

# The 4 M's of a Community Based Program

How to mentor, motivate, monitor, and maintain newly recruited clinical affiliate faculty

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# Our Guinea Pig /Pioneer Inaugural Clerkship Year!



# A Big Undertaking...

- The 134<sup>th</sup> allopathic (MD) medical school in North America
- 64 students per class
- 7+ affiliated community hospitals
- 120+ outpatient preceptors
- 1000+ new affiliate teaching faculty



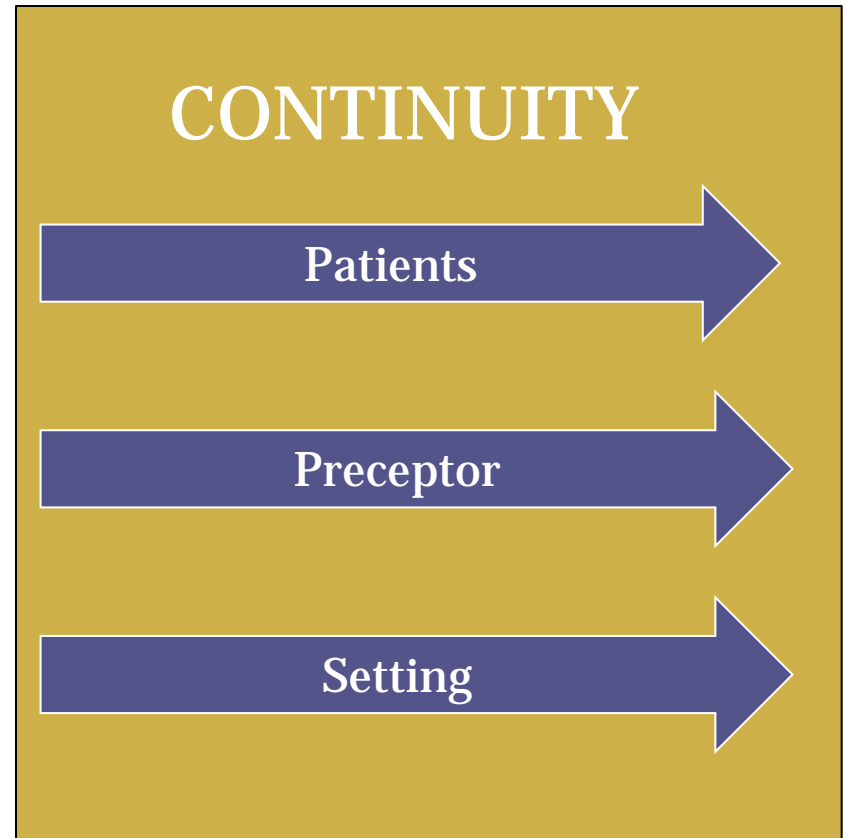
# What does our LIC look like?

- No Academic Center
- Community Based Hospitals all within ~45 minutes of the medical school
- Longitudinal preceptors in Primary Care, Pediatrics, and Ob/Gyn
- Inpatient block rotations in Surgery, Inpatient Medicine, Inpatient Pediatrics, Labor and Delivery, Gyn Surgery, and Psychiatry



# CONTINUITY... the Common thread!

- Continuity with a hospital and health care system
- Continuity with peers - core curriculum at main campus and geographic student groupings
- Continuity with patients - longitudinal preceptorships lasting a full year
- Continuity of disease process - see patients through transitions of care in the inpatient, outpatient, ER, and other settings



# Year 3 Clerkship Sites

- **Palm Beach County (North)**

- Bethesda Memorial Hospital
- Boca Raton Regional Hospital
- Delray Medical Center
- West Boca Medical Center

