

Is your academy achieving its mission? Lessons from a scoping review

Academies Collaborative Session

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Introductions and workshop objectives

Identify literature-based findings about the missions of academies of educators

Describe the components of a logic model

Identify evidence to demonstrate impact of their academy

Disclosures

- *The views expressed in this presentation are those of the presenters and do not necessarily reflect the official policy or position of the Uniformed Services University, the Department of Defense, the U.S. Government*
- No additional disclosures to report

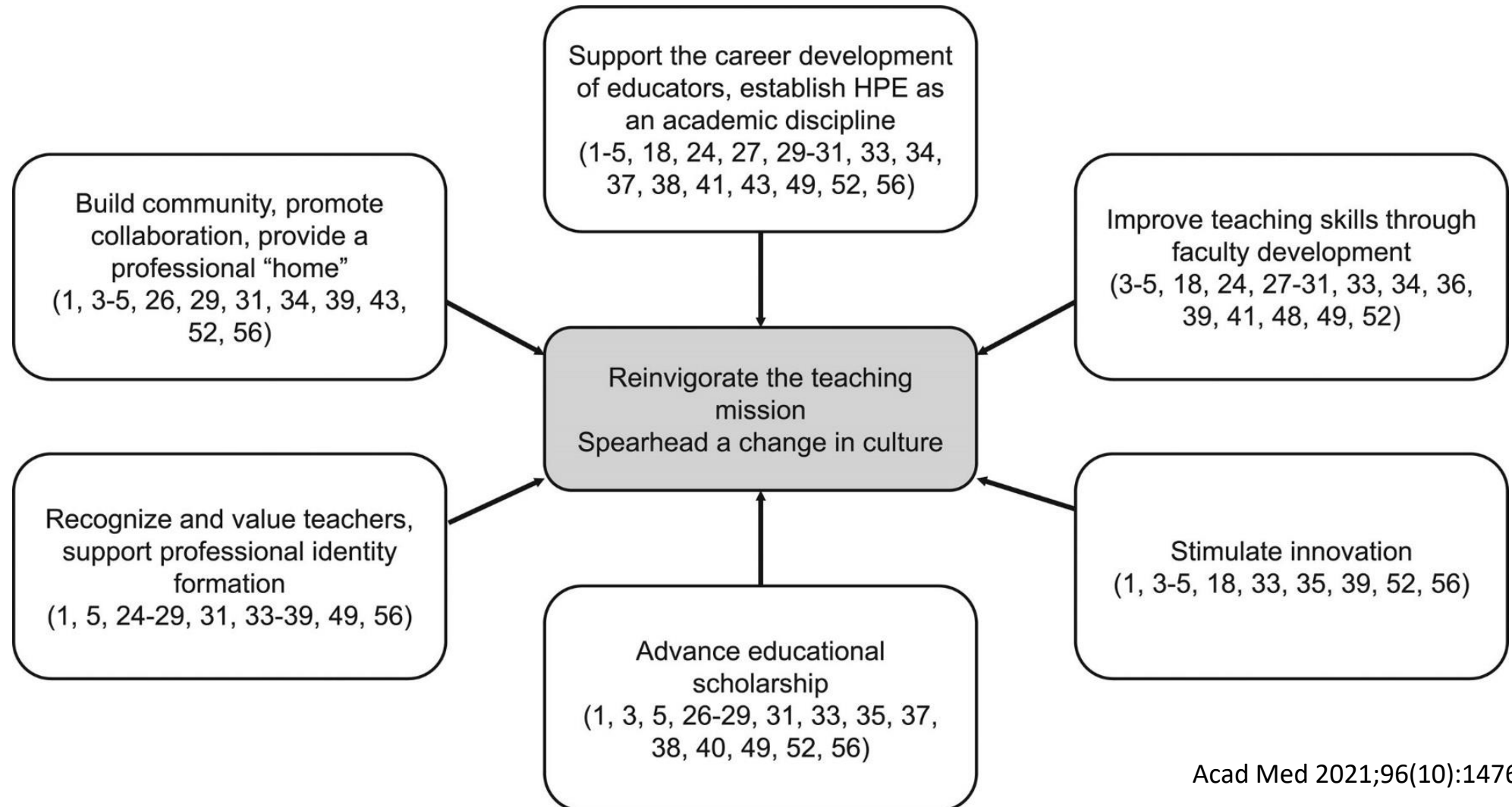


Warm-up exercise

In the Chat box, enter your

- Name
- Affiliation
- Brief description of the mission of your academy

Thematic analysis of the mission of HPE academies as described in the literature, 2000–2020.



