

# Professional Development Networks



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# Greetings from the yard



# Disclosures

- It's my job to over see mentorship and engagement in my ED

# Objectives

- Describe and organizational initiative designed to enhance extra-clinical engagement and mentorship
- Obtain feedback and suggestions for improvement / success

# Background and context

- Regional Department of EM – 310K visits over 4 sites
- 205 faculty – 75 hired since 2012 – new hospital – most work > 1 site
- Most are local FRCPC (5 yr residency)
- Many with MSc / Fellowships
- No practice plan – 30 funded leadership roles – PDs, APDs, Research, Sim, US

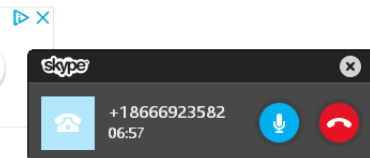


# Setting

- Single payer system – provincial government
- Universal healthcare coverage
- Admission rate 13-25%
- 1.0 FTE = 14 x 7hr shifts / month
- 1.9 pts / hr / \$400K/yr / eat what you kill FFS
- 2% overhead / malpractice + university tuition \$10K/yr

**Hawking's Bold Prediction**

The Motley Fool

Genius Physicist's  
Prediction Sends  
Investors Scrambling**CAREERS**

# Over 500 Canadian doctors protest raises, say they're being paid too much (yes, too much)

Catherine Clifford | 9:23 AM ET Tue, 6 March 2018



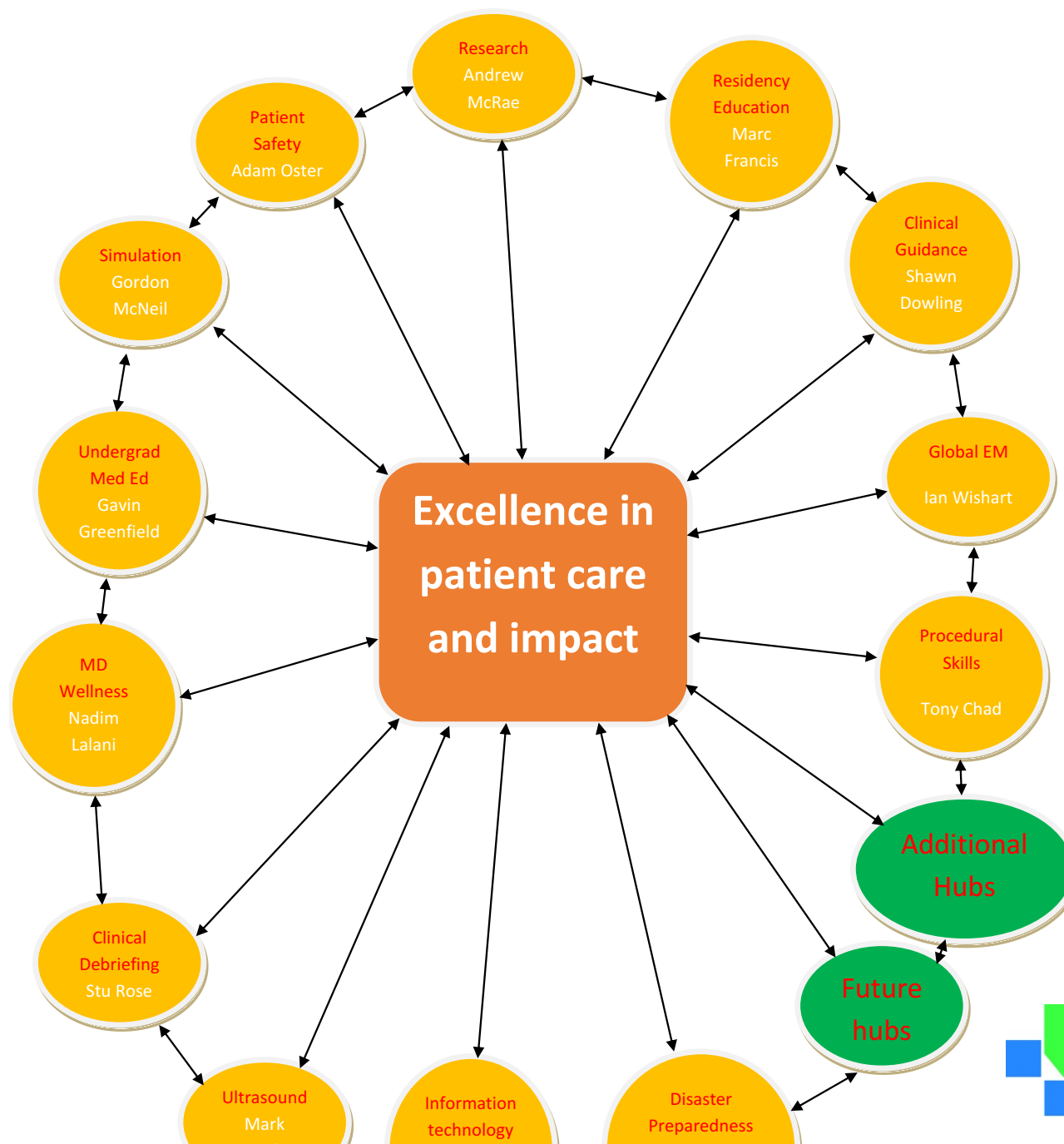
# Areas of Concern

- Young hires falling off academic cliffs post supportive residency program
- Great clinicians and teachers
- Most only dabble in extra-clinical endeavors / burnout risk?
- Lack of mentorship / awareness of niche
- Askopenia – limited requests for involvement



# Professional Development Network (Hubs)

- Concept developed at leadership retreat
- Virtual and real communities of interest
- Increase volunteer pool for tasks
- Joining similarly interested faculty
- Terms of reference – leads associate leads
- Activity reporting – weekly newsletter
- Incentive bursaries for programs



# Hub themes

- Operations
- Research
- Residency education
- Undergraduate education
- Simulation
- Clinical debriefing
- Palliative care

# Hub themes

- Ultrasound
- Vulnerable populations
- Global Health
- MD Wellness
- Faculty development
- Innovation / entrepreneurship
- IT / order sets

# Operational elements

- Google groups to facilitate communication / calendars / document sharing
- Admin support – scheduling / teleconferences
- [ultrasound.ucalgaryem@googlegroups.com](mailto:ultrasound.ucalgaryem@googlegroups.com)
- Slack
- Basecamp
- Grand Rounds schedule

# Progress so far

- 70% of the group have signed up
- Many are in more than one group
- Risks – boiling the ocean
- Need for early wins
- Faculty development Grand Rounds



# Final thoughts

- At AACEM we've heard of the risks of isolation as a prime threat to MD wellness and career satisfaction
- Autonomy, mastery and purpose are great but how?
- A Departmental Professional Development Network / Hubs may facilitate connections



Thank You.  
Your thoughts  
and  
Suggestions?