

**1st**

# INTERNATIONAL CONFERENCE FACULTY DEVELOPMENT IN THE HEALTH PROFESSIONS

**TUESDAY, MAY 10, 2011**

## **Opening Reception**

- 1500 Registration Opens Li Ka Shing, Lobby West
- 1830 Welcome and Introductory Remarks Pantages, Rehearsal Halls
- Ivan Silver, Conference Co-Chair (Master of Ceremonies)  
Bob Howard, President and CEO, St. Michael's Hospital  
Catharine Whiteside, Dean, Faculty of Medicine, University of Toronto  
Richard Levin, Dean, Faculty of Medicine, McGill University
- Conference Overview ..... Yvonne Steinert, Conference Co-Chair
- Faculty Development Issues Past, Present and Future:  
An International Perspective ..... Ron Harden (UK)
- 2000 Welcome Reception Li Ka Shing, Lobby West, East & Mezzanine
- 2200 Adjournment

**WEDNESDAY, MAY 11, 2011**

## **Faculty Development Programs and Innovations**

- 0800 Breakfast Pantages, Mezzanine
- 0830 **Symposium on "Faculty Development Accomplishments & Future Challenges: An International Perspective"**
- Moderator: Tim Swanwick (UK) Pantages, Rehearsal Halls
- Faculty Development for Teaching Improvement ..... Kelley Skeff (USA)  
Faculty Development for Research Capacity Building ..... Brian Hodges (Canada)  
Faculty Development for Leadership Development..... Judy McKimm (New Zealand)  
Faculty Development: From Workshops to  
Communities of Practice ..... Yvonne Steinert (Canada)
- 1030 Poster Session, Resource Fair,  
& Refreshment Break Li Ka Shing, Lobby West, East & Mezzanine
- 1200 Buffet Lunch Li Ka Shing, Mezzanine

**WEDNESDAY, MAY 11, 2011**1300 **Concurrent Oral Research Presentations & Workshops**

## ORAL RESEARCH PRESENTATIONS

Leadership Pantages, Rehearsal Hall 1*Chair: Jerry Maniate (Canada)*

- O01 Facilitating Transformational Learning: A Case for Collaborative Change  
Leadership Programming  
*Jill Shaver, Paula Burns, Catherine Creede, Allia Karim, Ivy Oandasan, Kathryn Parker, Maria Tassone, Belinda Vilhena*
- O02 A Leadership Succession Development Program for Health Academics  
*Anne McMurray, Wendy Chaboyer, Jayne Clapton, Alf Lizzio, Martin Teml*
- O03 Building on Strengths: Rural Instructor Preceptor Project  
*Emil Tarka, Nancy Walker*

Web-Based/eLearning Pantages, Rehearsal Hall 2*Chair: Ewa Szumacher (Canada)*

- O04 Spanning Boundaries in an Online Education Course to Support Evidence Based  
Physiotherapy Practice Across Social Networks  
*Euson Yeung, Cathy Evans, Sara Guilcher*
- O05 A Comparison of the Effectiveness of Videoconference and Online Learning in  
Supporting Nurses to Obtain their Specialty Certification  
*Jiahui Wong, Laura Rashleigh, Charissa Cordon, Tracy Soong, Mary Jane Esplen*
- O06 The TELL Centre: An Online Community of Practice for Health Professionals  
*Margaret Potter, Fiona Lake*
- O07 FM POD: Developing Family Medicine Preceptors Through Blended Learning Using  
Face-to-Face Asynchronous and Synchronous Distance Learning  
*Hilary Delver, Wes Jackson, Douglas Myhre, Ron Spice, Lara Nixon, Sonya Lee, Mone Palacios, Wayne Woloschuk*

Web-Based/eLearning Pantages, Rehearsal Hall 3*Chair: Jana Bajcar (Canada)*

- O08 Description of a Progressive Developmental Faculty Development Program in a  
Community-Based Distributed Campus Model  
*Gregory Turner, Dennis Baker*
- O09 Delivering Faculty Development in Medical Informatics to Community Based Clinical  
Faculty Located in Six Cities Across Florida  
*Nancy Clarke, Dennis Baker*
- O10 A Description of the Contextual Enablers that Provide for a Robust Faculty Development  
Program for Community-Based Preceptors in a Geographically Distributed Campus Model  
*Dennis Baker*
- O11 An Online Faculty Development Program for Flinders University Staff in South Australia  
and the Northern Territory  
*Jennene Greenhill, Susan Wearne, Linda Sweet, Lori Tietz*

**WEDNESDAY, MAY 11, 2011**

## 1300 WORKSHOPS

Leadership Pantages, Drama 5

W01 Conforming, Re-forming, Transforming: What's the Point of Faculty Development?  
*Tim Swanwick, Clare Morris*

