidence: 0.952329794

00:26:38.558 --> 00:26:40.980 or the other based on the program yet.

NOTE Confidence: 0.952329794

00:26:40.980 --> 00:26:44.112 But I think this is going to be really

NOTE Confidence: 0.952329794

00:26:44.112 --> 00:26:46.283 important when it comes to targeting

NOTE Confidence: 0.952329794

00:26:46.283 --> 00:26:49.198 interventions to support our teachers.

NOTE Confidence: 0.952329794

00:26:49.200 --> 00:26:51.482 You know whether it comes to teaching

NOTE Confidence: 0.952329794

00:26:51.482 --> 00:26:53.625 them more self regulation teaching

NOTE Confidence: 0.952329794

00:26:53.625 --> 00:26:56.375 techniques versus more learn learner

NOTE Confidence: 0.952329794

00:26:56.375 --> 00:26:58.440 targeted interventions to help improve

NOTE Confidence: 0.952329794

00:26:58.440 --> 00:27:00.360 their sense of teaching self efficacy.

NOTE Confidence: 0.952329794

00:27:00.360 --> 00:27:01.480 So more to come there.

NOTE Confidence: 0.880297

00:27:03.520 --> 00:27:04.396 So really have some of the

NOTE Confidence: 0.948879371428571

00:27:04.400 --> 00:27:07.599 lessons that we learned from the faculty,

NOTE Confidence: 0.948879371428571

00:27:07.600 --> 00:27:09.304 teachers themselves where that,

NOTE Confidence: 0.948879371428571

00:27:09.304 --> 00:27:11.860 you know faculty really benefit and

NOTE Confidence: 0.948879371428571

00:27:11.925 --> 00:27:13.957 appreciate a teaching framework.

NOTE Confidence: 0.948879371428571

00:27:13.960 --> 00:27:16.534 I know a lot of us value certain teaching

NOTE Confidence: 0.948879371428571

00:27:16.534 --> 00:27:19.804 behaviors more than others, whether it's.

NOTE Confidence: 0.948879371428571

00:27:19.804 --> 00:27:23.590 Organization or just trying to think,

NOTE Confidence: 0.948879371428571

00:27:23.590 --> 00:27:25.490 you know, doing, making sure we have

NOTE Confidence: 0.948879371428571

00:27:25.490 --> 00:27:26.830 objectives and things like that.

NOTE Confidence: 0.948879371428571

00:27:26.830 --> 00:27:28.770 But when we can,

NOTE Confidence: 0.948879371428571

00:27:28.770 --> 00:27:31.286 when faculty see a list of,

NOTE Confidence: 0.948879371428571

00:27:31.286 --> 00:27:32.744 you know, expected behaviors,

NOTE Confidence: 0.948879371428571

00:27:32.744 --> 00:27:35.383 I think that really helps them touch

NOTE Confidence: 0.948879371428571

00:27:35.383 --> 00:27:37.549 on everything that's expected.

NOTE Confidence: 0.948879371428571

00:27:37.550 --> 00:27:39.470 Effective teachers, like I mentioned are,

NOTE Confidence: 0.948879371428571

00:27:39.470 --> 00:27:42.430 are more likely to seek and accept feedback.

NOTE Confidence: 0.948879371428571

00:27:42.430 --> 00:27:44.755 So certainly finding ways to

NOTE Confidence: 0.948879371428571

00:27:44.755 --> 00:27:46.834 reach all teachers is something

NOTE Confidence: 0.948879371428571

00:27:46.834 --> 00:27:49.228 that we still have to work on.

NOTE Confidence: 0.948879371428571

00:27:49.230 --> 00:27:50.170 Another thing that's really

NOTE Confidence: 0.948879371428571

00:27:50.170 --> 00:27:51.345 come up and Panina knows,

NOTE Confidence: 0.948879371428571

00:27:51.350 --> 00:27:53.358 I've been talking to the folks that meant

NOTE Confidence: 0.948879371428571

00:27:53.358 --> 00:27:55.606 to meter to try to get a a license for us.

NOTE Confidence: 0.948879371428571

00:27:55.606 --> 00:27:57.385 But more support in the use of

NOTE Confidence: 0.948879371428571

00:27:57.385 --> 00:27:58.990 technology and teaching is needed,

NOTE Confidence: 0.948879371428571

00:27:58.990 --> 00:28:02.632 especially in our virtual age now

NOTE Confidence: 0.948879371428571

00:28:02.632 --> 00:28:06.156 where we're teaching not only it via

NOTE Confidence: 0.948879371428571

00:28:06.156 --> 00:28:08.420 zoom but hybrid is really I think the

NOTE Confidence: 0.948879371428571

00:28:08.487 --> 00:28:11.183 number one mode of teaching at this point.

NOTE Confidence: 0.948879371428571

00:28:11.190 --> 00:28:14.226 And so trying to engage both,

NOTE Confidence: 0.948879371428571

00:28:14.230 --> 00:28:16.282 you know, in person and virtual

NOTE Confidence: 0.948879371428571

00:28:16.282 --> 00:28:17.650 learners is really difficult.

NOTE Confidence: 0.948879371428571

00:28:17.650 --> 00:28:19.522 And so technology is a way

NOTE Confidence: 0.948879371428571

00:28:19.522 --> 00:28:21.490 to bridge some of that gap.

NOTE Confidence: 0.948879371428571

00:28:21.490 --> 00:28:23.514 Formal feedback is appreciated.

NOTE Confidence: 0.948879371428571

00:28:23.514 --> 00:28:24.526 You know,

NOTE Confidence: 0.948879371428571

00:28:24.530 --> 00:28:26.210 I think a lot of the faculty,

NOTE Confidence: 0.948879371428571

00:28:26.210 --> 00:28:27.608 teachers, you know,

NOTE Confidence: 0.948879371428571

00:28:27.608 --> 00:28:30.404 aren't have never gotten feedback from,

NOTE Confidence: 0.948879371428571

00:28:30.410 --> 00:28:31.040 you know,

NOTE Confidence: 0.948879371428571

00:28:31.040 --> 00:28:33.245 a trained peer faculty and medical education.

NOTE Confidence: 0.948879371428571

00:28:33.250 --> 00:28:36.808 So I think that's really nice.

NOTE Confidence: 0.948879371428571

00:28:36.810 --> 00:28:38.930 And then I think like I mentioned before,

NOTE Confidence: 0.948879371428571

00:28:38.930 --> 00:28:41.410 that the teaching self advocacy can go down,

NOTE Confidence: 0.948879371428571

00:28:41.410 --> 00:28:44.498 but it's important to remember that it can

NOTE Confidence: 0.948879371428571

00:28:44.498 --> 00:28:48.127 go back up once the feedback is implemented.

NOTE Confidence: 0.948879371428571

00:28:48.130 --> 00:28:49.992 So some of the lessons that we

NOTE Confidence: 0.948879371428571

00:28:49.992 --> 00:28:51.370 learned from faculty observers,

NOTE Confidence: 0.948879371428571

00:28:51.370 --> 00:28:51.946 so again,

NOTE Confidence: 0.948879371428571

00:28:51.946 --> 00:28:54.025 these were the the trained faculty

NOTE Confidence: 0.948879371428571

00:28:54.025 --> 00:28:56.534 who were doing the observations was

NOTE Confidence: 0.948879371428571

00:28:56.534 --> 00:28:58.470 that observers again appreciate

NOTE Confidence: 0.948879371428571

00:28:58.470 --> 00:29:00.406 that rubric to follow.

NOTE Confidence: 0.948879371428571

00:29:00.410 --> 00:29:03.160 They benefit from that training

NOTE Confidence: 0.948879371428571

00:29:03.160 --> 00:29:04.810 and feedback delivery,

NOTE Confidence: 0.948879371428571

00:29:04.810 --> 00:29:06.642 especially when it's peer-to-peer.

NOTE Confidence: 0.948879371428571

00:29:06.642 --> 00:29:10.050 Certainly there's no sense of power dynamics.

NOTE Confidence: 0.948879371428571

00:29:10.050 --> 00:29:13.290 So you want to give feedback in a way

NOTE Confidence: 0.948879371428571

00:29:13.290 --> 00:29:16.150 that maintains that relationship.

NOTE Confidence: 0.948879371428571

00:29:16.150 --> 00:29:18.070 I I found that observers are

NOTE Confidence: 0.948879371428571

00:29:18.070 --> 00:29:19.725 really pleasantly surprised by what

NOTE Confidence: 0.948879371428571

00:29:19.725 --> 00:29:21.305 they learned from one another,

NOTE Confidence: 0.948879371428571

00:29:21.310 --> 00:29:23.860 not only from a medical education

NOTE Confidence: 0.948879371428571

00:29:23.860 --> 00:29:26.006 technique perspective, but also from content.

