



Leading Curricular Change: Skills and Strategies for Success

September 9–10, 2004

The Charles Hotel

1 Bennett Street • Harvard Square • Cambridge, Mass



Conference Collaborators:

American College of Physicians

Association of American Medical Colleges

Association of Family Medicine Residency Directors

To maintain accreditation, GME programs and academic institutions are required to teach and assess the ACGME general competencies. Succeeding in this critical endeavor means overcoming barriers to implement curricular change. Tufts Health Care Institute's national conference will help you move from plan to action to address the new ACGME competency standards. The conference will feature plenary addresses and interactive workshops by national experts, with an emphasis on active learning and practical action plans.

Conference Agenda

Thursday, September 9, 2004

7:00 – 8:00 a.m.

Breakfast and Registration

8:00 – 8:15 a.m.

Welcome and Program Introduction

Robin Richman, MD
Chief Medical Officer,
Tufts Health Care Institute

Keynote Presentation

8:15 – 9:00 a.m.

The ACGME Outcome Project: 2004

Jeanne K. Heard, MD, PhD

Dr. Heard will address:

- ACGME accreditation requirements for the general competencies, including those related to educational experiences, assessment methods, evaluation and program improvement
- The implementation timeline for the ACGME's Outcome Project and types of citations issued by RRCs
- Educational experiences and assessment methods residency programs have implemented
- Resources available to program directors and faculty

Session I

9:00 a.m. – 12:00 noon

Mastering the Hidden Dynamics of Change

Robert Kegan, PhD

Take-aways from Dr. Kegan's interactive workshop will include:

- Recognizing and deciphering the barriers to curriculum change
- Recognizing the nature of psychological roadblocks in others and yourself
- Bridging the gap between plan and action

12:00 noon – 1:00 p.m.

Lunch and Exhibits

Session II

1:00 – 2:15 p.m.

The ACGME Outcome Project: An Opportunity for Conducting Scholarship in Medical Education

Michael E. Whitcomb, MD

Dr. Whitcomb will address:

- Principles to guide the conduct of scholarship in medical education
- Factors that lead to success in publishing medical education scholarship
- Opportunities that the ACGME project offers for the conduct of scholarship in medical education

Discussants — Published Models

Cynthia Silber, MD

Greg Ogrinc, MD

2:15 – 2:30 p.m.

Break

2:30 – 4:00 p.m.

Breakout Groups

Systems-based Practice and Practice-based Learning and Improvement: Designing a Curricular Project with the End in Mind

Workshop Leaders:

- Stewart Babbott, MD
- Robert Englander, MD, MPH
- Carol Carraccio, MD
- Cynthia G. Silber, MD

Take-aways from the panel

and breakout groups will include:

- Reviewing successful, published curriculum innovation models
- Learning a model to move from desired educational outcomes to curriculum innovation
- Completing a mini-curriculum change project plan to implement at the participant's own institution

4:30–6:30 p.m.

Networking Reception: Cocktails and Hors d'Oeuvres

Friday, September 10, 2004

8:00–8:45 a.m.

Breakfast and Registration

8:45–9:00 a.m.

Welcome and Session Overview

Rosalie Phillips, MPH
Executive Director,
Tufts Health Care Institute

Session III

9:00 a.m.–12:00 noon

Negotiation, Conflict Resolution and Leadership Skills for Curricular Change

Leonard Marcus, PhD

Take-aways from Dr. Marcus's interactive, skill-building workshop will include learning how to apply:

- A step-by-step process to identify sources of conflict and generate agreement on curricular priorities and action items
- A method to create buy-in and support for curriculum change and implementation
- A model of multi-dimensional problem solving to enhance organizational learning and performance.

12:00 noon – 1:00 p.m.

Lunch and Exhibits

1:00 – 4:00 p.m.

Negotiation Skills Session, cont'd

4:00 – 4:30 p.m.

Final Reflections and Take Home Lessons

Moderators: Rosalie Phillips, MPH
and Robin Richman, MD

4:30 p.m.

Conference Adjourns

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Faculty

Plenary Sessions

Jeanne K. Heard, MD, PhD

Director of Residency Review Committee
Accreditation Council for Graduate Medical Education

Robert Kegan, PhD

The William and Miriam Meehan Professor in Adult Learning and Professional Development; Educational Chair, Institute for Management and Leadership in Education, and Co-director, Change Leadership Group, Harvard Graduate School of Education; faculty member, Harvard Macy Institute

Leonard Marcus, PhD

Lecturer on Public Health Practice, Department of Health Policy and Management, Harvard School of Public Health, and founding Director of the Program for Health Care Negotiation and Conflict Resolution at the Harvard School of Public Health

Greg Ogrinc, MD

Assistant Professor of Medicine and of Community and Family Medicine; Research Director for the Office of Community-Based Education and Research, Dartmouth Medical School; Assistant Fellowship Director, White River Junction VA Hospital National Quality Scholars Program