MISSION ACCOMPLISHED

?

Academy movement is 30-years old

- Academies were established to change the culture:
 - Restore the teaching mission of medical schools
 - Elevate teaching as a legitimate career interest
 - Stimulate educational innovation
- 1990: First academy was established by Medical College of Wisconsin
- 2022: Academies Collaborative has 75 members

Do academies live up to their promise and are they changing culture?

Academies in Health Professions Education: A Scoping Review

Sebastian Uijtdehaage, PhD, Ming-Jung Ho, MD, DPhil, Emily Harvey, MA,
C. Scott Dorris, MLIS, and Kathryn N. Huggett, PhD

Acad Med.2021;96:1476-1483

Map the literature to

1. describe the evidence that justifies the continuation of existing academies or formation of new academies;
2. identify gaps in research

43 publications

17 case report

9 opinion pieces

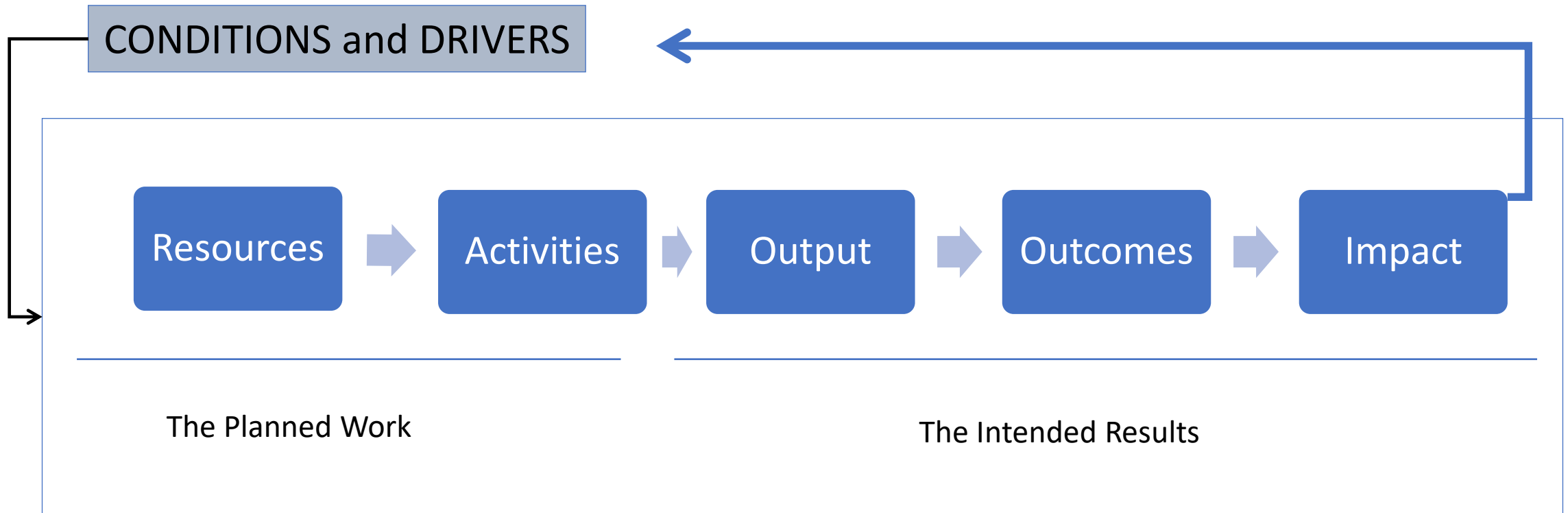
4 quantitative

3 qualitative

4 mixed methods

8 other

Organizing framework: logic model



Resources

- Personnel, facilities, expertise, information, licenses, equipment
- Funds

Activities

- Everything the program does if it had the resources

Output

- Deliverables: products and services

Amounts/numbers

Outcomes

- Benefits to academy participants

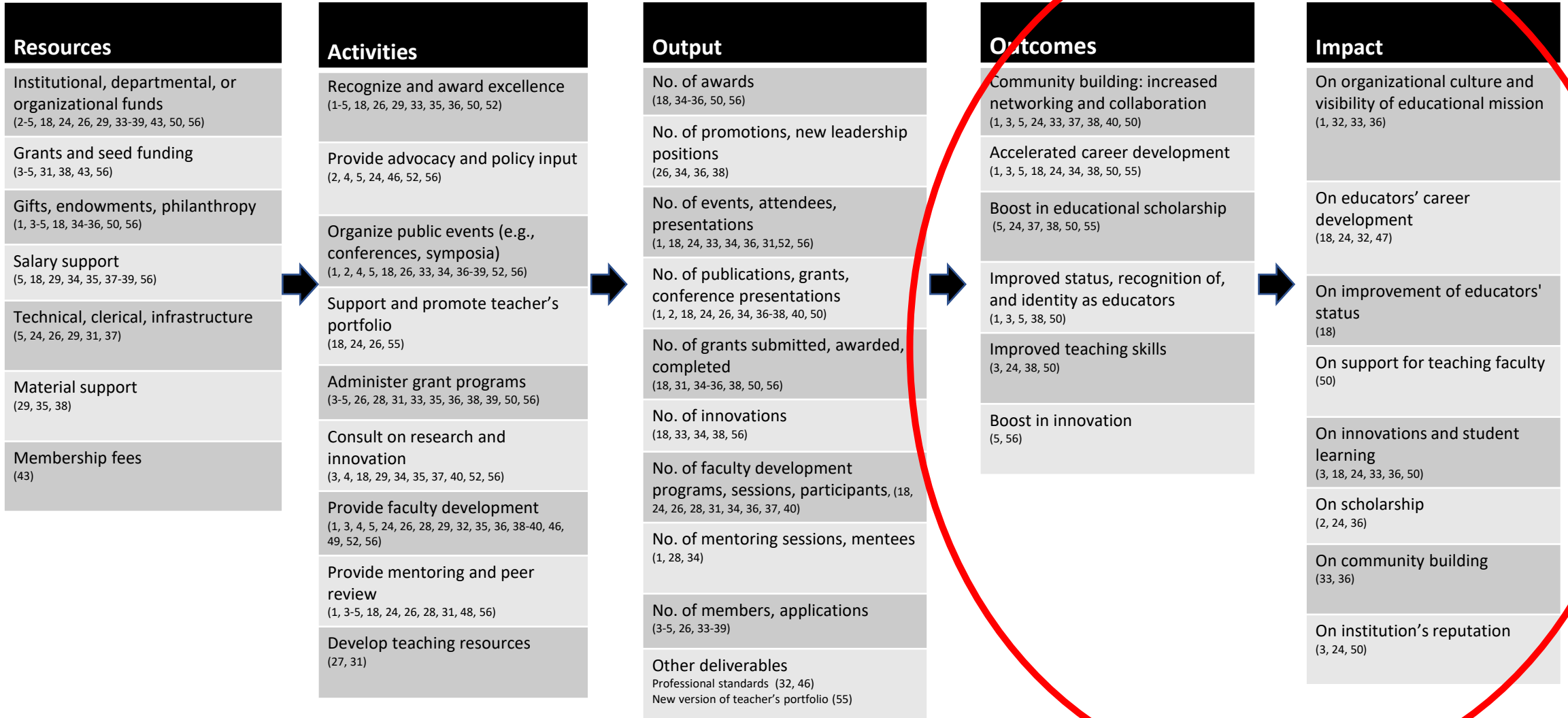
Measurable changes
(quantitative methods)

