1:00-1:50pm: Efficiencies in Education: How to Hack Educational Training to get from 10,000 Hours to 100 Hours

- **Description:** This interactive session will focus on evidence-informed techniques to improve learning efficiency. Tradition and habit are replaced by theory of what works and what is a waste of time.

- **Objectives:**
  1. Explain key learning theories, including modal model of memory, constructivism, and mastery learning, among others.
  2. Adopt in their home program key learning techniques, including spaced repetition, spiral curricula, concept mapping, among others.

- **Structure:** Mini-Keynote

- **Proposed Speaker(s):** Jonathan Sherbino

2:00-2:50pm:

**Three Sequential Talks:**

1. Gender and Diversity: Beyond Identifying the Problem (15 min)
   - **Description:** This session will discuss the current literature on gender and diversity inequity in Emergency Medicine. Additionally, this session will discuss concrete actions and steps to address this problem.
   - **Objectives:**
     1. Discuss the current state of inequity in EM, focusing on gender.
     2. Discuss attrition (the "leaky pipeline") versus failure of advancement of female faculty in academic EM.
     3. Discuss strategies to promote women in academic EM through the use of allied behaviors.
   - **Proposed Speaker:** Michelle Lall

2. The Wellness Industrial Complex: Rethinking Wellness Scholarship via an Organizational Psychology Lens (15 min)
   - **Description:** This session will address concepts in industrial/organizational psychology and how understanding them can change the way we look at addressing physician wellness.
   - **Objectives:**
     1. Explain the concept of “good work”.
     2. Describe a simple model of performance based on motivation and situation.
     3. Understand the common contributors to work stress from the perspective of I/O psychologist.
   - **Proposed Speaker:** Christine Stehman
3. Rethinking Mentorship: Coaching and Beyond (15 min)
   ○ **Description:** This session will focus on strategies for professional development with an emphasis on coaching and more modern models, as well as future research directions.
   ○ **Objectives:**
     1. Compare and contrast different types of mentoring relationships.
     2. Critique the current available evidence and best practices for mentoring in medicine.
     3. Develop strategies for effective mentoring in your department and institution.
   ○ **Proposed Speaker:** John Bailitz

- **Structure:** Three sequential mini-TED Talks

3:00-4:20pm:
Four Stations (25 min each):
1. Qualitative: The Power of Listening
   ○ **Description:** This station will focus on learning to perform qualitative research with an emphasis on hands-on practice and discussion of best practices.
   ○ **Objectives:**
     1. Define qualitative research and describe applications to medical education research questions.
     2. List strengths and limitations of a qualitative research approach.
     3. Describe one approach to analyze and interpret qualitative data.
   ○ **Proposed Speaker:** Lainie Yarris, Jaime Jordan

2. Program Evaluation: How to Convert Data-Driven Change into Scholarship
   ○ **Description:** This station will focus on building capacity around educational program evaluation. Program evaluation is a method and discipline looking to examine how people can evaluate existing programs and report findings.
   ○ **Objectives:**
     1. Specify the difference between program evaluation and research.
     2. Understand how to approach your IRB for clarification regarding data usage.
     3. Name at least 2 program evaluation methods they did not know before.
   ○ **Proposed Speaker:** Teresa Chan, Kaushal Shah
3. **Mixed Up methods: Creating Effective Surveys and Other Mixed Methods Techniques**
   - **Description:** This station will focus on learning to perform mixed methods research with an emphasis on hands-on practice and discussion of best practices.
   - **Objectives:**
     1. Identify different types of mixed methods research designs.
     2. Describe methods appropriate for use in mixed methods research.
     3. Create a mixed methods design for tackling a specific research problem.
   - **Proposed Speaker:** Stefanie Sebok-Syer, William Dixon

4. **Getting to the Answer: Ins and Outs of Delphi or Nominal Group Techniques**
   - **Description:** This station will focus on learning to perform Delphi and nominal group research design with an emphasis on hands-on practice and discussion of best practices.
   - **Objectives:**
     1. Describe Delphi and common modified Delphi techniques.
     2. Appraise the suitability of Delphi techniques for a specific study question.
     3. Discuss how to design a study utilizing Delphi or modified Delphi technique.
   - **Proposed Speaker:** Jennifer Mitzman, Sreeja Natesan

- **Structure:** Small group breakout sessions; attendees will switch between stations

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4:30-5:30pm: **Bringing it Back Home: Productivity Hacks for the Busy Clinician Educator**
- **Description:** This session will feature a panel of experienced educators highlighting their productivity hacks and how to incorporate education research easily into your work.
- **Objectives:**
  1. Discuss the concept of deep work.
  2. Identify strategies to maximize the academic value for each project.
  3. Describe how to engage residents and other faculty to create sustainable project teams.
- **Structure:** Panel discussion
- **Proposed Speakers:** Michael Gottlieb, Anne Messman, Michael Gisondi, Susan Promes