Disrupting the Definition of Scholarship: Advancing Your Career with Non-Traditional Scholarship

Mara L. Becker, MD, MSCE
Pilar Ortega, MD, MGM
Teresa M. Chan, MD, MHPE, MBA
Kimberly Manning, MD
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Presenters

Mara L. Becker, MD, MSCE (Moderator)
Professor of Pediatrics
Vice Dean for Faculty
Duke University School of Medicine

Teresa Chan, MD, MHPE, MBA
Clinical Associate Professor
Founding Dean, Toronto Metropolitan University School of Medicine
Associate Professor (Clinical / Part-time)
McMaster University, DeGroote School of Medicine

Pilar Ortega, MD, MGM
Vice President, Diversity, Equity, and Inclusion
Accreditation Council for Graduate Medical Education
Clinical Associate Professor, Departments of Emergency Medicine and Medical Education
University of Illinois College of Medicine

Kimberly Manning, MD
Professor of Medicine
Vice Chair of Diversity, Equity, and Inclusion
Department of Medicine
Emory University School of Medicine
Scan here for handout for this workshop
Agenda for Today’s Session

• Overview of why this topic is important – now more than ever

• Panelist presentations with examples from their own careers
  • Pilar Ortega, MD, MGM
  • Teresa Chan, MD, MHPE, MBA
  • Kimberly Manning, MD

• Q&A
What is the lens that you bring today?
Promotion and Tenure in Academic Medical Centers

- Relatively recent phenomenon

- However physician faculty have **fundamentally different jobs**
  - Wrt craft (patient care)--without peers within larger university system
  - Sets up a “**dual identity**”
  - Tenure does not afford “protection,” still required to keep salaries “whole”

- Example

Changing Physician Phenotype in AMCs

• Narrowing operating margins and declining federal research $$ forcing AMCs to restructure operating models to align with goals of their affiliated hospital system

• Compositional changes in AMC physician faculty→shifting priorities
  • Physicians with higher clinical load
  • “Physician executives”—operations, innovation, strategy
Broadening academic interests

Doing the Work—or Not: The Promise and Limitations of Diversity, Equity, and Inclusion in US Medical Schools and Academic Medical Centers

Caitlin Jade Esparza, MD, Mark Simon, MD, Enoka Bath, MD, and Michelle Ko, MD

Advocacy in Pediatric Academia
Charting a Path Forward

Abby L. Neflinger, MD, MPH, Debra L. Best, MD, Anita N. Shah, MD, MPH

Frequency of Social Media and Digital Scholarship Keywords in U.S. Medical Schools' Promotion and Tenure Guidelines
Graciela Maldonado, MD, MS-BATS, Jonathan Smart, MD, Warren Wiechmann, MD, MBA, Shernie H. Kaplan, PhD, MS, MPH, John Billmire, PhD, -Lisa Wray, MD, MAEd, Shannon Tobacco, MD, MAEd, and Megan Boysen-Osborn, MD, MHPE

Documenting Quality Improvement and Patient Safety Efforts: The Quality Portfolio. A Statement from the Academic Hospitalist Taskforce

Benjamin B. Taylor, MD, MPH, Vikas Parekh, MD, Carlos A. Estrada, MD, MS, Anneliese Schleyer, MD, MHA, and Bradley Sharpe, MD

Team science criteria and processes for promotion and tenure of Health Science University Faculty

John R. Mearer, PhD, Jan Fertig, PhD, Orosbia Garrison, and Reza Shaker, PhD

Scholarship Criteria for Promotion in the Age of Diverse Faculty Roles and Digital Media
Margaret R. Helton, MD, Donald E. Pathman, MD, MPH
Our P&T processes need to step up and keep up!
Example: Duke SOM Promotion Guidelines

Discovery
—Original research and investigation

Integration
—Interpreting use of new knowledge across disciplines

Application
—Aid society and professions in addressing problems

Teaching
—Studying the process of education

Ex: Integration:
—translating research discoveries – e.g., review articles, guidelines development, explaining meaning to the field, addressing implications

Ex: Application:
—service, engagement, QI, advocacy – e.g., identifying problems and implications, implementing solutions (and assessment thereof), policy / position statements

Ex: Teaching:
—creating a new curriculum and evaluating its effectiveness

Boyer’s Model of Scholarship, Marta Nibert
In addition to the usual forms of scholarship...

- Clinical guidelines (local to national)
- QI projects (local to national)
- Community partnerships
- Educational curricula or tools (with evaluation)
- Advocacy (e.g., impacting regulation / legislation)
- Positions and policies (local to national)
- Social media, other digital platforms
- Clinical informatics improving the EHR

All must have demonstrable impact

- Advocacy Scholarship Framework
- Digital Scholarship Framework
- Justice, Equity, Diversity, Anti-racism, and Inclusion (JEDAI) Scholarship Framework
- Team Science Scholarship Framework

https://medschool.duke.edu/about-us/faculty-resources/faculty-appointments-promotion-tenure/clinical-science-apt/faculty-3
Panelist Presentations
Pilar Ortega: My nontraditional scholarship

**Content:** Non-English languages

**Format:** Graphic medicine
Scholarly work about/in non-English languages

Involves rigorous scientific approach AND substantial linguistic expertise/collaboration
Non-English languages

Medical Spanish in US Medical Schools: a National Survey to Examine Existing Programs
Pilar Ortega, MD¹, ², Nicolás O. Francone, BS,³ María Paola Santos, BS,⁴ Jorge A. Girotti, PhD, MHA⁵, Tiffany M. Shin, MD⁶, Nielufar Varjavand, MD⁷, and Yoon Soo Park, PhD⁷

