



Southeast Michigan Center for Medical Education

Our Mission

To develop and support training of outstanding physicians and medical professionals with our members to enhance population health through excellence and innovation in medical education

Our Vision

SEMCME will be the leader to develop and optimize high impact medical education to assist healthcare professionals, including residents, faculty, the practice community, and administrators/directors to achieve and maintain accreditation and certification, thereby enhancing the health and well-being of the communities we serve.

Our Values

Excellence and Innovation
Diversity & Equity & Inclusion
Understanding and Respect
Collaboration & Engagement
Accountability
Teamwork & Well-Being
Evidence Based & Outcomes Driven
Service

Faculty Development Committee Charter

Purpose

To support the mission, vision, and values of SEMCME through the development and execution of programs and services related to Faculty Development.

Goals

To engage knowledgeable, committed educators from SEMCME member institutions and diverse disciplinary backgrounds in the creation of Faculty Development programming that:

- Supports faculty skills in the evidence-based teaching of the ACGME Competencies.
- Supports faculty skills in building Clinical Learning Environments that nurture the professional growth and well-being of all learners.
- Support faculty skills that support the increasing effectiveness of clinical teams.
- Contributes to institutional cultures that prioritize improvement in educational practices.

To be viewed as a resource whereby faculty, programs, and institutions can seek consultation regarding challenges in Graduate Medical Education (GME) based on the:

- Collective expertise of the Faculty Development Committee.
- Committee's relationships with regional, national, and international experts.

To enhance collaboration with the SEMCME specialty committees:

- Consult with committee leaders regarding their specialty and general faculty development needs.
- Collaborate with specialty committee leaders in adapting and incorporating Faculty Development Committee programming in their instruction.

To enhance access to instructional content in GME through the:

- Development of online content for synchronous and asynchronous learning.
- Creation of a repository of references, tools, and other presentation materials.
- Exchange of ideas among committee members and faculty of member institutions through SEMCME's Learning Management System (LMS).

To support the increasing efficacy and sustainability of the Faculty Development Committee by:

- Ongoing communication between the committee, SEMCME Board, and leaders of member institutions.
- Creating a welcoming environment for new committee members characterized by openness to new ideas and support for members' professional growth as medical educators.

Objectives

On an annual basis, present at least one Faculty Development Series focused on:

- Evidence-based instruction in the ACGME Competencies, e.g., Medical Decision Making, Interpersonal and Communication Skills, Professionalization, Ethical Decision Making, Care of Diverse and Underserved Populations.
- Innovative technologies and methods in GME, e.g., Distance Learning, Instructional Design and Assessment, Learning Management Systems.
- The Well-Being and Resilience of future practicing physicians, e.g., Building Safe and Supportive Clinical Learning Environments, Coaching for Professional Identity Formation, Reflective Practice, Mindful Medicine, Meaning in Medicine, Fatigue Mitigation.

Expand Faculty Development Committee supports to faculty, programs, and institutions:

- Post a directory of committee member credentials and areas of expertise on the LMS; include a list of regional, national, and international experts who have presented in SEMCME venues.
- Maintain a digital library of references, tools, and presentation materials; maintain a subscription to the Journal of GME and post a list of issue contents.
- Collaborate with faculty, programs, and institutions in the development and assessment of innovations in GME.
- Enhance dialogue between committee members and institutional leaders regarding priorities in GME and the work of the Faculty Development Committee.
- Support the increasing efficacy and sustainability of the Faculty Development Committee by appointment of a Committee Co-chair and by recruiting and nurturing the careers of new members.

Projects/Initiatives

- Present three Faculty Development Series or workshops annually.
- Present webinars to address emergent issues in GME.
- Present the Annual Chief and Senior Resident Workshop.
- Seek opportunities to develop innovative programs in GME with SEMCME partners.
- Evaluate the effectiveness of Faculty Development Committee efforts using Key Performance Indicators (KPIs).

Measures of Success (KPIs)

- Registration and attendance data.
- Participation by faculty of member institutions.
- Participant evaluation survey data.
- Qualitative feedback of program directors and institutional leaders.
- Development of innovative programs with SEMCME partners.

Responsibilities of Committee Members

- Committee Members will embrace the **EDUCATES** values of SEMCME.
- Attend and actively participate in committee meetings.
- Facilitate and support the committee in meeting its purpose, goals, and objectives.
- Monitor and assist in the implementation of the committee's measures of success.
- Communicate and update institutional leadership on committee and SEMCME efforts.
- Support committee efforts to expand institutional participation in programs.
- Support committee efforts to enhance the efficacy and sustainability of SEMCME.

Structure and Operations

- Committee members, in collaboration with SEMCME, will determine meeting dates, times and frequency that best meet its purpose and goals.
- The SEMCME Board of Directors will approve committee membership on an annual basis.

- Where applicable, committee shall consist of representatives from each SEMCME member institution.
- Membership will be balanced and diverse.
- Committee chair can serve renewable 2-year terms.
- Committee members can serve renewable 2-year terms.
- Meeting minutes will be recorded, reviewed and approved.