

ABSTRACT: 2016 ELAM Institutional Action Project Symposium

Project Title: To DME or Not to DME: A Seven-Year Plan for the Creation of a Department of Medical Education

Name and Institution: Nicole K. Roberts, Sophie Davis/CUNY School of Medicine

Collaborators: Maurizio Trevisan

Background, Challenge or Opportunity:

Sophie Davis/CUNY School of Medicine is uniquely positioned to inform the medical education community about approaches to solving what has been an intractable problem in medicine: lack of representation of minorities in medical school. In order to do so, we will need a faculty dedicated to researching and disseminating the results of what we do. A department of medical education, consisting of experts in education, psychology, assessment, and curriculum development, could form the core of faculty members designing studies and collaborating with basic science and clinical faculty members carrying out the educational mission of the school. Unlike an office of medical education, which has the purpose of providing administrative support for those carrying out the curriculum, this proposed tenure-granting department will have an academic focus, with faculty performing the traditional roles of teaching, research, and service.

Purpose/Objectives:

The purpose of my work was three-fold. First, I wanted to fully understand the rules and regulations governing the creation of a department at City University of New York. Second, I wanted to create a compelling mission and vision for the department. Third, I wanted to create a feasible, achievable strategy to create the department.

Methods/Approach:

In order to understand the policies governing department creation, I analyzed the CUNY Bylaws, the CUNY Board of Trustees Bylaws, The City University of New York Agreement between the City University of New York and the Professional Staff Congress/CUNY (the Union contract), and the accreditation standards of LCME. This analysis also allowed me to develop a strategy that responds to the policy demands while also making use of resources that will become available to the school once we begin to capture our own tuition.

To develop a mission and vision for the department, I consulted with a number of stakeholders at CUNY School of Medicine, including the Dean and other faculty members. I also consulted members and websites of other departments of medical education.

Outcomes and Evaluation Strategy:

The outcome is a white paper entitled *Way Forward: A Rationale for and a Path to a Department of Medical Education at CUNY School of Medicine*. This will be shared with the Dean for his advice and comment. The paper includes the mission and vision for the department, the rationale for its creation, an analysis of the policies governing its creation, and a proposed strategy and timeline for creating the department.

Evaluation will begin with the Dean's advice, comment, and revision, then upon his approval, garnering the support of the school and the university.

To DME or Not To DME

Nicole K. Roberts, PhD

Collaborators: Maurizio Trevisan, MD, Serafin Pinol-Roma, PhD, Erica Friedman, MD

CUNY School of Medicine



Introduction

Sophie Davis/CUNY School of Medicine is uniquely positioned to inform the medical education community about approaches to solving what has been an intractable problem in medicine: lack of representation of minorities in medical school. In order to do so, we will need a faculty dedicated to researching and disseminating the results of what we do. A department of medical education, consisting of experts in education, psychology, assessment, and curriculum development, could form the core of faculty members designing studies and collaborating with basic science and clinical faculty members carrying out the educational mission of the school. Unlike an office of medical education, which has the purpose of providing administrative support for those carrying out the curriculum, this proposed tenure-granting department will have an academic focus, with faculty performing the traditional roles of teaching, research, and service.

Opportunity

Sophie Davis School for Biomedical Education has been successful in preparing those underrepresented in medicine for more than forty years.. Yet a survey of PubMed reveals only 8 articles related to the Sophie Davis approach to education since 1979.

A faculty dedicated to producing medical education research will serve the Sophie Davis community as well as the community of medical education overall by providing

Purpose/Objectives

1. Understand University, College, and Union rules governing the creation of a department at City University of New York.
2. Create a compelling mission and vision for the department.
3. Create a feasible, achievable strategy to create the department.

Methods/Approach

1. Consult various stakeholders to develop mission/vision
2. Develop potential timeline for creation of the department
3. Review Bylaws, Union Contract, Accreditation standards

Outcomes/Evaluation

A white paper, outlining a vision, mission, roles for faculty and a potential timeline has been submitted to the Dean for advice and critique. Evaluation will consist of the Dean's feedback and advice, and revisions that will allow the plan to be enacted.



Townsend Harris Hall, Site of Sophie Davis Program for Biomedical Education

Discussion

Sophie Davis/CUNY School of Medicine has a unique contribution to make to medical education by developing, refining, and disseminating methods for improving ethnic and socioeconomic diversity in medical schools through systematic research in approaches to education, from the undergraduate pre-medical years, through Medical school.



White Coat Ceremony, 2013

Next Steps

1. 2016: Continue scholarly activities ongoing in the existing structure
2. May 2017: Recruit department chair
3. 2016: Feedback, revision, and (hopefully) acceptance of the plan
4. June 2018: Onboard department chair, create strategic plan for future hires
5. December 2018: Post two faculty positions
6. June 2019: Onboard new faculty members
7. July 2020: Post second two faculty positions
8. January 2020: Onboard new faculty members

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