

# The Faculty Education Fellowship in Medical Humanism & Professionalism: Fostering Tomorrow's Leaders

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## Background

Learning environments profoundly influence the professional identity formation of trainees. The hidden curriculum persists despite calls from regulatory organizations for increased attention to professionalism and the human dimensions of care. Branch and colleagues<sup>1</sup> created and studied curricula designed to enhance the human dimensions of care and mitigate the effects of the hidden curriculum. The resulting multi-institutional faculty development project, "Passing the Torch: Fostering Medical Humanism through Faculty Role-Models", aims to create a critical mass of faculty members committed to humanistic values, who will promote more humanistic teaching and learning environments at their institutions.



## Objective

To create an ongoing, sustainable, longitudinal *Faculty Education Fellowship in Medical Humanism and Professionalism* at Boston Children's Hospital/Harvard Medical School.

## Fellowship Sponsors

*Sponsor:*  
Institute for Professionalism and Ethical Practice

*Co-Sponsors include:*

- The Academy at Boston Children's
- The Office of Faculty Development
- Office of Graduate Medical Education



## The Fellowship provides opportunities to:

- Develop advanced teaching skills and role modeling overall, and in medical humanism and professionalism
- Increase participants' reflective capacities and the ability to use these in teaching
- Participate in an ongoing small supportive group of like-minded faculty from other departments/divisions
- Enhance professional development and promotion portfolios
- "Short track" into membership of The Academy at Children's by participating in the Fellowship and completing an educational project

## Description of Project

The *Faculty Education Fellowship in Medical Humanism and Professionalism* began at Boston Children's Hospital in 2013, with the goal of successfully implementing, sustaining, and further developing the Passing the Torch curriculum to improve faculty teaching effectiveness and role modeling in humanism and professionalism, and to serve as positive influences on the institutional culture in these areas.

Boston Children's Hospital is one of 10 national sites selected to implement curricula for faculty education leaders in humanism and professionalism. The program at Boston Children's is unique, in that we have developed a Faculty Education Fellowship, rather than just providing a seminar. Boston Children's is also the first site to implement and adapt the curriculum for pediatric and adolescent medicine faculty.

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## Sample of Curricular Content

- Appreciative Inquiry Narratives and Reflection
- Active Role Modeling
- Bedside Teaching
- Feedback / Difficult Feedback
- After the Error
- Highly Functioning Teams
- Boundary Transgressions
- Teaching Caring Attitudes
- Well-Being and Renewal
- Mindfulness
- Learner-Centered Skills Sessions
- Strengthening Core Values
- Appreciative Inquiry for Teaching & Change

## References

1. Branch WT Jr, Frankel R, Gracey CF, Haidet PM, Weissmann PF, Cantey P, Mitchell GA, Inui TS. A good clinician and a caring person: longitudinal faculty development and the enhancement of the human dimensions of care. *Acad Med.* 2009; 84: 117-125.
2. Rider EA. Advanced communication strategies for relationship-centered care. *Pediatric Annals* 2011;40:447-453.
3. The Faculty Education Fellowship in Medical Humanism and Professionalism. Institute for Professionalism and Ethical Practice, Boston Children's Hospital, Boston, MA. 2014. Available at: <http://www.ipepweb.org/the-faculty-education-fellowship-in-medical-humanism-and-professionalism/>
4. The International Charter for Human Values in Healthcare. 2012. Available at: <http://charterforhealthcarevalues.org>

## Faculty Fellows' Top Values for Every Healthcare Interaction

1. Respect
2. Compassion: to "practice compassionate patient-centered care"
3. Honesty
4. Kindness
5. Empathy
6. Humility
7. Trust
8. Always do our best to help
9. Competency/Excellence
10. Equality



## Outcomes to Date

*Faculty Education Fellowship in Medical Humanism and Professionalism* was developed and implemented. Twenty-one faculty applied for 8 Fellowship positions. Given the quality and number of applications, 10 were accepted for the first cohort of Fellows (2013-2014). The current group has elected to continue to meet monthly after completion of the 1-year Fellowship. The application process for the second group of Fellows begins soon.

## Faculty Education Fellows

The first cohort of 10 Faculty Education Fellows was selected in the Fall of 2013. Current fellows (2013-2014) include 10 faculty involved in medical education.

- **Renee Brant, MD**  
*Department of Psychiatry*
- **Emily Jean Davidson, MD, MPH\***  
*Department of Medicine, Division of General Pediatrics, Division of Developmental Medicine*
- **Carmon Davis, MD, MPH, MBA\***  
*Department of Medicine, Division of General Pediatrics*
- **Sara Forman, MD**  
*Department of Medicine, Division of Adolescent/Young Adult Medicine*
- **Robert Geggel, MD**  
*Department of Cardiology*
- **Daniel Kamin, MD**  
*Department of Medicine, Division of Gastroenterology/Nutrition*
- **Yuan-Chi Lin, MD, MPH**  
*Department of Anesthesia, Division of Anesthesia, Perioperative and Pain Medicine*
- **Sarah Pitts, MD\***  
*Department of Medicine, Division of Adolescent/Young Adult Medicine*
- **Dennis Rosen, MD**  
*Department of Medicine, Division of Respiratory Diseases*
- **Jessica Smith, MD**  
*Department of Medicine, Division of Endocrinology*

**Fellowship Director: Elizabeth A. Rider, MSW, MD\***

\*Harvard Macy Institute Scholar and/or Faculty



## Research Component

As part of a national 10-site project, fellows participate in evaluation of the curriculum through surveys, appreciative inquiry narratives, and reflecting on their learning over the course of the curriculum. The impact participating faculty have as humanistic teachers and influential, positive role models will be evaluated.