Faculty Support Pantages, Drama 8

W02 Meeting the Educational Needs of Faculty/Preceptors Who Work with International  
Medical Graduates: The Practice Based Preceptor Program  
*Lisa Fleet, Fran Kirby, Cheri Bethune, Ann Marie O'Keefe Penney*

Instructional Development Pantages, Drama 9

W03 Enhancing Faculty Teaching Using an OSTE (Objective Structured Teaching Exercise)  
*Cheri Bethune, Miriam Boillat, Elizabeth Ohle, Yvonne Steinert*

Faculty Support Pantages, Drama 10

W04 Strategic Career Planning for the Academician: Writing Your Academic Development  
Plan and Personal Learning Plan  
*Janine Shapiro, Carol Diachon, Denham Ward*

## ORAL RESEARCH PRESENTATIONS

Interprofessional Li Ka Shing, Room 136

Chair: *Scott Reeves (Canada)*

O12 Effectiveness of a Faculty Development Program in Fostering Interprofessional Education  
Competencies: A Randomized Controlled Trial  
*Debora Kwan, Keegan K Barker, Denyse Richardson, Susan Wagner, Zubin Austin*

O13 Katie: Knowledge Translation for Physicians and Pharmacists  
*Michael Allen, David Gardner, Tanya Hill, Corinne Tobin, Pam McLean-Veysey, Glen Rodriguez*

O14 Lessons Learned in Interprofessional Education Faculty Development  
*Anne Kearney*

Faculty Development for Assessment Li Ka Shing, Room 211

Chair: *Denyse Richardson (Canada)*

O15 Training Facilitators and Assessors for an Innovative Portfolio Program  
*Kenneth Locke, Bochra Kurabi, Pier Bryden, Michael Roberts, Yee-Ling Chang, Allan Peterkin*

O16 Design and Implementation of an Educational Supervisor Programme Based on Lessons  
Learnt and Evidence from a Large Generic Clinical Supervisor Education Programme  
*Robert Powell, Kirtley Joanne, Stanley Adrian*

O17 Developing Evaluation Skills of Problem-Based Learning Faculty  
*Tatum Korin*

O18 'It's All About Validity': Faculty Development for MCQ Assessment  
*Neville Chiavaroli*

**WEDNESDAY, MAY 11, 2011**

## 1300 ORAL RESEARCH PRESENTATIONS, continued

Instructional Development Li Ka Shing, Room 216

*Chair: John Teshima (Canada)*

O19 Design and Results of Evaluation of the Program Curriculum Development for Residency Program Directors in a School of Medicine: Cohort 2008-2009

*Marisol Sirhan, Ximena Trivino*

O20 Faculty Adoption of a Nationwide Competency Framework 2001-2009: The CANMEDS Roles in Residency Education

*Jason Frank, C. Abbott, G. Bourgeois, S. Hyde, A.C. Lee*

O21 Clinician Educator as Patient: An Immersive Case Study

*Meridith Marks*

O22 Role Modeling the CanMEDS Competencies: Beyond "Show and Tell"

*Gurjit Sandhu, Elaine Van Melle, Ross Walker, Leslie Flynn, Mala Joneja*

## WORKSHOPS

Instructional Development Li Ka Shing, Room 240

W05 Developing Faculty's Skills for a Deliberate Practice Curriculum

*Sharon Krackov, Henry Pohl*

Instructional Development Li Ka Shing, Room 241

W06 A Flexible Format Workshop Methodology for Faculty Development: Meeting the Needs of Diverse Faculty in Diverse Settings

*Danny Panisko, Yasmin Rahim, Sanjay Mehta, Mary Bell, Karen Leslie, Jennifer Thull-Freedman, Rahim Valani, Margarita Lam-Antoniades*

1430 Refreshment Break Pantages, Mezzanine & Li Ka Shing, Mezzanine

1500 **Concurrent Oral Research Presentations & Workshops**

## ORAL RESEARCH PRESENTATIONS

Leadership Pantages, Rehearsal Hall 1

*Chair: LuAnn Wilkerson (USA)*

O23 Faculty Development Models: The Creation of a National Program in Israel for Family Physicians

*Howard Tandeter, Martine Granek-Catarivas*

O24 Physician Leadership Development: Innovative Program and Lessons Learned

*Caryl Hess, Christine Taylor*

O25 Implementation of a Faculty Development Program at the Departmental Level

*Janine Shapiro, Zana Borovcanin, Carol Diachun, Denham Ward*

**WEDNESDAY, MAY 11, 2011**

## 1500 ORAL RESEARCH PRESENTATIONS, continued

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 Web-based/eLearning Pantages, Rehearsal Hall 2
Chair: *Bill Iobst (USA)*