NOTE Confidence: 0.948879371428571

00:29:26.006 --> 00:29:29.510 I know a lot of faculty, you know,

NOTE Confidence: 0.948879371428571

00:29:29.510 --> 00:29:31.184 you know an endocrine like to

NOTE Confidence: 0.948879371428571

00:29:31.184 --> 00:29:33.109 go to a lecture on Kawasaki,

NOTE Confidence: 0.948879371428571

00:29:33.110 --> 00:29:35.630 and you know it reminds them of you know,

NOTE Confidence: 0.948879371428571

00:29:35.630 --> 00:29:36.570 of things that they haven't

NOTE Confidence: 0.948879371428571

00:29:36.570 --> 00:29:37.510 learned about in a while.

NOTE Confidence: 0.948879371428571

00:29:37.510 --> 00:29:39.310 So that's always kind of fun.

NOTE Confidence: 0.948879371428571

00:29:39.310 --> 00:29:42.592 And I think that once observers

NOTE Confidence: 0.948879371428571

00:29:42.592 --> 00:29:44.233 see teaching techniques.

NOTE Confidence: 0.948879371428571

00:29:44.240 --> 00:29:45.632 That are used successfully,

NOTE Confidence: 0.948879371428571

00:29:45.632 --> 00:29:47.024 they're more motivated to

NOTE Confidence: 0.948879371428571

00:29:47.024 --> 00:29:48.400 try them themselves.

NOTE Confidence: 0.948879371428571

00:29:48.400 --> 00:29:50.840 So whether it is using,

NOTE Confidence: 0.948879371428571

00:29:50.840 --> 00:29:51.756 you know,

NOTE Confidence: 0.948879371428571

00:29:51.756 --> 00:29:54.046 technology and teaching like pole

NOTE Confidence: 0.948879371428571

00:29:54.046 --> 00:29:56.525 everywhere or meant to meter or

NOTE Confidence: 0.948879371428571

00:29:56.525 --> 00:29:58.919 using cases or or doing chalk talks

NOTE Confidence: 0.948879371428571

00:29:58.920 --> 00:30:01.076 or are doing more hands on teaching,

NOTE Confidence: 0.948879371428571

00:30:01.080 --> 00:30:02.820 when they're seeing that you

NOTE Confidence: 0.948879371428571

00:30:02.820 --> 00:30:04.212 successfully then they'll be

NOTE Confidence: 0.948879371428571

00:30:04.212 --> 00:30:06.079 more motivated to try that too.

NOTE Confidence: 0.948879371428571

00:30:06.080 --> 00:30:07.672 And then I think that I think has

NOTE Confidence: 0.948879371428571

00:30:07.672 --> 00:30:09.481 been the most difficult is to make

NOTE Confidence: 0.948879371428571

00:30:09.481 --> 00:30:10.836 sure that these verbal feedback

NOTE Confidence: 0.944191566521739

00:30:10.886 --> 00:30:11.978 sessions are happening.

NOTE Confidence: 0.944191566521739

00:30:11.980 --> 00:30:14.356 I think it's certainly easy to fill out

NOTE Confidence: 0.944191566521739

00:30:14.356 --> 00:30:16.445 your teaching rubric and pass it along

NOTE Confidence: 0.944191566521739

00:30:16.445 --> 00:30:18.500 to the faculty and solicit questions.

NOTE Confidence: 0.944191566521739

00:30:18.500 --> 00:30:20.360 But I've found that these verbal

NOTE Confidence: 0.944191566521739

00:30:20.360 --> 00:30:22.011 sessions are really helpful just

NOTE Confidence: 0.944191566521739

00:30:22.011 --> 00:30:23.419 to review different comments.

NOTE Confidence: 0.944191566521739

00:30:23.420 --> 00:30:25.598 And it allows the faculty teacher

NOTE Confidence: 0.944191566521739

00:30:25.598 --> 00:30:28.100 to reflect on some of those items

NOTE Confidence: 0.944191566521739

00:30:28.100 --> 00:30:29.718 and come up with a, you know,

NOTE Confidence: 0.944191566521739

00:30:29.718 --> 00:30:31.601 a plan that they might try differently

NOTE Confidence: 0.944191566521739

00:30:31.601 --> 00:30:33.380 for the next teaching encounter.

NOTE Confidence: 0.936899133333333

00:30:36.150 --> 00:30:38.174 And then this is a little off topic,

NOTE Confidence: 0.936899133333333

00:30:38.174 --> 00:30:40.510 but it was another kind of side project

NOTE Confidence: 0.936899133333333

00:30:40.572 --> 00:30:42.484 I have here is looking at some of

NOTE Confidence: 0.936899133333333

00:30:42.484 --> 00:30:44.499 the the feedback from the faculty

NOTE Confidence: 0.936899133333333

00:30:44.499 --> 00:30:46.707 versus some of some student feedback.

NOTE Confidence: 0.936899133333333

00:30:46.710 --> 00:30:49.458 So I've been working with UMA and

NOTE Confidence: 0.936899133333333

00:30:49.458 --> 00:30:52.026 Michael comparing some of the Medhub

00:30:52.026 --> 00:30:53.805 feedback on clerkship lectures

00:30:53.805 --> 00:30:56.349 based on the the faculty feedback.

00:30:56.350 --> 00:30:59.275 And so I think I wanted to just highlight

00:30:59.275 --> 00:31:02.161 that the number one item that really

00:31:02.161 --> 00:31:05.143 overlapped between the two populations was.

00:31:05.150 --> 00:31:06.258 Learner engagement.

00:31:06.258 --> 00:31:09.527 So really making sure that whatever

00:31:09.527 --> 00:31:13.118 type of lecture you're giving to include

00:31:13.118 --> 00:31:15.550 not just interactive components,

00:31:15.550 --> 00:31:18.550 but activities that promote critical

00:31:18.550 --> 00:31:20.910 thinking within within your within

00:31:20.910 --> 00:31:21.790 your lecture.

00:31:21.790 --> 00:31:24.051 So it doesn't mean that people have

00:31:24.051 --> 00:31:25.590 to notice necessarily speak up,

00:31:25.590 --> 00:31:27.810 but just promoting that critical

00:31:27.810 --> 00:31:29.586 thinking is really important,

NOTE Confidence: 0.936899133333333

00:31:29.590 --> 00:31:32.005 another important item to note

NOTE Confidence: 0.936899133333333

00:31:32.005 --> 00:31:33.454 in this particular.

NOTE Confidence: 0.936899133333333

00:31:33.460 --> 00:31:35.566 Side study was that students focused

NOTE Confidence: 0.936899133333333

00:31:35.566 --> 00:31:38.660 a lot more on content of the lecture,

NOTE Confidence: 0.936899133333333

00:31:38.660 --> 00:31:40.879 so making sure that it was relevant

NOTE Confidence: 0.936899133333333

00:31:40.879 --> 00:31:42.660 to their level of learning,

NOTE Confidence: 0.936899133333333

00:31:42.660 --> 00:31:44.820 how much content was presented,

NOTE Confidence: 0.936899133333333

00:31:44.820 --> 00:31:47.445 whether it was presented in

NOTE Confidence: 0.936899133333333

00:31:47.445 --> 00:31:49.020 an organized fashion.

NOTE Confidence: 0.936899133333333

00:31:49.020 --> 00:31:51.295 And they really liked things that were

NOTE Confidence: 0.936899133333333

00:31:51.295 --> 00:31:53.600 interactive specifically with cases,

NOTE Confidence: 0.936899133333333

00:31:53.600 --> 00:31:56.420 whereas faculty feedback focused a

NOTE Confidence: 0.936899133333333

00:31:56.420 --> 00:31:58.940 little bit more on learning environment,

NOTE Confidence: 0.936899133333333

00:31:58.940 --> 00:32:01.495 how facile the use of media was,

NOTE Confidence: 0.936899133333333

00:32:01.500 --> 00:32:02.228 and PowerPoint.

NOTE Confidence: 0.936899133333333

00:32:02.228 --> 00:32:04.048 And the overall management of

NOTE Confidence: 0.936899133333333

00:32:04.048 --> 00:32:06.613 the session in terms of pace and

NOTE Confidence: 0.936899133333333

00:32:06.613 --> 00:32:08.368 organization and things like that.

NOTE Confidence: 0.936899133333333

00:32:08.370 --> 00:32:09.876 So those are just some initial

NOTE Confidence: 0.936899133333333

00:32:09.876 --> 00:32:10.880 reflections that I thought

NOTE Confidence: 0.936899133333333

00:32:10.933 --> 00:32:12.169 were interesting to include.

