

How to Make Conference a Team Sport

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The Problem: The usual suspects (residency leadership) often lead most to all of the residency conference sessions.

This is bad for:

The residents – they are getting a limited exposure to ideas and teaching styles

The faculty doing all the leading – they are carrying a large burden, and are at higher risk of burning out on their teaching efforts or becoming repetitive. To be innovative they need enough time and space to plan new things.

The faculty who are not leading sessions – they are missing out on opportunities for growth and development.

The Solution:

1. Strategically invite more faculty.
 - a. Do it individually – not a group email
 - b. Play to their strengths or areas of expertise.
2. Make it easy for other faculty to teach
 - a. Have them present a case or an EKG, or an ultrasound, or some other short session
 - b. Have them join as part of several faculty each leading a station that you have organized.
3. Make it fun!
 - a. Faculty are more likely to want to be involved if it is enjoyable and interactive.
 - b. Vary the setting, location, timing, and format.
4. Thank them!
 - a. Send out letters to thank them.
 - b. Offer to fill out a formal evaluation for their teaching portfolio
 - c. Send them the resident feedback.
5. Invite outside the faculty circle: Include
 - a. Other departments
 - b. Other dept chief residents/fellows
 - c. Pharmacists
 - d. NP/RN team based practice
 - e. Standardized patients
 - f. Patients