

UC Irvine

Western Journal of Emergency Medicine: Integrating Emergency Care with Population Health

Title

Implementation of a Modified Version of Team Based Learning in Emergency Medicine Resident Education

Permalink

<https://escholarship.org/uc/item/8xv0m7jq>

Journal

Western Journal of Emergency Medicine: Integrating Emergency Care with Population Health, 16(4.1)

ISSN

1936-900X

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Publication Date

2015

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32 Identification of Professionalism through a Values Based Interview

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Background: Literature has proposed a link between professionalism and success in graduate medical education. However, it is unknown how to identify residents, during the interview process, which would be at an increased risk for disciplinary actions related to professionalism. Previously, we presented an interviewing technique that could potentially identify residents at having a higher probability for residency disciplinary actions in the professionalism competencies.

Objective: This is a continuation of our previous study and the results of the changes instituted in the interviewing process.

Methods: A values-based interview was conducted on potential applicants looking at a resident's values, personal beliefs, and motivations. Responses were divided into having either an internal/personal focus or an external/humanistic focus. We then followed the residents through the course of their training and compared their interview responses to the number of professionalism violations.

Results: The pilot study from 2006-2010 had 61 evaluations available for analysis with 11 residents having disciplinary actions. 9 (15%) had disciplinary actions related to professionalism. Of these, 8/9 (89%) had an internal focused interview. In 2010 we started to select a higher number of residents with a external focused interview.

Our current analysis (2010-2014) has 59 evaluations for available for review with 17 residents having disciplinary actions. Of these, 5 residents, all with internal focused interview had disciplinary action related to professionalism.

Conclusion: Personal professional values can be quantified indirectly via presence of disciplinary action in graduate medical education. Additionally, the use of a values-based interview can be used to predict a higher likelihood of having disciplinary actions in graduate medical education.

33 Implementation of a Modified Version of Team Based Learning in Emergency Medicine Resident Education

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Introduction: Team Based Learning (TBL) has been used in multiple disciplines as an effective educational tool. A challenge to implementing TBL into graduate medical education (GME) curriculum is that sessions are time consuming for residents to participate in and for faculty to

develop and lead. We introduced a modified version of TBL in an emergency medicine residency program to cover the Model of the Clinical Practice of Emergency Medicine during weekly reading club sessions.

Objectives: Primary objective: To develop a practical way to implement a sustainable model of TBL in our preexisting weekly reading club which consisted of a postgraduate year-3 (PGY-3) resident leading didactic sessions through assigned reading, followed by monthly quizzes.

Secondary objectives: To increase resident compliance with reading assignments, increase learning and participation during reading club, and develop team participation and communication skills.

Design: Residents were divided into teams of 5-6 people. Residents took a weekly quiz individually - the Individual Readiness Assurance Test (IRAT), which covered assigned readings. Quizzes consisted of 5 multiple choice questions. Following the IRAT, the teams worked on the same questions - the Group Readiness Assurance Test (GRAT), and then received immediate feedback on their answers. A PGY-3 resident then led the whole group in discussion of the quiz and key points from the reading. This modified TBL did not include an Application Activities section secondary to time constraints and limited faculty resources.

Impact: Our program has successfully implemented weekly modified TBL reading club experiences since January 2013. Implementation of modified TBL to reading club has been positively received by residents. In an anonymous survey, 100% of residents preferred the modified TBL sessions compared to the preexisting reading club model. Residents also report that they read more, appreciate the interactive discussions, and benefit from vertical learning during the GRAT.

34 Implementation of a Senior Resident Directed Daily Oral Boards Teaching Case to Improve Junior Resident Education and Provide Structured Senior Resident Teaching

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Introduction: With increasing clinical demands, emergency medicine (EM) residency programs must find innovative ways to continue providing direct on-shift teaching. In addition to clinical education, residency programs must also prepare their graduates for the EM licensing exams, including the oral boards, which can be a source of anxiety for graduating residents.

Educational Objectives:

1. To familiarize residents with the oral boards format through a peer-led, daily teaching case
2. To improve the knowledge base of junior residents via case-based discussion
3. To cultivate the skills of senior residents as physician educators