



Faculty Development Annual Report 2016

Faculty Development Committee meetings were held on January 21, February 18, March 17, May 12, September 19, and November 24.

Key areas of work and development in Family Medicine Faculty Development for 2016, consistent with needs expressed in needs assessments, included:

Increasing Pertinent Outreach to the Teaching Units

- Addition of Dr. Justin Ross to the Faculty Development Committee (Jan. 21, 2016), representing and helping with engagement of physicians in rural accredited teaching sites - the second largest group of teaching faculty beyond the core teaching units.
- Creation, in English and French, of a broad based introductory or revision workshop entitled, “Teaching: Basics and Beyond.” The content of this workshop is also based on foundational elements of a core faculty development curriculum, which is in development. The “Teaching: Basics and Beyond” 2-3 hour workshop has been given in: Val d’Or (April 22, 2016, 12 participants), Gatineau (May 20, 2016, 6 participants), CLSC Metro (May 25, 2016, 10 participants), Herzl (June 1, 2016, 25 participants), Queen Elizabeth (June 8, 10 participants). Herzl had a follow up outreach session on September 21, which focused on evaluation. Favourable feedback was received from all units.
- Collaboration with Drs. Brousseau and Boillat in planning faculty development activities for “the Outaouais”, including the new Gatineau campus and surrounding sites.

Increasing Access to Faculty Development for all Family Medicine Faculty

- Development, in English and French, of a clear “Useful Teaching Resources” page in the faculty development section of the McGill Family Medicine Website. The topics covered on the website represent the foundational material for the formal faculty development curriculum. Website promotion is being done through the local and outreach workshops being given.
- Development of 6 online faculty development modules on the MyCourses platform, with plans to develop another several classes. Tentative launch date for our faculty in late 2017 or early 2018.



Providing Support and Guidance for Local Faculty Development Initiatives

- Individual units have held local faculty development sessions on clinical reasoning, teaching with EMR's, professionalism, evaluation and feedback, fundamental teaching activities and basic teaching techniques. A specific mentorship program in faculty development is also being initiated in some units. All units are making efforts to integrate faculty development locally in practical ways. The Practice Based Small Group Learning Education series from McMaster plays an important role in much of this local faculty development.

Encouraging Increased Research, Scholarly, and Scholarly Supervision Capacity in our Faculty (including capacity for quality assessment and improvement):

- Evaluative participation in the Research and Graduate Programs Division's "Introduction to Scholarly Activity" online modules.
- Promotion of both Isaac Tannenbaum Resident Research Day and of a series of the Research and Graduate Programs Division's Summer Session online and live scholarly/research courses and seminars.

Providing Faculty Development and Encouraging a Sense of Community within our Leadership

- The Faculty Development Retreat, held on October 27 and 28, 2016, provided an opportunity for approximately 60 of McGill Family Medicine's leaders to join in community and dialogue on important issues. One half day was devoted to formal faculty development with sessions that focused on teamwork, inter-generational aspects in teaching, health and wellness, and quality. An additional day was spent on panels and working groups focused on and sharing our units' political and administrative realities, as well as focus groups on a variety of clinical, teaching, research and administrative topics.

Providing Faculty Development for our Younger Teachers

- There was Faculty Development Committee participation in updating Dr. Cathy Jarvis' and Dr. Fanny Hersson Edery's "Teaching to Teach" workshop, given to family medicine R1's on June 15, 2016.
- Several other efforts were and are underway to engage younger faculty into faculty development activities. These have ranged from updating databases to more personalized invitations to key events.



Working with Faculty Developers Locally, Nationally and Internationally

- Regular monthly participation on the McGill Faculty of Medicine Faculty Development Committee and participation in those Faculty Development events.
- Ongoing contact with the other Quebec medical faculty developers including initial steps in organizing the next *Colloque Québécois des enseignants en médecine de famille* (to be held June 15, 2018).
- Participation in the CFPC's FTA (Fundamental Teaching Activities) Framework retreat held in Toronto on May 13, 2016.
- Active participation in our department's International Faculty Development Initiatives, including the creation of online, interactive classes for Shenzhen.

Core Work

- Planning and creation of a detailed Family Medicine Faculty Development Curriculum, mapped to the College of Family Physician's Fundamental Teaching Activities Framework and CanMEDS-FM Competencies.