NOTE Confidence: 0.921603094

00:32:14.210 --> 00:32:16.610 So really when we're talking about

NOTE Confidence: 0.921603094

00:32:16.610 --> 00:32:18.210 implications from the program,

NOTE Confidence: 0.921603094

00:32:18.210 --> 00:32:21.570 we can think about how how our findings

NOTE Confidence: 0.921603094

00:32:21.570 --> 00:32:24.528 and and how this particular program

NOTE Confidence: 0.921603094

00:32:24.530 --> 00:32:27.820 and the tool itself could set teaching

NOTE Confidence: 0.921603094

00:32:27.820 --> 00:32:30.009 expectations potentially for new hires.

NOTE Confidence: 0.921603094

00:32:30.010 --> 00:32:31.390 Maybe some teaching

NOTE Confidence: 0.921603094

00:32:31.390 --> 00:32:32.770 expectations for promotion,

NOTE Confidence: 0.921603094

00:32:32.770 --> 00:32:35.310 especially with the new academic

NOTE Confidence: 0.921603094

00:32:35.310 --> 00:32:38.250 clinician track that's coming up soon

NOTE Confidence: 0.921603094

00:32:38.250 --> 00:32:40.973 and helping faculty who have areas for

NOTE Confidence: 0.921603094

00:32:40.973 --> 00:32:43.047 improvement and then also appreciation

NOTE Confidence: 0.921603094

00:32:43.047 --> 00:32:45.567 for faculty who are teaching well

NOTE Confidence: 0.921603094

00:32:45.570 --> 00:32:48.349 again to get that positive feedback to

NOTE Confidence: 0.921603094

00:32:48.349 --> 00:32:51.130 continue to have them teach over time.

NOTE Confidence: 0.921603094

00:32:51.130 --> 00:32:52.418 So hopefully I've highlighted,

NOTE Confidence: 0.921603094

00:32:52.418 --> 00:32:54.868 you know the need for this multifaceted

NOTE Confidence: 0.921603094

00:32:54.868 --> 00:32:57.628 approach to assessment of clinical teaching.

NOTE Confidence: 0.921603094

00:32:57.630 --> 00:33:00.773 Between students and faculty and I wanted

NOTE Confidence: 0.921603094

00:33:00.773 --> 00:33:04.745 to give you an opportunity to do your own.

NOTE Confidence: 0.921603094

00:33:04.750 --> 00:33:07.470 I'm teaching self efficacy analysis.

NOTE Confidence: 0.921603094

00:33:07.470 --> 00:33:09.502 It's a link to a qual trick survey

NOTE Confidence: 0.921603094

00:33:09.502 --> 00:33:11.769 where you can fill out eleven of the

NOTE Confidence: 0.921603094

00:33:11.769 --> 00:33:13.930 the components and you can put in your

NOTE Confidence: 0.921603094

00:33:13.930 --> 00:33:16.749 e-mail and I'll send you a little of your

NOTE Confidence: 0.921603094

00:33:16.749 --> 00:33:19.467 own analysis if you feel comfortable,

NOTE Confidence: 0.921603094

00:33:19.470 --> 00:33:21.372 and then we can reflect on

NOTE Confidence: 0.921603094

00:33:21.372 --> 00:33:23.360 that a little bit together.

NOTE Confidence: 0.921603094

00:33:23.360 --> 00:33:25.880 So I'm oh, I know I ended quite early,

NOTE Confidence: 0.921603094

00:33:25.880 --> 00:33:27.764 but I'm available for any questions

NOTE Confidence: 0.921603094

00:33:27.764 --> 00:33:29.370 or comments about the program

NOTE Confidence: 0.921603094

00:33:29.370 --> 00:33:30.840 or the study in general.

NOTE Confidence: 0.9352219

00:33:35.960 --> 00:33:37.996 I'm torn between my question or doing that,

NOTE Confidence: 0.913783286

00:33:42.440 --> 00:33:46.120 but I I was intrigued because I remember

NOTE Confidence: 0.913783286

00:33:46.120 --> 00:33:48.666 the earlier data that you had shown in

NOTE Confidence: 0.913783286

00:33:48.666 --> 00:33:52.760 terms of the PTSQ going down and so.

NOTE Confidence: 0.913783286

00:33:52.760 --> 00:33:54.720 How did you figure out if they

NOTE Confidence: 0.913783286

00:33:54.720 --> 00:33:56.120 had incorporated the feedback?

NOTE Confidence: 0.913783286

00:33:56.120 --> 00:33:57.555 Does it relate to what you said?

NOTE Confidence: 0.913783286

00:33:57.560 --> 00:34:01.880 Like if you wait longer for them to redo

NOTE Confidence: 0.913783286

00:34:01.880 --> 00:34:04.760 the survey, that's when it goes up?

NOTE Confidence: 0.913783286

00:34:04.760 --> 00:34:07.315 So how did you tease that out?

NOTE Confidence: 0.913783286

00:34:07.320 --> 00:34:09.160 Yeah, honestly, I was looking.

NOTE Confidence: 0.9301902

00:34:09.400 --> 00:34:11.520 I looked at the PTSQ scores and like who

NOTE Confidence: 0.9301902

00:34:11.520 --> 00:34:13.795 had the most change versus who didn't.

NOTE Confidence: 0.9301902

00:34:13.800 --> 00:34:16.238 And then I I I looked at their,

NOTE Confidence: 0.9301902

00:34:16.238 --> 00:34:17.622 their teaching observations and

NOTE Confidence: 0.9301902

00:34:17.622 --> 00:34:19.603 I was looking at the feedback

NOTE Confidence: 0.9301902

00:34:19.603 --> 00:34:21.373 that they received from the first

NOTE Confidence: 0.9301902

00:34:21.373 --> 00:34:23.238 one compared to the second one.

NOTE Confidence: 0.9301902

00:34:23.240 --> 00:34:27.992 And I I was just noticing that the the.

NOTE Confidence: 0.9301902

00:34:28.000 --> 00:34:29.800 Even even the faculty who had

NOTE Confidence: 0.9301902

00:34:29.800 --> 00:34:31.720 more than six months in between,

NOTE Confidence: 0.9301902

00:34:31.720 --> 00:34:34.036 like the longer almost the better.

NOTE Confidence: 0.9301902

00:34:34.040 --> 00:34:36.232 I don't know what it was maybe more

NOTE Confidence: 0.9301902

00:34:36.232 --> 00:34:38.483 time to reflect on the the feedback

NOTE Confidence: 0.9301902

00:34:38.483 --> 00:34:40.560 or more time to prepare like a

NOTE Confidence: 0.9301902

00:34:40.560 --> 00:34:42.320 different type of presentation.

NOTE Confidence: 0.9301902

00:34:42.320 --> 00:34:43.760 I think, you know,

NOTE Confidence: 0.9301902

00:34:43.760 --> 00:34:45.720 a lot of us have these canned

NOTE Confidence: 0.9301902

00:34:45.720 --> 00:34:47.643 lectures that we give all the time

NOTE Confidence: 0.9301902

00:34:47.643 --> 00:34:49.466 and it takes energy to change

NOTE Confidence: 0.9301902

00:34:49.466 --> 00:34:51.602 things whether it's the format or

NOTE Confidence: 0.9301902

00:34:51.602 --> 00:34:53.424 the interactivity that we choose.

NOTE Confidence: 0.9301902

00:34:53.424 --> 00:34:55.632 And so the the observations that

NOTE Confidence: 0.9301902

00:34:55.632 --> 00:34:58.160 were within a month or two I could.

NOTE Confidence: 0.9301902

00:34:58.160 --> 00:35:00.904 Not a lot of changes had been made

NOTE Confidence: 0.9301902

00:35:00.904 --> 00:35:03.880 probably from time constraints or motivation,

NOTE Confidence: 0.9301902

00:35:03.880 --> 00:35:05.113 but so yeah,

NOTE Confidence: 0.9301902

00:35:05.113 --> 00:35:06.757 the longer the better,

NOTE Confidence: 0.9301902

00:35:06.760 --> 00:35:07.880 which was really interesting.

NOTE Confidence: 0.908637628571429

00:35:08.360 --> 00:35:08.804 That's great.

NOTE Confidence: 0.908637628571429

00:35:08.804 --> 00:35:10.604 And Heather, cuz I was, I was,

NOTE Confidence: 0.908637628571429

00:35:10.604 --> 00:35:12.998 I was just so intrigued by that.