O26 Utilization and Effectiveness of a Web-Based Faculty Development Seminar for International Medical Science Educators

*Nehad Al-Sawi, Jack Strandhoy, Patrick Finnerty, Jack Scott*

O27 Building Capacity: A Collaborative Approach to Developing Technological Fluencies in Faculty Members

*Illana Bayer, James Dietrich, Devon Mordell*

O28 Implementing a Competence-Based Program Centered on a Network of Medical Education Leaders: What We Have Learned from the Experience

*Nathalie Caire Fon, Paule Lebel, Monique Chaput*

O29 Medical Interactive Web2.0 Environment Platform for the Era of Performance and Skills

*Said Boutiche*


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 Interprofessional

Pantages, Rehearsal Hall 3

Chair: *Miriam Boillat (Canada)*

O30 Faculty Development Programs and Innovations

*R. Clinton Miner, Miriam Uhlmann, Michael Baumgaertner*

O31 Towards the Development of Health Sciences Education Expertise

*Sylvie Houde, Diane Clavet, Daniel J. Côté, Richard Boulé, Éric Gagné*

O32 A Longitudinal Study Measuring the Impact of an Interprofessional Faculty Development Course Advancing Leaders in Interprofessional Care

*Michal Yeshayahu, Mandy Lowe, Ivy Oandasan*

## WORKSHOPS

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 Leadership

Pantages, Drama 5

W07 Peer Problem Solving by Facilitated Group Process: Demonstrating a Popular Strategy for Faculty Development Leaders

*Helen Batty*


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 Interprofessional

Pantages, Drama 8

W08 Faculty Development for Successful Interprofessional Education (IPE): Preparing Facilitators for IPE

*Jill Thistlethwaite, Ann Jackson, Patricia Bluteau*


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 Instructional Development

Pantages, Drama 9

W09 The Elephant in the Room: Teaching Medical Literacy

*Lynn Russell, Cathy Smith, Jacquie Jacobs, Lorena Dobbie*

**WEDNESDAY, MAY 11, 2011**

- 1500 WORKSHOPS, continued  
Instructional Development Pantages, Drama 10
- W10 Innovation in Continuing Professional Education: The Play Within the Play  
*Kathryn Parker, Tina Martimianakis, Maria Mylopolous*
- ORAL RESEARCH PRESENTATIONS  
Interprofessional Li Ka Shing, Room 136  
*Chair: Cheri Bethune (Canada)*
- O34 Tailoring Faculty Development to Meet Departmental Needs  
*Karen Hughes Miller, Michael Ostapchuk, Pradip Patel*
- O35 TEACH: A Model for Distributed Faculty Development  
*Marilyn Herie, Rosa Dragonetti, Peter Selby*
- O36 Collaborative Professional Learning Between Dentistry and Education Students in  
Delivering an Oral Health Program to Disadvantaged Queensland Schools  
*Felicity Croker, Eric Wilson, Lisa Houliston*
- Faculty Development for Assessment Li Ka Shing, Room 211  
*Chair: Danny Panisko (Canada)*
- O37 Measures of Faculty Efforts Enhance Educational Awareness in Clinical Departments  
*Merete Ipsen, Berit Eika, Peder Charles*
- O38 Faculty Development for Enhancing Feedback to Medical Students' Reflective  
Narratives: Formal Analytic Frameworks for Fostering and Evaluating Reflective Capacity  
Through "Interactive" Reflective Writing  
*Hedy Wald, Jeffrey M. Borkan, Shmuel P. Reis, Julie Taylor*
- O39 Fostering Clinical Educators' Teaching Competence: A Team Approach  
*Marie-Claude Audétat, Suzanne Laurin, Sophie Galarneau*
- Faculty Support Li Ka Shing, Room 216  
*Chair: Janet Bodley (Canada)*
- O40 Creating a Mentorship Culture: A Faculty Development Strategy  
*Jo-Anne Sawatzky, Carol Enns*
- O41 Burnout and Teaching Effectiveness Among Healthcare Professionals at a Canadian  
University  
*Raymond Lee, Brenda Lovell, Céleste Brotheridge*
- O42 Successful Training of Professors in the Instituto Mexicano del Seguro Social  
*Miriam Larios, Alberto Lifshitz, Lilia Monroy*
- O43 Who Am I? Factors Contributing to the Formation of Academic Identity Within a Faculty  
Development Program  
*Lindsay Baker, Susan Lieff, Brenda Mori, Kevin Chin, Scott Reeves*
- WORKSHOPS  
Faculty Support Li Ka Shing, Room 240
- W11 One Two Three - Reflect! Rapid Training for Faculty Engaged in Supporting Reflective Portfolios  
*Kenneth Locke, Barbara Stubbs, Yee-Ling Chang, Michael Roberts, Allan Peterkin*

**WEDNESDAY, MAY 11, 2011**

1500 WORKSHOPS, continued

Assessment

Li Ka Shing, Room 241

W12 How Do We Move Past "Participant Satisfaction" When Evaluating Educational Faculty Development Offerings?