Cynthia G. Silber, MD

Associate Dean for Graduate Medical Education
Jefferson Medical College

Michael E. Whitcomb, MD

Editor-in-Chief, *Academic Medicine*
Senior Vice President
Division of Medical Education
Association of American Medical Colleges

Workshop Leaders

Stewart Babbott, MD

Director
Faculty and Resident Development
Baystate Medical Center

Carol Carraccio, MD

Associate Chair for Education
Department of Pediatrics
University of Maryland Medical Center

Robert Englander, MD, MPH

Director
Inpatient Management & Services
Connecticut Children's Medical Center

Cynthia G. Silber, MD (see above)

Who Should Attend

- Residency Program Directors in all specialties
- Designated Institutional Officials
- GME Committee Members and Chairs
- GME Faculty
- Residency Program Administrators and Coordinators
- Faculty Development and Faculty Affairs Professionals
- Chief Residents

Conference Goal

This conference is designed to provide proven strategies to lead and manage the change associated with implementation of the ACGME competencies and educational outcomes.

The program will explore:

- The ACGME's accreditation review standards and reasons for citations related to the general competencies
- Leadership and negotiation skills to facilitate change and promote compliance with the ACGME competency requirements
- The hidden dynamics of change
- Scholarly recognition and publication as a reward for curriculum innovation
- Published models and participant action plans for curriculum innovation, with a particular focus on teaching and assessing Systems-based Practice and Practice-based Learning and Improvement

Conference Learning Objectives

By the end of this conference participants will be able to:

- Describe strategies that can be used to facilitate curricular change associated with the ACGME outcome project and competency requirements.
- Describe how the principles of negotiation can be used to gain support for curriculum change in their own programs and institutions.
- Identify current and potential publication opportunities arising from implementation of these curriculum changes.
- Develop an action plan to make at least one significant change in their respective programs.

Accreditation

This activity has been planned and implemented in accordance with the Essential Areas and policies of the Accreditation Council for Continuing Medical Education, ACCME, through the joint sponsorship of The Beam Institute and Tufts Health Care Institute. The Beam Institute is accredited by the ACCME to provide continuing medical education for physicians. The Beam Institute designates this educational activity for a maximum of 13 category 1 credits toward the AMA Physician's Recognition Award. Each physician should claim only those credits that he/she actually spent in the activity.

The American Medical Association has determined that physicians not licensed in the US who participate in this CME activity are eligible for AMA PRA category 1 credit.

Financial Disclosure

Faculty members are required to report any existing, significant financial interest in, or other relationship(s) with the manufacturer(s) of commercial product(s) or commercial services discussed in this educational activity, including the commercial supporter(s) of this activity. This information will be available at the activity.

Special Needs Statement

The Beam Institute fully complies with the legal requirements of the Americans With Disabilities Act rules and regulations. If any participant attending this conference is in need of special accommodations, please contact THCI at least 2 weeks prior to the activity at 617-636-1000.

Registration Information

Register by August 20 and pay only \$525! The conference fee after August 20 is \$595.

The conference fee includes:

- All workshops and sessions
- Networking cocktail reception on Sept. 9
- Continental breakfast and lunch on Sept. 9 and 10
- Conference course book

Space is limited. Payment is required at the time of registration. Registration is not confirmed until payment is received.

Hotel Information

A block of rooms has been reserved on a first-come, first-served basis at The Charles Hotel in Cambridge, Mass. at the discounted rate of \$194 per night for THCI conference attendees. This special rate is available until Wednesday, August 11. Please call The Charles Hotel directly at 1-800-882-1818 or 617-864-1200 and mention THCI to reserve your hotel room. See The Charles Hotel at <http://www.charleshotel.com>.

Cancellation/Refund Policy

Cancellation of conference registration must be requested in writing and postmarked or e-mailed (thci@thci.org) no later than Friday, August 27, 2004. Refunds, less a \$75 administrative fee per registrant, will be issued. Cancellation refund requests will not be granted after August 27. Registrants who do not cancel by August 27 and do not attend are responsible for the full registration fee.

There is no penalty for substituting one attendee for another at any time. Registration substitutions will be accepted with written notification (via e-mail at thci@thci.org) from the original registrant. In the unlikely event that THCI cancels the conference, registration fees will be refunded. THCI is not responsible for nonrefundable travel and hotel arrangements.

There are four ways to register:

- Visit www.thci.org to register **online**
- Print the registration form, then complete and **fax** it to 617-636-0429
- Call 617-636-1000 to register by **phone**
- Print the registration form, then complete and **mail** it to THCI, 136 Harrison Avenue, Boston, MA 02111

Tufts Health Care Institute confirms registration upon receipt of payment.

Please select one of the following two types of registration:

- \$525 Early Registration (deadline: August 20, 2004) \$595 Regular Registration (after August 20, 2004)

Payment Type (please select one below)

- Check: Please make check payable to Tufts Health Care Institute
 Credit Card (please check credit card type) Visa Mastercard Discover American Express

Credit Card # _____ Exp. date _____

Card holder signature _____

Registrant Information

First Name _____ Last Name _____

Title _____ Department _____

Organization _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____

E-mail _____