NOTE Confidence: 0.908637628571429

00:35:13.000 --> 00:35:15.394 And so in terms of the literature,

NOTE Confidence: 0.908637628571429

00:35:15.400 --> 00:35:17.200 cuz you kind of had talked about it,

NOTE Confidence: 0.908637628571429

00:35:17.200 --> 00:35:20.014 is there literature to show that

NOTE Confidence: 0.908637628571429

00:35:20.014 --> 00:35:22.295 once you've instituted changes or

NOTE Confidence: 0.908637628571429

00:35:22.295 --> 00:35:24.556 the duration of time in terms of

NOTE Confidence: 0.908637628571429

00:35:24.556 --> 00:35:27.760 the PTSQ you know or perceives?

NOTE Confidence: 0.908637628571429

00:35:27.760 --> 00:35:29.680 I always say perceived self advocacy,

NOTE Confidence: 0.908637628571429

00:35:29.680 --> 00:35:31.880 but it's really self advocacy is the term.

NOTE Confidence: 0.932882214482759

00:35:33.960 --> 00:35:36.504 You know, is there data to say that

NOTE Confidence: 0.932882214482759

00:35:36.504 --> 00:35:39.336 the longer you wait or the more things

NOTE Confidence: 0.932882214482759

00:35:39.336 --> 00:35:41.546 that you institute that it actually

NOTE Confidence: 0.932882214482759

00:35:41.546 --> 00:35:44.080 goes up or is that your hypothesis?

NOTE Confidence: 0.932882214482759

00:35:44.080 --> 00:35:45.320 I think that's my hypothesis.

NOTE Confidence: 0.903330541111111

00:35:45.360 --> 00:35:48.874 I don't have any data on the

NOTE Confidence: 0.903330541111111

00:35:48.874 --> 00:35:50.819 time frame, but you know,

NOTE Confidence: 0.903330541111111

00:35:50.819 --> 00:35:53.010 one thing that was interesting too was.

NOTE Confidence: 0.903330541111111

00:35:53.010 --> 00:35:55.929 That the folks who had a higher

NOTE Confidence: 0.903330541111111

00:35:55.929 --> 00:35:57.763 self efficacy, sense of self

NOTE Confidence: 0.903330541111111

00:35:57.763 --> 00:36:00.182 efficacy to begin with often had

NOTE Confidence: 0.903330541111111

00:36:00.182 --> 00:36:04.004 less of a change than those prior.

NOTE Confidence: 0.908600455555556

00:36:05.770 --> 00:36:07.826 Yeah, you can call on people to unmute

NOTE Confidence: 0.908600455555556

00:36:07.826 --> 00:36:09.488 them. I don't have to. But Janet,

NOTE Confidence: 0.92767435

00:36:10.610 --> 00:36:12.250 sure I have just a bit to add.

NOTE Confidence: 0.92767435

00:36:12.250 --> 00:36:14.367 Thanks a lot. We've really taken

NOTE Confidence: 0.92767435

00:36:14.367 --> 00:36:17.426 the program forward and what I did

NOTE Confidence: 0.92767435

00:36:17.426 --> 00:36:20.088 want everyone to know Zandi Garino,

NOTE Confidence: 0.92767435

00:36:20.090 --> 00:36:22.274 who's the associate Dean for PA education

NOTE Confidence: 0.92767435

00:36:22.274 --> 00:36:24.606 now her thesis when she was at Florida,

NOTE Confidence: 0.92767435

00:36:24.610 --> 00:36:26.486 I I had mentored her through that,

NOTE Confidence: 0.92767435

00:36:26.490 --> 00:36:28.812 but her whole thesis was on

NOTE Confidence: 0.92767435

00:36:28.812 --> 00:36:31.410 feedback and how you incorporate.

NOTE Confidence: 0.92767435

00:36:31.410 --> 00:36:33.045 Certain characteristics of

NOTE Confidence: 0.92767435

00:36:33.045 --> 00:36:35.770 feedback are incorporated or not,

NOTE Confidence: 0.92767435

00:36:35.770 --> 00:36:38.290 and it's a wonderful thesis.

NOTE Confidence: 0.92767435

00:36:38.290 --> 00:36:39.938 She then published it.

NOTE Confidence: 0.92767435

00:36:39.938 --> 00:36:41.998 Three years ago in Advances

NOTE Confidence: 0.92767435

00:36:41.998 --> 00:36:44.438 in Health Science Education,

NOTE Confidence: 0.92767435

00:36:44.440 --> 00:36:45.404 it's worth looking at.

NOTE Confidence: 0.92767435

00:36:45.404 --> 00:36:47.879 But it really it was a qualitative study,

NOTE Confidence: 0.92767435

00:36:47.880 --> 00:36:50.676 very well done and she really

NOTE Confidence: 0.92767435

00:36:50.676 --> 00:36:52.540 talks about learner readiness

NOTE Confidence: 0.92767435

00:36:52.622 --> 00:36:54.438 to accept the feedback.

NOTE Confidence: 0.92767435

00:36:54.440 --> 00:36:55.320 So again,

NOTE Confidence: 0.92767435

00:36:55.320 --> 00:36:56.480 it's it's pretty good,

NOTE Confidence: 0.92767435

00:36:56.480 --> 00:36:57.200 it's great work.

NOTE Confidence: 0.94176311

00:36:58.080 --> 00:37:00.614 Thanks Janet. I'm just curious from the

NOTE Confidence: 0.94176311

00:37:00.614 --> 00:37:03.381 group because I would know I was one

NOTE Confidence: 0.94176311

00:37:03.381 --> 00:37:07.448 of the first who volunteered to do it.

NOTE Confidence: 0.94176311

00:37:07.450 --> 00:37:08.810 Is there anybody here? Well,

NOTE Confidence: 0.94176311

00:37:08.810 --> 00:37:10.403 I don't want to put anybody on the spot,

NOTE Confidence: 0.94176311

00:37:10.410 --> 00:37:13.722 but reasons for not engaging in this and the

NOTE Confidence: 0.94176311

00:37:13.722 --> 00:37:16.684 reason why I ask is you wrote as a future,

NOTE Confidence: 0.94176311

00:37:16.690 --> 00:37:18.166 you know, as a future thought,

NOTE Confidence: 0.94176311

00:37:18.170 --> 00:37:20.606 which I think is a great one,

NOTE Confidence: 0.94176311

00:37:20.610 --> 00:37:22.582 which is new faculty,

NOTE Confidence: 0.94176311

00:37:22.582 --> 00:37:25.398 you know, to get them early

NOTE Confidence: 0.94176311

00:37:25.398 --> 00:37:27.683 and give them feedback early.

NOTE Confidence: 0.94176311

00:37:27.690 --> 00:37:30.510 But what would be the barriers

NOTE Confidence: 0.94176311

00:37:30.510 --> 00:37:33.794 to doing that and why don't some

NOTE Confidence: 0.94176311

00:37:33.794 --> 00:37:36.415 of our path like I I think?

NOTE Confidence: 0.94176311

00:37:36.415 --> 00:37:38.820 Most of the people that you reach out,

NOTE Confidence: 0.94176311

00:37:38.820 --> 00:37:41.340 if they answer you, they agree to do it.

NOTE Confidence: 0.94176311

00:37:41.340 --> 00:37:44.320 But ideas about those who are not

NOTE Confidence: 0.94176311

00:37:44.320 --> 00:37:46.060 getting the feedback at this point,

NOTE Confidence: 0.94427896

00:37:50.180 --> 00:37:51.692 and Heather, you can answer, I'm just,

NOTE Confidence: 0.94427896

00:37:51.692 --> 00:37:53.260 I was actually going to start with the

NOTE Confidence: 0.94427896

00:37:53.307 --> 00:37:54.735 group and say who hasn't done this,

NOTE Confidence: 0.94427896

00:37:54.740 --> 00:37:56.258 why would you not do this?

NOTE Confidence: 0.94427896

00:37:56.260 --> 00:37:57.718 But I decided I wasn't going

NOTE Confidence: 0.94427896

00:37:57.718 --> 00:37:59.220 to put anybody on the spot.

NOTE Confidence: 0.94427896

00:37:59.220 --> 00:38:03.168 So let's go more general as to

NOTE Confidence: 0.94427896

00:38:03.168 --> 00:38:07.848 reasons why faculty don't do this.

NOTE Confidence: 0.94427896

00:38:07.850 --> 00:38:10.090 Or don't engage in it, you know,

NOTE Confidence: 0.94427896

00:38:10.090 --> 00:38:11.690 it's interesting when it's structural

NOTE Confidence: 0.928969875

00:38:11.810 --> 00:38:14.348 Panina. And if it were just

00:38:14.348 --> 00:38:16.569 required that everyone would do it,

00:38:16.570 --> 00:38:19.381 because if it's very safe and you might

00:38:19.381 --> 00:38:22.089 not even want to use the word evaluation,

00:38:22.090 --> 00:38:23.250 I often call it that.