*Nancy Searle, Yvonne Steinert, Charles Hatem, Larry Gruppen*

1630 Adjournment

**THURSDAY, MAY 12, 2011****Research and Scholarly Activity in Faculty Development**0745 **Breakfast and Thematic Small Group Discussions:**

Li Ka Shing, Rooms 240 &amp; 241

The Scholarship of Teaching: Opportunities and Challenges ..... Brownie Anderson (USA)

Faculty Development: How Should It Be Funded ..... Helen Batty (Canada)

Barriers and Facilitators of Faculty Development ..... Miriam Boillat (Canada)

How to Link Faculty Evaluation and Faculty Development ..... Diane Clavet (Canada)

Faculty Development for Competency-Based Education ..... Jason Frank (Canada)

Pantages, Rehearsal Halls

Cross-Cultural Implications of Faculty Development ..... Matthew Gwee (Singapore)

How Do We Evaluate the Effectiveness of

Faculty Development Programs ..... Larry Gruppen (USA)

The Role of Mentoring in Academia ..... Karen Leslie (Canada)

Developing Faculty to Develop Tomorrow's Leaders:

Challenges &amp; Strategies ..... Judy McKimm (New Zealand)

Can We Use Teacher Portfolios as an Assessment Tool? ..... Ineke Molenaar (Netherlands)

Faculty Recognition as a Component of Faculty Development ..... Nancy Searle (USA)

Using Faculty Development to Enhance the Scholarship of

Teaching and Learning ..... Charlotte Silen (Sweden)

Starting Up a Faculty Development Program ..... Ivan Silver (Canada)

Faculty Development in Teaching:

Ongoing Challenges &amp; New Opportunities ..... Kelley Skeff (USA)

Faculty Development to Enhance Role Modeling

and Reflection ..... Linda Snell (Canada)

Developing Community Based Faculty ..... John Spencer (UK)

Faculty Development: Starting with Students ..... Olle ten Cate (Netherlands)

**THURSDAY, MAY 12, 2011****0900 Concurrent Oral Research Presentations**

## ORAL RESEARCH PRESENTATIONS

Research and Scholarship Pantages, Rehearsal Hall 1

Chair: Patricia Houston (Canada)

O44 Understanding the Nature and Impact of Faculty Development: A Systematic Review

*Lindsay Baker, Karen Leslie, Eileen Egan-Lee, Scott Reeve*

O45 How Faculty Development Research Can Inform Practice

*Peter McLeod, Yvonne Steinert, Miriam Boillat, Mary Ellen Macdonald, Michelle Elizov, Marie-Noel Ouellet, Jennifer Nicholls*

O46 Intercalated BSc in Medical Education: A Real Opportunity for Developing Educational Scholarship Research and Practice in the Faculty of the Future

*Jonathan Fuller, Vivien Cook, Dason Evans, Martin Meuller, Sandra Nicholson, Olwyn Westwood*

Leadership Pantages, Rehearsal Hall 2

Chair: Jason Frank (Canada)

O47 The University Department Chair Experience: An Exploration of Enablers Challenges and Needs

*Jeannine Banack, Susan Lieff, Tina Martimianakis, Sarita Verma, Catherine Whiteside, Scott Reeves*

O48 Leadership in Medical Education: What Do They Do and How Do They Learn

*Mathieu Albert, Susan Lieff*

O49 Faculty Development in Medical Education - A Country Report from Germany

*Goetz Fabry, Matthias Hofer, Falk Ochsendorf, Christian Schirlo, Jan Breckwoldt, Maria Lammerding-Koeppel*

Web-based/eLearning Pantages, Rehearsal Hall 3

Chair: Carol Ann Courneya (Canada)

O50 Facilitation by Distance: A Novel Method for Faculty Development and Student Learning

*Euson Yeung, Robyn Davies, Brenda Mori*

O51 Faculty Attitudes Towards e-Learning: A Challenge to Appropriate Training Strategies

*Elizabeth Wooster, Andrew Dueck, Elisa Greco, Douglas Wooster*

Instructional Development Li Ka Shing, Room 136

Chair: Brownie Anderson (USA)

