Professional Development Networks

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Greetings from the yard
Disclosures

• It’s my job to oversee 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
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
• 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?