00:38:23.250 --> 00:38:25.170 I'll have a dialogue about

00:38:25.170 --> 00:38:27.480 what I just observed. So again,

00:38:27.480 --> 00:38:29.790 thinking of it being totally safe,

00:38:29.790 --> 00:38:31.982 knowing that it's not going to go into

00:38:31.982 --> 00:38:34.024 your portfolio or it won't get back to you,

00:38:34.030 --> 00:38:36.070 Panino or any other leader.

00:38:36.070 --> 00:38:38.416 So the safety issue I think

00:38:38.416 --> 00:38:39.589 is really critical.

00:38:39.590 --> 00:38:41.910 And also you know,

00:38:41.910 --> 00:38:44.834 being very careful saying if you

00:38:44.834 --> 00:38:46.948 wanted for it to be more formal

00:38:46.948 --> 00:38:49.097 as an observation that would

NOTE Confidence: 0.928969875

00:38:49.097 --> 00:38:51.180 actually go into their portfolio

NOTE Confidence: 0.928969875

00:38:51.180 --> 00:38:53.350 when they're coming up for a MP.

NOTE Confidence: 0.928969875

00:38:53.350 --> 00:38:55.970 So you could have sort of two arms of this.

NOTE Confidence: 0.928969875

00:38:55.970 --> 00:38:56.832 But again,

NOTE Confidence: 0.928969875

00:38:56.832 --> 00:38:59.418 really probably if you were saying

NOTE Confidence: 0.928969875

00:38:59.418 --> 00:39:01.194 University of British Columbia

NOTE Confidence: 0.928969875

00:39:01.194 --> 00:39:04.113 was one of the first places to

NOTE Confidence: 0.928969875

00:39:04.113 --> 00:39:06.290 implement the structure of people

NOTE Confidence: 0.928969875

00:39:06.290 --> 00:39:08.930 having a formal peer review process.

NOTE Confidence: 0.9364797175

00:39:09.410 --> 00:39:11.530 Yeah, I actually. Right.

NOTE Confidence: 0.9364797175

00:39:11.530 --> 00:39:15.698 And so I would, I would just see

NOTE Confidence: 0.9364797175

00:39:15.698 --> 00:39:18.770 the benefit in having all comers.

NOTE Confidence: 0.9364797175

00:39:18.770 --> 00:39:21.322 And since you see the other side, Janet,

NOTE Confidence: 0.9364797175

00:39:21.322 --> 00:39:24.066 I know Heather and I talked about.

NOTE Confidence: 0.9364797175

00:39:24.070 --> 00:39:26.247 You know, kind of how this could

NOTE Confidence: 0.9364797175

00:39:26.247 --> 00:39:27.828 be incorporated into CV Part 2,

NOTE Confidence: 0.9364797175

00:39:27.830 --> 00:39:30.055 especially when there's an improvement

NOTE Confidence: 0.9364797175

00:39:30.055 --> 00:39:32.749 and kind of your thoughts about

NOTE Confidence: 0.9364797175

00:39:32.749 --> 00:39:35.092 sitting at that table, you know,

NOTE Confidence: 0.9364797175

00:39:35.092 --> 00:39:37.438 in terms of promotions and having

NOTE Confidence: 0.9364797175

00:39:37.438 --> 00:39:39.890 this as a piece of somebody's success

NOTE Confidence: 0.9364797175

00:39:39.890 --> 00:39:42.350 as a teacher and self improvement.

NOTE Confidence: 0.9402536

00:39:44.790 --> 00:39:46.026 So there's a question for you,

NOTE Confidence: 0.9402536

00:39:46.030 --> 00:39:48.550 Janet, about kind of the,

NOTE Confidence: 0.9402536

00:39:48.550 --> 00:39:50.908 the potential utility,

NOTE Confidence: 0.9402536

00:39:50.910 --> 00:39:53.110 I think ideally. We

NOTE Confidence: 0.951574925

00:39:53.110 --> 00:39:56.435 should be relying on peer

NOTE Confidence: 0.951574925

00:39:56.435 --> 00:39:58.430 observation and learners.

NOTE Confidence: 0.951574925

00:39:58.430 --> 00:40:00.428 So if you triangulate the data,

NOTE Confidence: 0.951574925

00:40:00.430 --> 00:40:01.678 because it's fabulous data,

NOTE Confidence: 0.951574925

67

00:40:01.678 --> 00:40:04.390 but we'd also have to be very careful.

NOTE Confidence: 0.951574925

00:40:04.390 --> 00:40:05.788 So when I do my observations,

NOTE Confidence: 0.951574925

00:40:05.790 --> 00:40:07.640 I'm very careful if someone's

NOTE Confidence: 0.951574925

00:40:07.640 --> 00:40:10.145 asking me to also write a letter

NOTE Confidence: 0.951574925

00:40:10.145 --> 00:40:12.945 to go into their folio versus the

NOTE Confidence: 0.951574925

00:40:12.945 --> 00:40:15.670 observation as a learning piece.

NOTE Confidence: 0.93019015

00:40:19.730 --> 00:40:23.005 And I think also what Franz Gellerno did

NOTE Confidence: 0.93019015

00:40:23.005 --> 00:40:26.768 in OBGYN, she observes all the faculty.

NOTE Confidence: 0.93019015

00:40:26.770 --> 00:40:28.690 We did a couple of years of training

NOTE Confidence: 0.93019015

00:40:28.690 --> 00:40:31.336 with her, and then she observes all her

NOTE Confidence: 0.93019015

00:40:31.336 --> 00:40:34.007 faculty and then writes a letter to them.

NOTE Confidence: 0.93019015

00:40:34.010 --> 00:40:36.446 And they were so grateful about that.

NOTE Confidence: 0.93019015

00:40:36.450 --> 00:40:38.834 So again, there are ways that we can

NOTE Confidence: 0.93019015

00:40:38.834 --> 00:40:40.927 really buff this up and peed so it,

NOTE Confidence: 0.93019015

00:40:40.930 --> 00:40:42.650 you know, because it's just such a great

NOTE Confidence: 0.93019015

00:40:42.650 --> 00:40:44.130 program that you're doing. Heather.

NOTE Confidence: 0.945672353846154

00:40:45.850 --> 00:40:47.914 We do went for the the 20 faculty

NOTE Confidence: 0.945672353846154

00:40:47.914 --> 00:40:50.050 that have completed the observation.

NOTE Confidence: 0.945672353846154

00:40:50.050 --> 00:40:52.602 We do send them a completion letter that

NOTE Confidence: 0.945672353846154

00:40:52.602 --> 00:40:55.507 it says you know thank you for completing

NOTE Confidence: 0.945672353846154

00:40:55.507 --> 00:40:58.169 this top program with two observations.

NOTE Confidence: 0.945672353846154

00:40:58.170 --> 00:41:00.418 You know in the state in this state

NOTE Confidence: 0.945672353846154

00:41:00.418 --> 00:41:02.546 your you know your teaching score

NOTE Confidence: 0.945672353846154

00:41:02.546 --> 00:41:04.662 increased this to this your your

NOTE Confidence: 0.945672353846154

00:41:04.662 --> 00:41:06.614 sense of selfefficacy change this

NOTE Confidence: 0.945672353846154

00:41:06.614 --> 00:41:09.639 way and then we highlight some of

NOTE Confidence: 0.945672353846154

00:41:09.639 --> 00:41:11.567 their their teaching strengths.

NOTE Confidence: 0.945672353846154

00:41:11.570 --> 00:41:14.514 And so it is signed by Panina and

NOTE Confidence: 0.945672353846154

00:41:14.514 --> 00:41:16.842 myself for them to, you know,

NOTE Confidence: 0.945672353846154

00:41:16.842 --> 00:41:18.506 include in their promotional

NOTE Confidence: 0.945672353846154

00:41:18.506 --> 00:41:20.170 materials if they desire.

NOTE Confidence: 0.94025356

00:41:23.370 --> 00:41:24.846 I've done the top program,

NOTE Confidence: 0.94025356

00:41:24.846 --> 00:41:27.250 so I'm not a person who didn't.

NOTE Confidence: 0.930190144

00:41:27.250 --> 00:41:28.010 But I will tell you,

NOTE Confidence: 0.930190144

00:41:28.010 --> 00:41:30.250 I think it's all social, right?

NOTE Confidence: 0.930190144

00:41:30.250 --> 00:41:31.930 So it's just this weird social

NOTE Confidence: 0.930190144

00:41:31.930 --> 00:41:33.678 barrier of signing up for something

NOTE Confidence: 0.930190144

00:41:33.678 --> 00:41:36.002 that you're like, what even is this?

NOTE Confidence: 0.930190144

00:41:36.002 --> 00:41:37.842 And is this for me?