O52 Teaching in the Family Medicine Longitudinal Experience ("FMLE"): Orienting Community Based Preceptors to Teaching Year 2 Medical Students in Community Offices

*Susan Goldstein, Kymm Feldman, David Palmer, Viola Antao, Yee Ling Chang, Sarah Troster, Barbara Stubbs*

O53 Engaging Remote Clinical Preceptors in a Northern Australian Medical Program

*Suzanne McKenzie, Tarun Sen Gupta, Claire Jukka, Digby Hoyal, Jane Hollis*

O54 Enabling Students to Become the Skilled Teachers of the Future: The Doctors as Teachers and Educators (DATE) Programme

*Jonathan Fuller, Vivien Cook, Faiz Anwar*

O55 Faculty Development in UK Medical Schools: A Literature Review

*Olanrewaju Sorinola, Jill Thistlethwaite, Ed Peile*



**THURSDAY, MAY 12, 2011**

## 0900 ORAL RESEARCH PRESENTATIONS, continued

Instructional Development

Li Ka Shing, Room 211

*Chair: Nancy Searle (USA)*O56 A Strategic Approach Enhancing Faculty Development  
*Charlotte Silen*

O57 Teaching the Teachers: A Longitudinal Faculty Development Program at the Ohio State University College of Medicine

Cynthia Kreger, Doug Post, Jane Goleman, Michael Langon, Allison Macerollo O58 The  
SUNY at Buffalo Primary Care Master Educator Program  
*David Newberger, Elie Akl, David McGuigan, Eric Holet*O59 The Spectrum of Outcomes for Clinician Tutors Attending a Workshop on PBL  
*Charlotte Sharp, Don Bradley, Leena Patel*

Faculty Support

Li Ka Shing, Room 216

*Chair: Meridith Marks (Canada)*O60 Developing a Teaching Dossier Framework for Clinical Faculty  
*Steve Shorlin, Patti McCarthy*O61 Tenacious Education: Persistence as a Faculty Developer Trait  
*Deepak Dath, Jen Hoogenes, Natasha McNamara, Edward Matsumoto, David Szalay*O62 Qualitative Evaluation of Feedback Provided to Clinical Teachers  
*Sally Corbett, Nicole Gardiner, Simon Cotterill, Katy Cich, Kim Griswold, Denise McGuigan, John Spencer, Roseanne Berger, Roger Burton*O63 How to Assess Senior Staff on Basic Teaching Competencies  
*Herma Roebertsen*

1030 Refreshment Break

Pantages, Mezzanine &amp; Li Ka Shing, Mezzanine

1100 **Symposium on "The State of the Art and Science of Faculty Development"***Moderators: Peter McLeod (Canada)  
Karen Leslie (Canada)*Pantages, Rehearsal Halls &  
Li Ka Shing, Rooms 240 & 241

What Works in Faculty Development? What Do We

Know and What Do We Still Need to Find Out? ..... John Spencer (UK)

Using Sound Design in Faculty Development

Evaluation and Research..... LuAnn Wilkerson (USA)

1230 Buffet Lunch

Pantages, Mezzanine &amp; Li Ka Shing, Mezzanine

**THURSDAY, MAY 12, 2011****1330 Concurrent Oral Research Presentations & Workshops**

## WORKSHOPS

Leadership Pantages, Drama 5

W13 The Increasing Coordination and Integration of Faculty Development and CPD: Threats and Opportunities

*Gisele Bourgeois-Law, Christie Newton, Steve Barron, Bob Bluman, Lynn Brenna, Roger Wong,*

Web-based/eLearning Pantages, Drama 8

W14 Implementation of Web-Based Multisource Feedback (MSF) in Specialist Training

*Bente Malling, Gitte Erikson*

Instructional Development Pantages, Drama 9

W15 Who Me? Unprofessional?: A Method for Teaching the Social, Economic, Cultural and Political Dimensions of Professionalism

*Tina Martimianakis, Adele Atkinson, Stacey Bernstein*

Instructional Development Pantages, Drama 10

W16 Creativity in Faculty Development: Escaping Boredom Without Scaring Learners Away

*Elizabeth Kachur, Lisa Altshuler Maimonides*

## ORAL RESEARCH PRESENTATIONS

Interprofessional Li Ka Shing, Room 136

*Chair: Kaylani Premkumar (Canada)*

O64 Investigating the Perceptions Attitudes and Beliefs of Staff Anaesthesiologists Related to Multi-Source Feedback Used for their Performance Appraisal

*Damian Castanelli, Simon Kitto*

O65 Obstetric Team Members' Perceptions of the Anaesthesiologists' Role: Implications for Interprofessional Faculty Development

