Program Description

Medical Education Fellowship
Department of Family Medicine

Program Personnel:
Director: George Bergus, MD, MA (george-bergis@uiowa.edu)
Rationale:

Family Medicine is critical to the health of a population. Family physician educators play the key role in training the next generation of these health care providers. In addition to creating the human resources to fulfill this clinical need, these educators play a central role in shaping the intellectual and conceptual foundation of primary care. Academic Family Medicine must develop and support strong training programs which will facilitate the development of our next generation of educators.

While it was once assumed that a competent clinician would naturally be an effective teacher, it is now acknowledged that preparation for teaching is essential. All teachers, regardless of discipline, benefit from an understanding of fundamentals of educational theory and guided practice in effective teaching. In addition, given the increasing complexity and pressures of healthcare delivery, new approaches to teaching and learning, and competing demands on teachers’ time, faculty members require a broad range of teaching and learning strategies that can be used in diverse settings. Current economic and social indicators also point to the need for educating leaders in the health professions who can manage change within their fields, overcome organizational barriers, and effectively direct the future of health care delivery systems.

The purpose of this fellowship is to provide the training and development necessary to produce effective leaders in Family Medicine education. Accordingly, the program will recruit and enroll family physicians who have, or are preparing for, educational leadership positions but who lack appropriate formal training.

Using a carefully constructed curriculum over 2 years, this program will allow family physicians to gain skills in the areas of teaching, instructional design, and assessment across the medical education continuum (undergraduate, graduate, and CME) as will allowing these physicians to enhance their clinical skills. In addition to building new knowledge and new skills, our fellowship has been designed to mentor the fellows personal development as academic professionals.
Statement of Purpose/Goal:

The goal of this fellowship is to develop and train family physicians early in their careers to fill positions of academic medicine leadership. This will be accomplished by providing them with a rigorous background in medical education theory. Associates will also have opportunities for developing expertise in effective clinical teaching, strengthening their clinical effectiveness through experience, and exploring their research interests. These activities will be carried out within a supported and mentored context to facilitate their overall leadership skills.

Program Objectives: To provide each Medical Education Fellow with the opportunity to:

1. **Complete course work leading to a Masters of Medical Education at the University of Iowa Carver College of Medicine** including:
   1.1. Educational foundation coursework (Educational Psychology, Instructional Design, Educational Measurement)
   1.2. Clinical Teaching and Assessment in Medical Education
   1.3. Medical Education Research Design and Evaluation

2. **Obtain supported experience in effective medical teaching**
   2.1. Acquire experience in classroom teaching:
      2.1.1. Undergraduate level: UI CCOM medical students in small groups
      2.1.2. Graduate level: Teach Family Medicine residents at noon conferences, retreats, etc.
      2.1.3. Formal presentation level: At departmental CME conferences and regional/national meetings such as STFM
   2.2. Integrate clinical practice expertise and theory of effective clinical teaching in practice through clinical teaching:
      2.2.1. Resident teaching: Staffing with residents in the model office and In-patient Service.

3. **Participate in Family Medicine professional developmental experiences related to their individual personal and career goals**
   3.1. Participate in structured and informal mentoring activities with FM faculty in career management, norms, values, “unwritten behavior codes of academic medicine”
   3.2. Develop skills in networking at state regional or national level through participation in IAFP, STFM or other organizations.

4. **Build upon and further develop their Family Medicine clinical expertise**
   4.1. Develop their solid foundation as a clinical practitioner through a half-time appointment at a UI DFM affiliated family medicine clinic.

5. **Explore and develop research interests and skills**
Program Structure – Program Details:

Admission to the Program:
- There are two possible admissions pathways:
  1. Acceptance of faculty development candidates who are current Department of Family Medicine residents and who are committed to an academic career in Family Medicine will be the preferred pathway. Candidates from this pathway will be accepted first.
  2. If there are no acceptable candidates through the above process, application for this program could then be an open, competitive process.
- Applicants must document that they have or will have successfully completed a Family Medicine residency at an ACGME approved Family Medicine or Family Medicine/Psychiatry residency program before enrollment in the program. A certificate of completion or a letter from a residency director that the resident is in good standing will fulfill this requirement.
- Applicants must hold or be eligible for an Iowa medical license and be board-certified in family medicine if previously graduated.
- Required:
  o 3 letters of reference (current UI FM residents may use letters on file from residency application).
  o Acceptance in U of I Carver College of Medicine Masters in Medical Education program.
  o Written personal statement including background and interest in medical education, educational goals and career goals.
  o Interview with Fellowship Director and selected faculty members.
- Applicants should submit all materials by January 1 of the year prior to desired enrollment.
- Acceptance decisions will be made by the Program Director, who may call upon the Advisory Committee for consultation.

Structure, Timeline and Logistics:
- This program will lead to completion of the Masters of Medical Education degree and completion of a Certificate of Fellowship in Family Medicine Medical Education.
- The Fellow will be expected to begin the program Fall Semester (August) of Year 1 (PGY4) and complete the program in either May or August of Year 2 (PGY 5). Any change from this schedule must be approved by the Director in advance.
- The vacation and other benefits will be the same as Family Medicine residents.
- This is a two-year fellowship.
- Salary will begin at the PGY4 level on the current UIHC House Staff salary schedule.
- Fellow will spend ½ of time working as an Associate in a Family Medicine Clinic affiliated with the University of Iowa.
- Fellow will matriculate in 2-year Masters in Education in the Graduate College of the University of Iowa. Details about coursework are at:

http://www.healthcare.uiowa.edu/ocrme/masters/programoverview.htm
Program Structure – Program Details, continued:

Specifics of Schedule:
- Fellow will work 40% time as an Associate in a UI or UI-affiliated Family Medicine clinic in Johnson County. This is defined as 4 half days/week. His/her schedule will be arranged on a semester basis and remain the same for the entire semester.
- Fellow will take coursework such that the Masters Degree in Education can be completed in 2 full calendar years, beginning with the Fall semester of Year 1 and finishing not later than the summer session of Year 2.

Financial Support Plan:

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<thead>
<tr>
<th>Expenses</th>
<th>Frist Year</th>
<th>Second Year</th>
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<tbody>
<tr>
<td>PGY-4/5 Salary</td>
<td><a href="https://www.uihealthcare.org/GME/">https://www.uihealthcare.org/GME/</a></td>
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<tr>
<td>PGY-4/5 Benefits</td>
<td><a href="https://www.uihealthcare.org/GME/">https://www.uihealthcare.org/GME/</a></td>
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<tr>
<td>Tuition and Fees/year (depending on # of credits taken)*</td>
<td>Tuition and fees in an amount not to exceed a total of $17,000 for the two-year period. If there is a tuition increase during this period, the Department will cover that amount.</td>
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<tr>
<td>Computer workstation</td>
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<td>Office Space</td>
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<td>Professional meetings/books/course materials</td>
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