NOTE Confidence: 0.930190144

00:41:37.850 --> 00:41:39.747 And by signing up, am I admitting

NOTE Confidence: 0.930190144

00:41:39.747 --> 00:41:41.687 that I think I'm a bad teacher?

NOTE Confidence: 0.930190144

00:41:41.690 --> 00:41:42.362 And so I suspect,

NOTE Confidence: 0.930190144

00:41:42.362 --> 00:41:43.730 and I don't know if this is true,

NOTE Confidence: 0.930190144

00:41:43.730 --> 00:41:45.431 but I suspect you probably got a lot of

NOTE Confidence: 0.930190144

00:41:45.431 --> 00:41:46.930 people in the first pass that are like,

NOTE Confidence: 0.930190144

00:41:46.930 --> 00:41:48.070 I feel okay about my teaching,

NOTE Confidence: 0.930190144

00:41:48.070 --> 00:41:50.372 but come on in, teach me more, right?

NOTE Confidence: 0.930190144

00:41:50.372 --> 00:41:52.346 Because you have to have a certain

NOTE Confidence: 0.930190144

00:41:52.346 --> 00:41:53.723 degree of selfconfidence to

NOTE Confidence: 0.930190144

00:41:53.723 --> 00:41:55.967 volunteer for this type of feedback.

NOTE Confidence: 0.930190144

00:41:55.970 --> 00:41:57.390 So if you're meeting people

NOTE Confidence: 0.930190144

00:41:57.390 --> 00:41:58.526 being a little timid,

NOTE Confidence: 0.930190144

00:41:58.530 --> 00:42:01.114 that's why I suspect it's a little like

NOTE Confidence: 0.930190144

00:42:01.114 --> 00:42:03.558 they don't want to be the the nerdy kid.

NOTE Confidence: 0.930190144

00:42:03.558 --> 00:42:05.840 Who signed up for the program too soon?

NOTE Confidence: 0.930190144

00:42:05.840 --> 00:42:07.842 But they also were just feeling nervous

NOTE Confidence: 0.930190144

00:42:07.842 --> 00:42:09.618 about what they might hear and whether

NOTE Confidence: 0.930190144

00:42:09.618 --> 00:42:10.970 or not they're going to find out what

NOTE Confidence: 0.930190144

00:42:11.007 --> 00:42:12.316 they thought they were pretty good at.

NOTE Confidence: 0.930190144

00:42:12.320 --> 00:42:14.516 Maybe they aren't so good at.

NOTE Confidence: 0.930190144

00:42:14.520 --> 00:42:17.000 That's just my impression of how residents

NOTE Confidence: 0.930190144

00:42:17.000 --> 00:42:19.080 interact with opportunities like this.

NOTE Confidence: 0.930190144

00:42:19.080 --> 00:42:19.502 That,

NOTE Confidence: 0.930190144

00:42:19.502 --> 00:42:22.878 I suspect is also true for junior faculty.

NOTE Confidence: 0.930190144

00:42:22.880 --> 00:42:25.752 Also, Heather, I think you know,

NOTE Confidence: 0.930190144

00:42:25.752 --> 00:42:28.580 one of the every time I'm asked

NOTE Confidence: 0.930190144

00:42:28.580 --> 00:42:29.920 to participate in something,

NOTE Confidence: 0.930190144

00:42:29.920 --> 00:42:31.438 I'm always like balancing out how

NOTE Confidence: 0.930190144

00:42:31.438 --> 00:42:33.495 much time is it going to take.

NOTE Confidence: 0.930190144

00:42:33.495 --> 00:42:34.302 You know,

NOTE Confidence: 0.930190144

00:42:34.302 --> 00:42:35.694 how is it going to interfere

NOTE Confidence: 0.930190144

00:42:35.694 --> 00:42:36.870 with my clinic schedule,

NOTE Confidence: 0.930190144

00:42:36.870 --> 00:42:38.877 all the other things I have going on?

NOTE Confidence: 0.930190144

00:42:38.877 --> 00:42:40.853 So I I feel like I don't want

NOTE Confidence: 0.930190144

00:42:40.853 --> 00:42:43.029 to commit to something and not

NOTE Confidence: 0.930190144

00:42:43.030 --> 00:42:45.907 have the time to really kind of,

NOTE Confidence: 0.930190144

00:42:45.910 --> 00:42:48.349 you know, foresee the end for it.

NOTE Confidence: 0.930190144

00:42:48.350 --> 00:42:51.515 So I think my hesitation is always like,

NOTE Confidence: 0.930190144

00:42:51.515 --> 00:42:53.300 do I have the time and the

NOTE Confidence: 0.930190144

00:42:53.366 --> 00:42:55.070 day to really get this done?

NOTE Confidence: 0.93354462

00:42:55.510 --> 00:42:55.870 Kind of, yeah.

NOTE Confidence: 0.89107778875

00:42:57.310 --> 00:43:01.940 Ruchika. Oh, I was just going to say I think.

NOTE Confidence: 0.931867433333333

00:43:01.940 --> 00:43:03.416 The the other side of it,

NOTE Confidence: 0.931867433333333

00:43:03.420 --> 00:43:05.391 I had signed up and then I did not

NOTE Confidence: 0.931867433333333

00:43:05.391 --> 00:43:07.638 have an observer join the sessions.

NOTE Confidence: 0.931867433333333

00:43:07.638 --> 00:43:09.183 I'm sure they're more like

NOTE Confidence: 0.931867433333333

00:43:09.183 --> 00:43:10.711 happening at your end, Heather,

NOTE Confidence: 0.931867433333333

00:43:10.711 --> 00:43:12.697 and how you are kind of.

NOTE Confidence: 0.931867433333333

00:43:12.700 --> 00:43:14.814 It's more like a comment and a

NOTE Confidence: 0.931867433333333

00:43:14.814 --> 00:43:16.778 question because I I did volunteer,

NOTE Confidence: 0.931867433333333

00:43:16.780 --> 00:43:18.820 but I did have my observer

NOTE Confidence: 0.931867433333333

00:43:18.820 --> 00:43:21.500 come in for that session.

NOTE Confidence: 0.931867433333333

00:43:21.500 --> 00:43:22.180 Yeah, I think Heather,

NOTE Confidence: 0.931867433333333

00:43:22.180 --> 00:43:23.300 did you a pilot arm.

NOTE Confidence: 0.931867433333333

00:43:23.300 --> 00:43:26.460 So I know I had some feedback. So

NOTE Confidence: 0.9603804

00:43:26.900 --> 00:43:27.940 your lecture we're actually

NOTE Confidence: 0.94427896

00:43:27.940 --> 00:43:29.540 using to validate the tool. So

NOTE Confidence: 0.90160743

00:43:29.540 --> 00:43:32.780 we'll watch your thing over and

NOTE Confidence: 0.90160743

00:43:32.780 --> 00:43:35.620 over again. Got it. Don't worry.

NOTE Confidence: 0.936899133333333

00:43:36.500 --> 00:43:38.444 Yeah. Well, I haven't seen your

NOTE Confidence: 0.936899133333333

00:43:38.444 --> 00:43:40.260 name on any upcoming lectures

NOTE Confidence: 0.936899133333333

00:43:40.260 --> 00:43:41.500 that we'll get you in. Yeah,

NOTE Confidence: 0.928512966666667

00:43:41.500 --> 00:43:42.856 yeah. Yeah. No. So I just,

NOTE Confidence: 0.928512966666667

00:43:42.860 --> 00:43:43.980 I feel like there's also,

NOTE Confidence: 0.928512966666667

00:43:43.980 --> 00:43:46.824 I guess time constraints on the

NOTE Confidence: 0.928512966666667

00:43:46.824 --> 00:43:48.532 observers that are also offering

NOTE Confidence: 0.928512966666667

00:43:48.532 --> 00:43:50.740 to sign up for the program, so.

NOTE Confidence: 0.87149842

00:43:51.230 --> 00:43:52.966 Yeah, it's true because that, you know,

NOTE Confidence: 0.87149842

00:43:52.966 --> 00:43:54.790 I do receive some protected time for this,

NOTE Confidence: 0.87149842

00:43:54.790 --> 00:43:56.750 but I'm asking other to faculty to

NOTE Confidence: 0.87149842

00:43:56.750 --> 00:43:58.434 help me observed, which is, you know,

NOTE Confidence: 0.87149842

00:43:58.434 --> 00:44:00.017 a time constraint on them that they're

NOTE Confidence: 0.87149842

00:44:00.017 --> 00:44:01.387 not getting protected time for.

NOTE Confidence: 0.87149842

00:44:01.390 --> 00:44:02.510 So yeah, it's true.