*Saroo Sharma, Charlotte Rees, Patricia Houston, Pamela Morgan, Scott Reeves*

O66 The Impact of Faculty Development Interventions on Faculty Developers

*Kalyani Premkumar, Heather Stenerson*

O67 Increasing the Cadre of Faculty Developers Via an Evolving Train-the-Trainer Workshop

*Lindsay Baker, Debbie Kwan, Karen Leslie, Euson Yeung, Helen Batty, Stacey Bernstein, Eileen Egan-Lee, Susan Lieff, Jackie McCaffrey, Sanjay Mehta, Denyse Richardson, Ivan Silver, Susan Wagner, Scott Reeves*

**THURSDAY, MAY 12, 2011**

## 1330 ORAL RESEARCH PRESENTATIONS, continued

Instructional Development Li Ka Shing, Room 211

Chair: *Ellen Cosgrove (USA)*

O68 Supporting Accomplished Facilitation of Simulated Clinical Scenarios  
*Della Freeth, Paul McIntosh*

O69 Evaluation of a Workshop Methodology that Meets Diverse Faculty Needs: A Case Study for Ambulatory Care Teaching  
*Margarita Lam-Antoniades, Yasmin Rahim, Sanjay Mehta, Mary Bell, Jennifer Thull-Freedman, Rahim Valani, Karen Leslie, Danny Panisko*

O70 A Multi-Source Feedback Tool for Postgraduate Medical Educational Supervisors  
*Tim Swanwick, Julian Archer Peninsula, Daniel Smith, Catherine O'Keeffe*

O71 Faculty Development in Clinical Settings: Challenges and Opportunities  
*Beverley Bird, Barry McGrath, Beverley Sutton, Brian Jolly*

Instructional Development Li Ka Shing, Room 216

Chair: *Karen Leslie (Canada)*

O72 Effects of a Basic Teacher Qualification Program  
*Marie-Louise Schreurs, Wilma Huveneers, Sarah Dörenkamp, Milou Silkens, Diana Dolmans, Willem de Grave*

O73 Are Faculty Embracing and Teaching the CanMeds Competencies? Results of a "Much Needed" Needs Assessment  
*Shelly Weiss, Tina Martiaminakis*

O74 The Non-Formal Learning of Medical Teachers: Its Shape Place and Importance in the Spectrum of Faculty Development  
*Vivien Cook*

## WORKSHOPS

Faculty Development for Assessment Li Ka Shing, Room 240

W17 Enhanced Clinical Training Through Department Indicators of Educational Effort  
*Merete Ipsen, Mads Skipper, Peder Charles*

Faculty Support Li Ka Shing, Room 241

W18 Peer Group Mentoring of Junior Faculty  
*John Teshima, Julie Lord, Manny Mourtzanos*

1500 Refreshment Break

Pantages, Mezzanine & Li Ka Shing, Mezzanine

**1st****INTERNATIONAL CONFERENCE  
FACULTY DEVELOPMENT IN THE HEALTH PROFESSIONS****THURSDAY, MAY 12, 2011****1530 Concurrent Oral Research Presentations & Workshops**

## ORAL RESEARCH PRESENTATIONS

Research and Scholarship Pantages, Rehearsal Hall 1Chair: *Larry Gruppen (USA)*

O75 Publish Don't Perish; Librarians Innovate Research Skill Development

*Lee-Anne Ufholz, Jessica McEwan*

O76 Building Research Capacity in Clinical Skills in a New Medical Program

*Patricia Johnson*

O77 Building Research Capacity Among Clinical Faculty and Staff in Oncology: A Novel Faculty Development Approach

*Joyce Nyhof-Young, Eshan Fernando, Pamela Catton, Audrey Friedman*Instructional Development Pantages, Rehearsal Hall 2Chair: *Della Freeth (UK)*

O78 Improving Clinical Teaching in China: Initial Report of Multi-Hospital Pilot Faculty Development Effort

*Jeffrey Wong, Yu Fang Zhejiang*

O79 Reflective Writing in a Faculty Development Program - Challenges and Rewards

*Elizabeth Miles*

O80 A Program for a Basic Teaching Qualification: Work in Progress

*Willemina M Molenaar, Aaldrik W. Sillius*Instructional Development Pantages, Rehearsal Hall 3Chair: *Dujeepa Samarasekera (Singapore)*

O81 TLC-Teaching for Learning and Collaboration: A Multi-Professional Teaching Skills Program for Faculty Who Teach Health Professionals

*Brenda Mori, Debbie Kwan, Raed Hawa, Danny Panisko, Helen Batty, Vince Chien, Eileen Egan-Lee, Susan Lief*