Content list available at ScienceDirect
Patient Education and Counseling
journal homepage: www.journals.elsevier.com/patient-education-and-counseling

Spanish medical jargon: A new metric for improving patient-centered communication with Spanish-speaking patients
Pilar Ortega, MD¹, ², Rafael Cimeros, MD³ and Yoon Soo Park, PhD⁴

Validity Evidence for the Physician Oral Language Observation Matrix as a Measure of Medical Spanish Proficiency
Pilar Ortega, MD, MGM¹, ², Steven E. Gregorich, PhD³, Leah Karliner, MD, MAS⁴, Javier González, MFA⁵, Cristina Pérez-Cordón, PhD⁶, Renell X. Iniguez, MD⁷, Karen Izquierdo, MD³ and Lisa C. Diamond, MD, MPH⁸

*Corresponding author: portega1@uc.edu
Language is the principal tool that clinicians use in providing healthcare. Populations with non-English language preferences are more likely to experience health inequities outcomes compared to English-speaking patients. Additionally, the standard use of language in healthcare communication may be ineffective for patients with sensory or cognitive impairments. MedEdPORTAL invites submissions with a focus on equitable language-appropriate healthcare and medical language education.
New Collection of Articles on Language Equity in Medical Education

ON SEPTEMBER 8, 2023 / BY AMROUNDS
Graphic medicine

“The interaction between the medium of comics and the discourse of healthcare” – Dr. Ian Williams

Using a non-traditional format (visual arts) to communicate medical or scientific content
Spanish Adaptation and Evaluation of Clinical Discussion Guides: Communicating the External Beam Radiotherapy Experience (CEBRE) en Español

Santiago Ayala, MD,1* Ildalid Franco, MD, MPH,1 Celyn Bregio, BSc,1 Alicia Haydon, BSc,2 John Paul M. Macayan, BSc,1 Michael K. Rooney, MD,1 Tomoko Ichikawa, MSc,1 Daniel W. Golden, MD, MPH,3 and July Ortega, MD, MSc1

Es importante que avise si no puede mantener la posición. El objetivo es que esté relajado en esa posición. Será difícil relajarse si está incómodo. Cada persona tiene una posición diferente.

Los terapeutas usan aparatos de apoyo para posicionar a Lucas y ayudarlo a relajarse y quedarse quieto. Le dibujan marcas en la piel para alinear el cuerpo con los rayos de radiación.
Medical Spanish Graphic Activity: A MeGA Deliberate Practice Approach to Reducing Jargon Use With Spanish-Speaking Acute Care Patients

Pilar Ortega, MD, MGM ⚜️ Rafael Cisneros, MD, Yoon Soo Park, PhD

https://doi.org/10.15766/mep_2374-8265.11377

Le presentamos a Consuelo. Consuelo fue a la sala de emergencias.

¿Cómo la podemos ayudar?

Desperté con una sensación extraña en la piel. Siento hormigueo y el más mínimo roce me produce mucho dolor.

A Consuelo la diagnosticaron con culebrilla.
• 20+ learning modules as part of a structured, self-paced educational experience.

• 18 AMA PRA Category 1 Credits™ currently available.

• To access, register through the link below. Please allow up to 24 hours for confirmation.

https://dl.acgme.org/pages/equity-matters
Language Equity Toolkit

Coming soon!

Within the toolkit, learners will:

• Define language equity and explain its impact on health care and medical education

• Apply tools to assess clinician and learner language proficiency and determine when and how to safely use non-English languages in patient care

• Partner effectively with qualified medical interpreters
Games, Playing the long game, and being a Game Changer

Teresa Chan
Serious Games
Free Open Access Medical education
Changing the Game: What Scholarship Looks Like

Kimberly D. Manning, MD
Professor of Medicine and
Vice Chair of DEI
Emory Department of Medicine
The big three

- Scholarship
- Service
- Teaching
The big three

- Scholarship

- Original research
- Poster presentations
- Grant funding
- Journal publications
Threats to finding your niche and building a national reputation

- Service
- Mission driven work
- Clinical duties
- Threats to well-being
- Paucity of examples
- Social capital
- Imposter syndrome / Underappreciation syndrome
- What “counts” and what doesn’t
#MissionDriven: Thinking inside the box

- Medical education
- Diversity, Equity, and Inclusion
- Humanism
- Patient/Doctor communication
- Fighting anti-black racism

- Indifference to inclusion
- Not being student/patient centered
- Underserved patients being ignored
The power of being mission driven
The power of #medtwitter
What happened next?
Opportunities
Kimberly D. Manning, MD
@gradydoctor
Internist, teacher, thinker, doctor
@EmoryDeptofMed AVC for #Professor | @HumanDoctoring | @JHospMedicine LPD | #HB
she/her/ma'am
Atlanta, Georgia
med.emory.edu/departments
Joined October 2010
1,176 Following 106.5K Followers
Additional Resources

Duke Expressions of Scholarship including Frameworks for Scholarship related to Advocacy, JEDAI, Digital Media and Team Science: Expressions of Scholarship | Duke University School of Medicine


Teresa Chan
tchanmd@torontomu.ca
Pilar Ortega
portega@acgme.org
Kimberly Manning
kdmanni@emory.edu
Mara Becker
mara.becker@duke.edu
Panel Q&A