NOTE Confidence: 0.94629164

00:44:06.130 --> 00:44:07.450 Yeah. And another thing, yeah,

NOTE Confidence: 0.94629164

00:44:07.450 --> 00:44:09.284 I think time is a major thing.

NOTE Confidence: 0.94629164

00:44:09.290 --> 00:44:10.710 You know, when faculty know

NOTE Confidence: 0.94629164

00:44:10.710 --> 00:44:11.846 that they're being observed,

NOTE Confidence: 0.94629164

00:44:11.850 --> 00:44:13.850 they really want to take the time to

NOTE Confidence: 0.94629164

00:44:13.850 --> 00:44:16.046 make this the best luxury that they can,

NOTE Confidence: 0.94629164

00:44:16.050 --> 00:44:18.010 which again, you know, is time consuming,

NOTE Confidence: 0.94629164

00:44:18.010 --> 00:44:19.738 you know, to revamp a lecture

NOTE Confidence: 0.94629164

00:44:19.738 --> 00:44:20.890 that you've already given.

NOTE Confidence: 0.94629164

00:44:20.890 --> 00:44:22.798 So I think, yeah,

NOTE Confidence: 0.94629164

00:44:22.798 --> 00:44:26.010 that being a little feeling vulnerable is,

NOTE Confidence: 0.94629164

00:44:26.010 --> 00:44:28.890 is one major issue and then the other is,

NOTE Confidence: 0.94629164

00:44:28.890 --> 00:44:31.730 is just time to prepare and time to

NOTE Confidence: 0.94629164

00:44:31.730 --> 00:44:33.908 participate in the program. I mean,

NOTE Confidence: 0.94629164

00:44:33.908 --> 00:44:36.060 I certainly try to make it clear that.

NOTE Confidence: 0.94629164

00:44:36.060 --> 00:44:37.776 You know, we're just there observing.

NOTE Confidence: 0.94629164

00:44:37.780 --> 00:44:39.376 We're going to send you this sheet.

NOTE Confidence: 0.94629164

00:44:39.380 --> 00:44:41.036 If you're open to 15 minutes

NOTE Confidence: 0.94629164

00:44:41.036 --> 00:44:42.140 of feedback via Zoom,

NOTE Confidence: 0.94629164

00:44:42.140 --> 00:44:43.388 then we do that.

NOTE Confidence: 0.94629164

00:44:43.388 --> 00:44:44.948 And and that's pretty much

NOTE Confidence: 0.94629164

00:44:44.948 --> 00:44:46.818 it in terms of your time,

NOTE Confidence: 0.94629164

00:44:46.820 --> 00:44:49.264 except for filling out those 2P TSQ

NOTE Confidence: 0.94629164

00:44:49.264 --> 00:44:51.658 surveys at the beginning and the end,

NOTE Confidence: 0.94629164

00:44:51.660 --> 00:44:53.136 which takes just a couple minutes.

NOTE Confidence: 0.94629164

00:44:53.140 --> 00:44:57.130 But I certainly recognize that this is

NOTE Confidence: 0.94629164

00:44:57.130 --> 00:44:59.218 a voluntary program that they don't need

NOTE Confidence: 0.94629164

00:44:59.218 --> 00:45:01.098 to participate in if they don't have to.

NOTE Confidence: 0.94629164

00:45:01.100 --> 00:45:03.890 So it's when you're busy.

NOTE Confidence: 0.94629164

00:45:03.890 --> 00:45:05.210 And it's not a priority,

NOTE Confidence: 0.94629164

00:45:05.210 --> 00:45:07.247 but probably won't be taken advantage of.

NOTE Confidence: 0.88074025875

00:45:08.370 --> 00:45:10.370 So I have two followup questions for that.

NOTE Confidence: 0.88074025875

00:45:10.370 --> 00:45:12.610 And that'll let everybody go because Janny,

NOTE Confidence: 0.88074025875

00:45:12.610 --> 00:45:14.190 you actually raised something that

NOTE Confidence: 0.88074025875

00:45:14.190 --> 00:45:16.124 I think is really interest, well,

NOTE Confidence: 0.88074025875

00:45:16.124 --> 00:45:18.248 raised many things that are interesting,

NOTE Confidence: 0.88074025875

00:45:18.250 --> 00:45:23.450 but that I was struck by and I'm not sure

NOTE Confidence: 0.88074025875

00:45:23.585 --> 00:45:27.234 we deliberately address, which is 1.

NOTE Confidence: 0.88074025875

00:45:27.234 --> 00:45:29.850 The idea that it's formative and

NOTE Confidence: 0.88074025875

00:45:29.932 --> 00:45:32.397 not summative that it doesn't.

NOTE Confidence: 0.88074025875

00:45:32.400 --> 00:45:35.160 That it doesn't necessarily go anywhere.

NOTE Confidence: 0.88074025875

00:45:35.160 --> 00:45:39.560 And so Heather, do we or do you address that,

NOTE Confidence: 0.88074025875

00:45:39.560 --> 00:45:43.746 I mean specifically to say that you know it,

NOTE Confidence: 0.88074025875

00:45:43.746 --> 00:45:44.954 it won't go anywhere,

NOTE Confidence: 0.88074025875

00:45:44.960 --> 00:45:48.518 it's just for your own personal,

NOTE Confidence: 0.88074025875

00:45:48.520 --> 00:45:50.920 you know, kind of self efficacy.

NOTE Confidence: 0.931627828571429

00:45:52.280 --> 00:45:55.514 Yeah, I mean I don't think so.

NOTE Confidence: 0.931627828571429

00:45:55.520 --> 00:45:57.080 I I thought it was implied,

NOTE Confidence: 0.931627828571429

00:45:57.080 --> 00:45:58.316 but now that you mentioned it,

NOTE Confidence: 0.94276945

00:45:58.320 --> 00:46:00.360 yeah, now that it was a specific statement

NOTE Confidence: 0.935940714285714

00:46:00.360 --> 00:46:02.740 that. This is for your eyes only.

NOTE Confidence: 0.891519614285714

00:46:03.460 --> 00:46:05.658 Yeah. So that's a really good point.

NOTE Confidence: 0.891519614285714

00:46:05.660 --> 00:46:06.539 And then secondly,

NOTE Confidence: 0.891519614285714

00:46:06.539 --> 00:46:09.020 I'm just curious about the group. I mean,

NOTE Confidence: 0.891519614285714

00:46:09.020 --> 00:46:11.984 just in terms of your thoughts or feedback,

NOTE Confidence: 0.891519614285714

00:46:11.984 --> 00:46:13.924 if this actually just became

NOTE Confidence: 0.891519614285714

00:46:13.924 --> 00:46:15.938 standard for all junior faculty,

NOTE Confidence: 0.891519614285714

00:46:15.940 --> 00:46:19.651 Like if it was clear that this is formative,

NOTE Confidence: 0.891519614285714

00:46:19.651 --> 00:46:22.957 not summative, but it was expected

NOTE Confidence: 0.891519614285714

00:46:22.957 --> 00:46:26.540 of all junior faculty when they come,

NOTE Confidence: 0.891519614285714

00:46:26.540 --> 00:46:27.796 What do you think?

NOTE Confidence: 0.891519614285714

00:46:27.796 --> 00:46:29.680 The what would be your sense

NOTE Confidence: 0.891519614285714

00:46:29.750 --> 00:46:31.688 if you were a junior faculty?

NOTE Confidence: 0.891519614285714

00:46:31.690 --> 00:46:33.730 How would you perceive this,

NOTE Confidence: 0.891519614285714

00:46:33.730 --> 00:46:35.434 Nicole, if you're still on when

NOTE Confidence: 0.891519614285714

00:46:35.434 --> 00:46:36.570 you're a junior faculty,

NOTE Confidence: 0.891519614285714

00:46:36.570 --> 00:46:38.090 how you would perceive this?

NOTE Confidence: 0.946962533333333

00:46:40.970 --> 00:46:42.050 Any any thoughts?

NOTE Confidence: 0.9100634

00:46:44.810 --> 00:46:46.925 I just have one quick thought and that

NOTE Confidence: 0.9100634

00:46:46.925 --> 00:46:48.970 I'm I'm giving the fame presentation

NOTE Confidence: 0.85113671

00:46:48.970 --> 00:46:51.250 at once, so I'm going to sign off.

NOTE Confidence: 0.85113671

00:46:51.250 --> 00:46:53.195 I I think it's actually really

NOTE Confidence: 0.85113671

00:46:53.195 --> 00:46:55.170 appreciated if they know that

NOTE Confidence: 0.85113671

00:46:55.170 --> 00:46:56.880 it's formative and very safe.

NOTE Confidence: 0.85113671

00:46:56.880 --> 00:46:59.946 And I think you really have to be so

NOTE Confidence: 0.85113671

00:46:59.946 --> 00:47:03.680 careful with training your feedback givers.