O82 Away From the Customer-Based Approach, Planning a Faculty Development Program Using an Innovative "Compass Model"

*Mohamed Al-Eraky, Michelle McLean*

O83 Dental Education: A Social Practice? Experiences of Designing a Bespoke Postgraduate Programme for Dental Educators

*Clare Morris, Trevor Austin, Martina Behrens*

O84 Communication Skills Training for Physicians as a Strategy for Enhancing Patients Satisfaction: A Model for Continuing Education

*Ziba Farajzadegan, Ahmadreza Zamani, Elham Moazam, Behzad Shams*

## WORKSHOPS

Leadership Pantages, Drama 5

W19 Refining Recommendations for Educational Faculty Development Activities

*Nancy Searle, Stephen Greenberg, Martin Hernandez Torre*

**THURSDAY, MAY 12, 2011**

1530 WORKSHOPS, continued

Interprofessional Pantages, Drama 8W20 Designing Interprofessional Faculty Development Curricula  
*Frazier Stevenson, Amy Smith*Instructional Development Pantages, Drama 9W21 Teaching on the Run: Supporting Learners in Clinical Settings  
*Margaret Potter, Fiona Lake*Faculty Development for Assessment Pantages, Drama 10W22 Faculty Evaluation Linked to Faculty Development  
*Eshrat Sayani, Julia Alleyne*Leadership Li Ka Shing, Room 211W34 Designing Academies to Foster Communities of Practice in Teaching and Educational  
Scholarship  
*Sheila Chauvin*Research and Scholarship Li Ka Shing, Room 240W23 Mixed Methods Research and Emerging Evaluation Approaches  
*Douglas Archibald, Elaine Van Melle*Faculty Support Li Ka Shing, Room 241W24 Faculty Development Innovations: Training Senior Faculty in Career Support  
*Pam Shaw, Joan Reid, Caroline Elton, Andrew Long*1700 **Social Event, Poster & Resource Fair Reception** Li Ka Shing, Lobby West, East, & Mezzanine  
Entertainment in the style of gypsy and Eastern European music, provided by  
duo Czinka Panna (Ineke Koksma and Olle ten Cate)

1900 Adjournment

**FRIDAY, MAY 13, 2011*****Building a Global Community***0745 **Breakfast and Thematic Small Group Discussions:**Li Ka Shing, Rooms 240 & 241

The Scholarship of Teaching: Opportunities and Challenges .....Brownie Anderson (USA)

Faculty Development: How Should It Be Funded .....Helen Batty (Canada)

Barriers and Facilitators of Faculty Development..... Miriam Boillat (Canada)

How to Link Faculty Evaluation and Faculty Development ..... Diane Clavet (Canada)

Faculty Development for Competency-Based Education ..... Jason Frank (Canada)

**FRIDAY, MAY 13, 2011****0745 Breakfast and Thematic Small Group Discussions, continued:**

	Pantages, Rehearsal Halls
Cross-Cultural Implications of Faculty Development .....	Matthew Gwee (Singapore)
How Do We Evaluate the Effectiveness of Faculty Development Programs .....	Larry Gruppen (USA)
The Role of Mentoring in Academia .....	Karen Leslie (Canada)
Developing Faculty to Develop Tomorrow's Leaders: Challenges & Strategies .....	Judy McKimm (New Zealand)
Can We Use Teacher Portfolios as an Assessment Tool? .....	Ineke Molenaar (Netherlands)
Faculty Recognition as a Component of Faculty Development.....	Nancy Searle (USA)
Using FD to Enhance the Scholarship of Teaching and Learning.....	Charlotte Silen (Sweden)
Starting Up a Faculty Development Program.....	Ivan Silver (Canada)
Faculty Development in Teaching: Ongoing Challenges & New Opportunities .....	Kelley Skeff (USA)
Faculty Development to Enhance Role Modeling and Reflection.....	Linda Snell (Canada)
Developing Community Based Faculty .....	John Spencer (UK)
Faculty Development: Starting with Students.....	Olle ten Cate (Netherlands)

**0900 Interactive Plenary on "Building a Global  
Community of Practice"**

<i>Moderators:</i> Pablo Pulido (Venezuela) Ivan Silver (Canada)	Pantages, Rehearsal Halls & Li Ka Shing, Rooms 240 & 241
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*Facilitators:* Brownie Anderson (USA) & Jill Shaver (Canada)

1030 Refreshment Break Pantages, Mezzanine & Li Ka Shing, Mezzanine

**1100 Concurrent Oral Research Presentations & Workshops**

## ORAL RESEARCH PRESENTATIONS

<i>International Alliances</i>	Pantages, Rehearsal Hall 1
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*Chair: Kelley Skeff (USA)*