Impact

- Broader effect on organization and stakeholders

Examined with
qualitative methods

Pertains to the mission



20 publication

28 publications

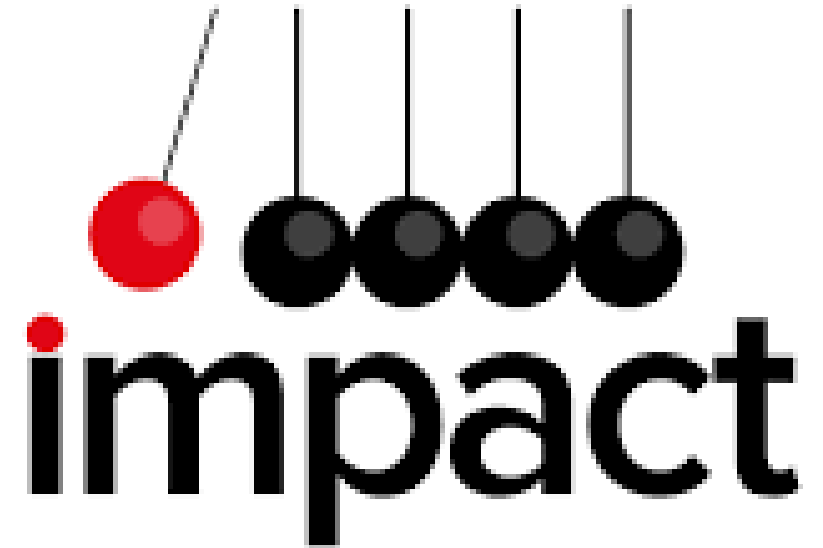
24 publications

13 publications

10 publications

Examining impact is critical

“Understanding the impact of [an academy] on organizational culture is particularly important when [its] aim [is] to reinvigorate the educational mission.”



The Impact of an Academy of Medical Educators on the Culture of an American Health Sciences Campus

Janet Corral, PhD, Gretchen Guiton, PhD, and Eva Aagaard, MD

Acad Med 2017;92:1145-1150.

- How has the academy impacted organizational culture on the University of Colorado health sciences campus?
- Qualitative case study: interviewed 26 academy members, non-members, and leadership

FINDINGS:

- Academy is seen as symbol of institutional commitment to teaching mission
- Academy is a home and community for educators to network
- Lack of penetration into some departments

Theoretical framework

E.H. Schein's theory of institutional culture and leadership





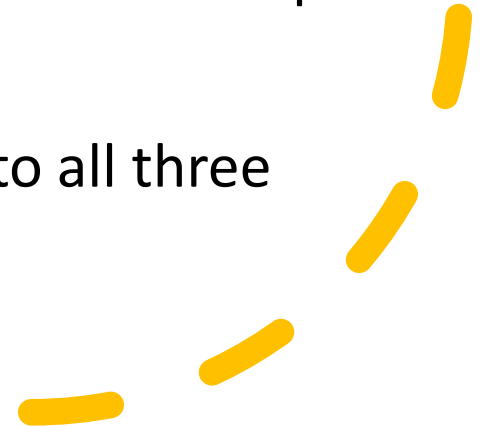
Breakout group activity

- 20 minutes
- Note your breakout room number!
- Use Google Slides (link in chat function)
- Each group decides if they need a scribe, or everyone can add info