NOTE Confidence: 0.85113671

00:47:03.680 --> 00:47:06.880 It takes such and to really have a

NOTE Confidence: 0.85113671

00:47:06.880 --> 00:47:09.680 dialogue versus I'm giving you feedback.

NOTE Confidence: 0.85113671

00:47:09.680 --> 00:47:11.344 So I would even say, you know,

NOTE Confidence: 0.85113671

00:47:11.344 --> 00:47:13.680 make sure that you're checking in on the

NOTE Confidence: 0.85113671

00:47:13.747 --> 00:47:16.172 people who are trained to do this because

NOTE Confidence: 0.85113671

00:47:16.172 --> 00:47:19.616 if it doesn't feel safe or helpful.

NOTE Confidence: 0.85113671

00:47:19.620 --> 00:47:21.876 So you know it's interesting where

NOTE Confidence: 0.85113671

00:47:21.876 --> 00:47:24.562 the three positive and and the three

NOTE Confidence: 0.85113671

00:47:24.562 --> 00:47:26.417 areas of improvement came from.

NOTE Confidence: 0.85113671

00:47:26.420 --> 00:47:28.926 Sometimes you just feel that you

NOTE Confidence: 0.85113671

00:47:28.926 --> 00:47:33.140 know you are giving too many sort of

NOTE Confidence: 0.85113671

00:47:33.140 --> 00:47:36.052 critical pieces again thinking about

NOTE Confidence: 0.85113671

00:47:36.052 --> 00:47:39.190 improvement and focusing on just maybe

NOTE Confidence: 0.85113671

00:47:39.190 --> 00:47:42.100 even one area that is correctable.

NOTE Confidence: 0.862186428

00:47:44.260 --> 00:47:45.528 So I think it'd be great we

NOTE Confidence: 0.862186428

00:47:45.528 --> 00:47:47.270 could try it. Yeah, thanks.

NOTE Confidence: 0.933963975

00:47:47.430 --> 00:47:50.150 I'm here and I I can add something and

NOTE Confidence: 0.93824092

00:47:50.390 --> 00:47:51.430 sorry Nicole and I have

NOTE Confidence: 0.9402536

00:47:51.430 --> 00:47:52.190 to run just because

NOTE Confidence: 0.935940714285714

00:47:54.230 --> 00:47:56.230 I'll see you at one again Janet, I'll be.

NOTE Confidence: 0.832252742857143

00:48:00.430 --> 00:48:01.865 So I was just going to add,

NOTE Confidence: 0.832252742857143

00:48:01.870 --> 00:48:04.027 I think it's something that's is

NOTE Confidence: 0.832252742857143

00:48:04.027 --> 00:48:06.409 very valuable and I actually had

NOTE Confidence: 0.832252742857143

00:48:06.409 --> 00:48:09.057 Heather give me feedback from for

NOTE Confidence: 0.832252742857143

00:48:09.057 --> 00:48:11.811 one of my presentation with the

NOTE Confidence: 0.832252742857143

00:48:11.811 --> 00:48:14.412 residents and it was very useful

NOTE Confidence: 0.832252742857143

00:48:14.412 --> 00:48:16.472 especially for my thesis like.

NOTE Confidence: 0.832252742857143

00:48:16.480 --> 00:48:17.820 I developed a curriculum.

NOTE Confidence: 0.832252742857143

00:48:17.820 --> 00:48:19.160 I implemented the curriculum,

NOTE Confidence: 0.832252742857143

00:48:19.160 --> 00:48:21.440 and as part of that evaluation,

NOTE Confidence: 0.832252742857143

00:48:21.440 --> 00:48:24.520 I need to know how well I'm doing.

NOTE Confidence: 0.832252742857143

00:48:24.520 --> 00:48:26.277 So it was useful and I really,

NOTE Confidence: 0.832252742857143

00:48:26.280 --> 00:48:27.240 really appreciate it.

NOTE Confidence: 0.832252742857143

00:48:27.240 --> 00:48:29.840 So, and I didn't even know about this.

NOTE Confidence: 0.832252742857143

00:48:29.840 --> 00:48:34.496 I forgot the four letters of the 11 question.

NOTE Confidence: 0.832252742857143

00:48:34.496 --> 00:48:37.370 Oh, PTSQ. Yeah. Yeah.

NOTE Confidence: 0.832252742857143

00:48:37.370 --> 00:48:39.478 The PTSQI think it's also a great idea.

NOTE Confidence: 0.832252742857143

00:48:39.480 --> 00:48:41.680 So I I'm going to do it, Heather.

NOTE Confidence: 0.933544596666667

00:48:42.040 --> 00:48:42.799 OK. Thank you.

NOTE Confidence: 0.910080751111111

00:48:45.830 --> 00:48:47.306 I was, I was gonna say if we just

NOTE Confidence: 0.9402536

00:48:47.510 --> 00:48:49.556 implemented it as a standard for

NOTE Confidence: 0.9402536

00:48:49.556 --> 00:48:51.510 every new faculty to come in,

NOTE Confidence: 0.9402536

00:48:51.510 --> 00:48:52.923 I think it should go well.

NOTE Confidence: 0.9402536

00:48:52.923 --> 00:48:55.907 I I don't see a reason why not.

NOTE Confidence: 0.9402536

00:48:55.910 --> 00:48:58.500 I do think it's a great program

NOTE Confidence: 0.9402536

00:48:58.500 --> 00:49:00.650 and at least for those who are

NOTE Confidence: 0.9402536

00:49:00.650 --> 00:49:03.170 really motivated to remain on this

NOTE Confidence: 0.9402536

00:49:03.170 --> 00:49:05.318 educational kind of track or are

NOTE Confidence: 0.9402536

00:49:05.318 --> 00:49:07.430 interested in medical education,

NOTE Confidence: 0.9402536

00:49:07.430 --> 00:49:09.761 I don't see why it they would

NOTE Confidence: 0.9402536

00:49:09.761 --> 00:49:12.820 not be willing to participate.

NOTE Confidence: 0.9402536

00:49:12.820 --> 00:49:14.700 Other than the other constraints of time.

NOTE Confidence: 0.9402536

00:49:14.700 --> 00:49:16.190 And yeah, of course.

NOTE Confidence: 0.9402536

00:49:16.190 --> 00:49:17.259 Right. Talk about. That's

NOTE Confidence: 0.95283285

00:49:19.100 --> 00:49:20.660 great. Any other thoughts?

NOTE Confidence: 0.94226628

00:49:23.100 --> 00:49:23.980 I think it'd be interesting

NOTE Confidence: 0.9402536

00:49:23.980 --> 00:49:27.535 to talk to not just about the junior faculty,

NOTE Confidence: 0.9402536

00:49:27.540 --> 00:49:30.982 but some of the faculty who have

NOTE Confidence: 0.9402536

00:49:30.982 --> 00:49:32.698 been teaching for a long time and

NOTE Confidence: 0.9402536

00:49:32.700 --> 00:49:33.980 maybe could use some updates.

NOTE Confidence: 0.9402536

00:49:33.980 --> 00:49:37.100 And in terms of incorporating more

NOTE Confidence: 0.9402536

00:49:37.100 --> 00:49:39.500 interactive components of their lectures too,

NOTE Confidence: 0.9402536

00:49:39.500 --> 00:49:41.380 but that could be a different discussion too,

NOTE Confidence: 0.807724762

00:49:41.700 --> 00:49:44.070 yeah. Don't totally agree, Heather.

NOTE Confidence: 0.920294051428572

00:49:46.310 --> 00:49:48.025 Great. OK. Well, thank you so much,

NOTE Confidence: 0.920294051428572

00:49:48.030 --> 00:49:49.890 Heather. Thank you for all you've

NOTE Confidence: 0.920294051428572

00:49:49.890 --> 00:49:51.841 done for our department and in

NOTE Confidence: 0.920294051428572

00:49:51.841 --> 00:49:53.145 terms of faculty development.

NOTE Confidence: 0.920294051428572

00:49:53.150 --> 00:49:54.835 And thanks for updating us

NOTE Confidence: 0.920294051428572

00:49:54.835 --> 00:49:56.183 about your terrific work.

NOTE Confidence: 0.920294051428572

00:49:56.190 --> 00:49:58.150 We really appreciate it. Thanks.

NOTE Confidence: 0.958703166666667

00:49:58.150 --> 00:49:59.788 I appreciate everyone's feedback. Thank you.

NOTE Confidence: 0.941930833333333

00:50:00.270 --> 00:50:03.066 Great. See everybody in a month.

NOTE Confidence: 0.941930833333333

00:50:03.070 --> 00:50:06.000 All right, take care. Bye, Bye.