O85 Addressing the Challenges of Faculty Development in International Settings - Learning From Each Other

*Gwenyth Sampson, James Meuser, Katherine Rouleau, Bara Otsyula, Abate Bane, Jane Philpott*

O86 National Academy of Medical Education in Mexico: Its Creation

*Lydia Zeron, Alberto Lifshitz, Manuel Ramino*

O87 The Managing Emergencies in Paediatric Anaesthesia (MEPA) Simulation Course: The Combination of Healthcare Professional Training, Faculty Development and an International Multicenter Validation Study

*Tobias Everett, Elaine Ng, Andrew Morrison, Melinda Fleming, Jennifer Harris, Neil Cowie, Michael Letal, Pradeep Kulkarni, Anna Johnson, Ralph MacKinnon, Matthew Taylor, Alison Cloote, Dylan Bould*

**FRIDAY, MAY 13, 2011**

## 1100 ORAL RESEARCH PRESENTATIONS, continued

International Alliances Pantages, Rehearsal Hall 2

Chair: *Richard Tiberius (USA)*

O88 The IMEX Initiative: Faculty Development through International Exchange  
*Olle ten Cate, Linda Snell, Blye Frank, Karen Mann, Peter McCrorie, Sari Ponzer, Yvonne Steinert*

O89 International Partnership to Build the Culture of Faculty Development  
*Rodrik Kisenge, Patricia O'Sullivan, Doreen Mloka, Susan Masters, Selma Omer*

O90 International Faculty Development as a Peace-Building Tool  
*Carol Ann Courneya, Robert Woollard, Arjun Karki*

Instructional Development Pantages, Rehearsal Hall 3

Chair: *Olle ten Cate (Netherlands)*

O91 Understanding Faculty Teaching Strategies in the Operating Theatre  
*Alexandra Cope, Jeff Bezemer, Gunther Kress, Roger Kneebone*

O92 Back it Up With Facts: Finding the Right Faculty Development Literature  
*Laure Perrier*

O93 A Self-Nominating Criterion-Based Peer-Reviewed Recognition Program for Medical Teaching Faculty that is Highly Regarded by the Promotions & Tenure Committee  
*Nancy Searle*

## WORKSHOPS

Web-based/eLearning Pantages, Drama 5

W25 Authoring Virtual Patients for Healthcare Teaching: From Concept to Published Case  
*Nancy Posel, David Fleiszer, James B. McGee*

Instructional Development Pantages, Drama 9

W27 Implementing Quality Improvement - Changing the Culture in Academic Family Medicine  
*Philip Ellison, Kate Hodgson, Mary Kay Whittaker, Margaret Bucknam*

Instructional Development Pantages, Drama 10

W28 Building Best Practices in Managing Residents in Difficulty  
*Patrick Skalenda, Susan Glover-Takahashi, Karl Iglar, Dawn Martin*

Interprofessional Li Ka Shing, Room 136

W29 The Art and Science of Interprofessional Education Facilitation  
*Susan Wagner, Mandy Lowe, Jill Shaver, Jane Tipping*

Instructional Development Li Ka Shing, Room 211

W30 Developing the Skills of Physicians as Educators in Academic Medicine: Building A CME-Approved Faculty Development Program Using a Logic Model to Identify Desired Outcomes  
*Ellen Cosgrove, Deana Richter, Craig Timm, Bronwyn Wilson*

**FRIDAY, MAY 13, 2011**

1100 WORKSHOPS, continued

Faculty Development for Assessment Li Ka Shing, Room 216

W31 How Can We Improve Clinical Teaching by Using Formative Feedback?

*Sally Corbett, Nicole Gardiner, Katy Cich, Kim Griswold, Denise McGuigan, Roseanne Berger, John Spencer, Roger Burton*Faculty Support Li Ka Shing, Room 240

W32 Developing Your Mentoring Skills Via the Adaptive Mentorship® Model

*Edwin Ralph, Keith Walker*Instructional Development Li Ka Shing, Room 241W33 From Subject Matter Expert (SME) to Educator of Subject Matter (ESM):  
Shifting Educator Thinking*Loretta Howard*

1230 Box Lunch

Li Ka Shing Mezzanine1315 **Conference Synthesis***Moderator:* Matthew Gwee (Singapore)Pantages, Rehearsal Halls*Facilitators:* Diane Clavet (Canada) & Jason Frank (Canada)1400 **Conference Closing & Looking Forward** ..... Ivan Silver (Canada) & Yvonne Steinert (Canada)

1430 Adjournment