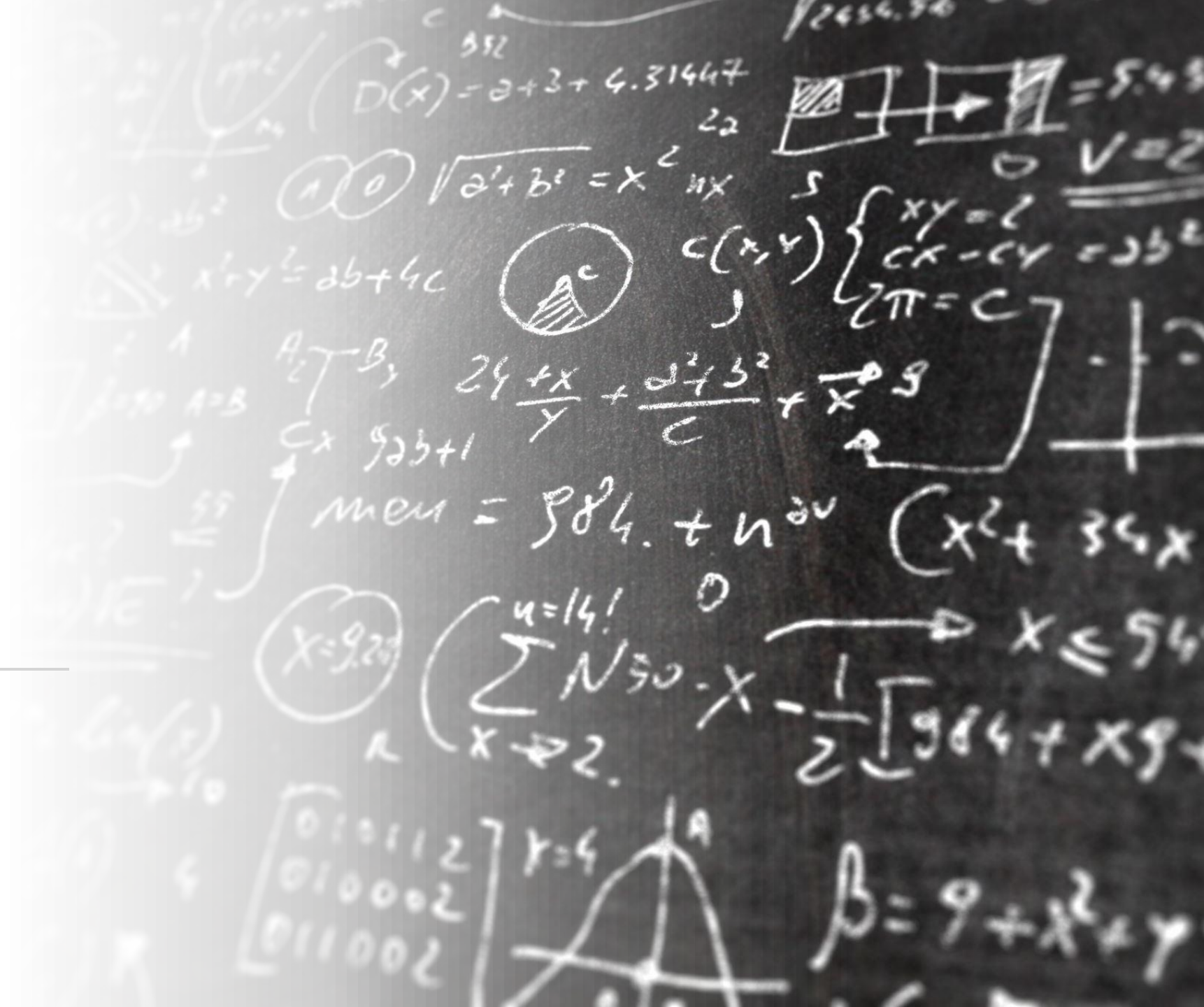
Discussion points

- Reflect on Table 3. Is anything you do that is not represented in “Impact?”
- Discuss :
 - Considering the mission of your academy, give an example of impact you may want to examine
 - What evidence of impact could you collect and how?
 - What theoretical framework could guide this effort and could promote potential scholarship?

(Tip: have one person address answers to all three questions before the next person):



Large group debrief



Wrap up

Evidence that academies bring about durable change remains elusive threatening ongoing institutional support

Scholarship on evaluating outcomes and impact is needed and could model rigorous evaluation studies grounded in theory

Logic modeling can guide the evaluation of academies as can other program evaluations approaches (e.g., Realist Evaluation, Contribution Analysis, Kirkpatrick)

What supportive role can the Academies Collaborative play to promote rigorous evaluation studies?

Thank you

Special thanks to the Collaborative Steering Committee and to Mariah Rudd in particular!

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