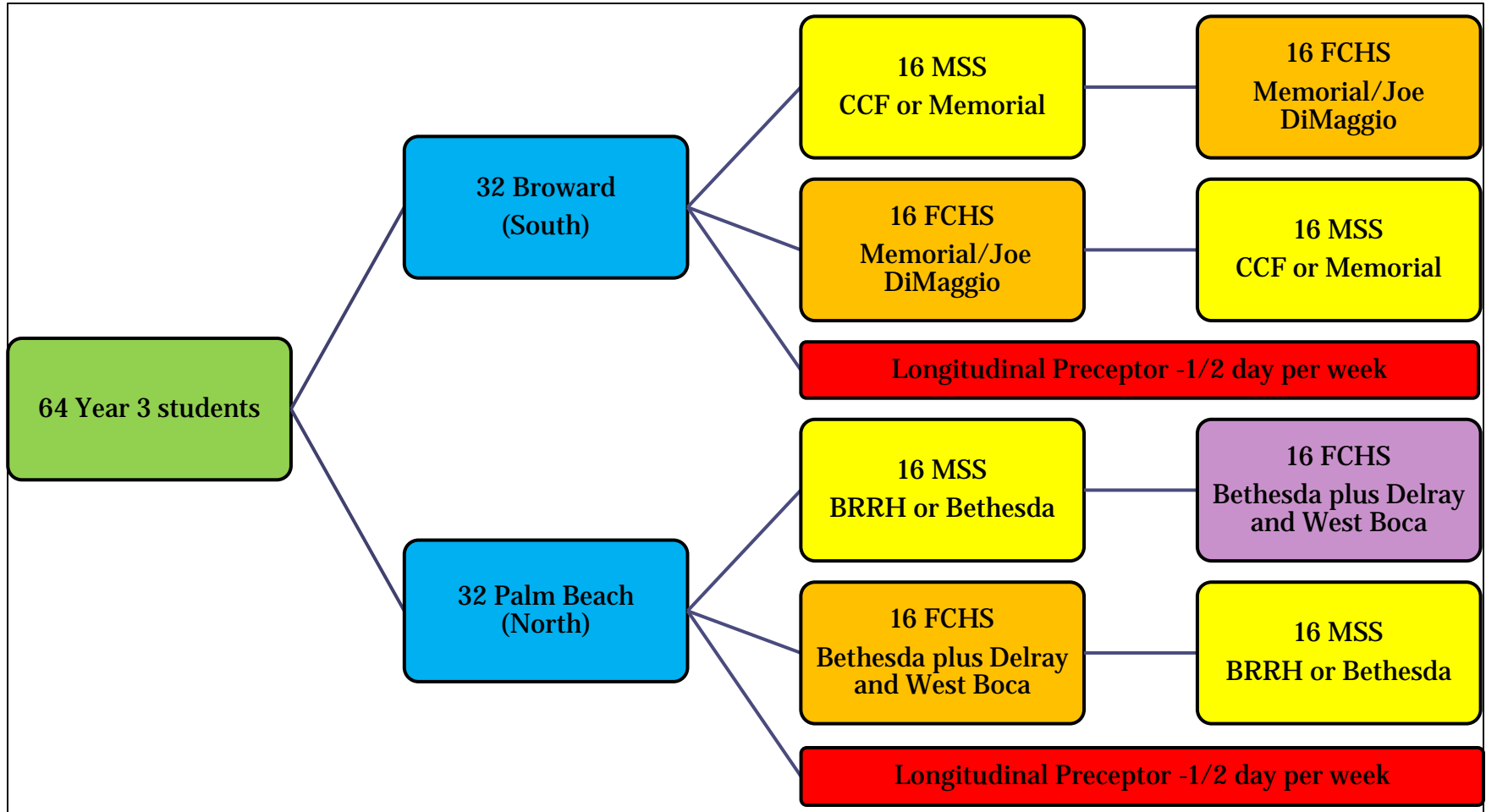


- **Broward County (South)**

- Cleveland Clinic Florida
- Memorial Health System
- Joe DiMaggio Children's Hospital



# M3 Student Distribution



# How to make this all happen...

- 1000 new affiliate faculty...
- Busy inpatient and outpatient physicians...
- Some private practice, some hospital based...
- Some primary care, some subspecialized...
- Some with academic experience, some without...
- Some asking to paid, some not...
- Other competing medical schools and students...



# A Formidable Task

- How do we motivate new volunteer physicians?
  - \$, title, library access?
- How do we mentor new volunteer physicians?
  - Academic promotion, research opportunities?
- How do we monitor new volunteer physicians?
  - Feedback, faculty development?
- How do we maintain new volunteer physicians?
  - Other medical schools, productivity pressure, burn-out?

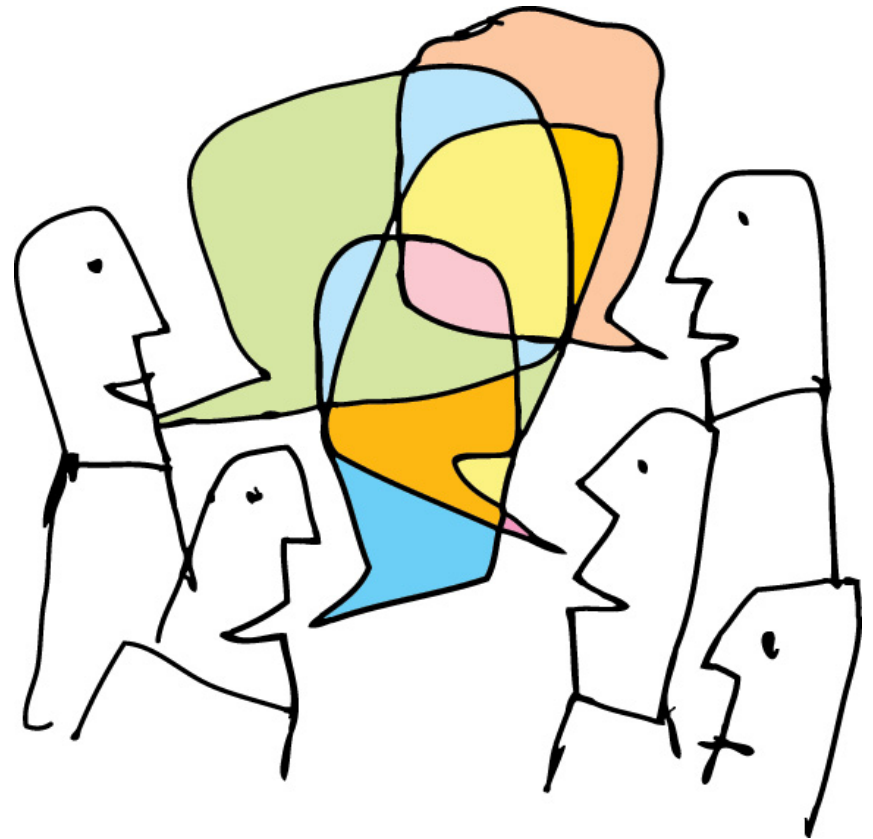


# Discussion Questions

- **What is the best system to monitor and academically mentor clinical teaching faculty who are working in varied settings with LIC students?**
- **What strategies can be employed to maintain and motivate clinical faculty over time when they are working in a mostly voluntary capacity?**

# Best practices at your institution?

- Break into groups of 5-7
- Discuss questions with your group
- Report back to the larger group with 2-3 take home points from your discussion



Thank you! Come visit us in Florida...

