



Innovating Education for Better Health

March 18, 2021

Virtual Talking Circle

Constructing a More Cohesive Direction for  
Education Innovation at Michigan Medicine



Share Your Thoughts on  
Health Science Education  
Innovation at Michigan  
Medicine via our  
**Innovation Culture Survey.**

**RISE**

Innovating Education for Better Health



# Virtual Talking Circles to Date

**JOIN OUR  
VIRTUAL TALKING CIRCLE**



a space for community dialogue on  
creative ideas, novel experiments, and best practices in  
health sciences education

**Topics:** *“Innovation in a Time of Crisis”, “Virtual Communities of Practice”, “Virtual Care”, “Learners as Co-producers”, “Anti-Racism as an Innovation”, “Intelligent Risk-Taking”, “Failure”, “Why Vision?”, “RISE Vision”, “Innovation Systems”*

**Future:** 4/15, 5/12, 6/9

# *Background*

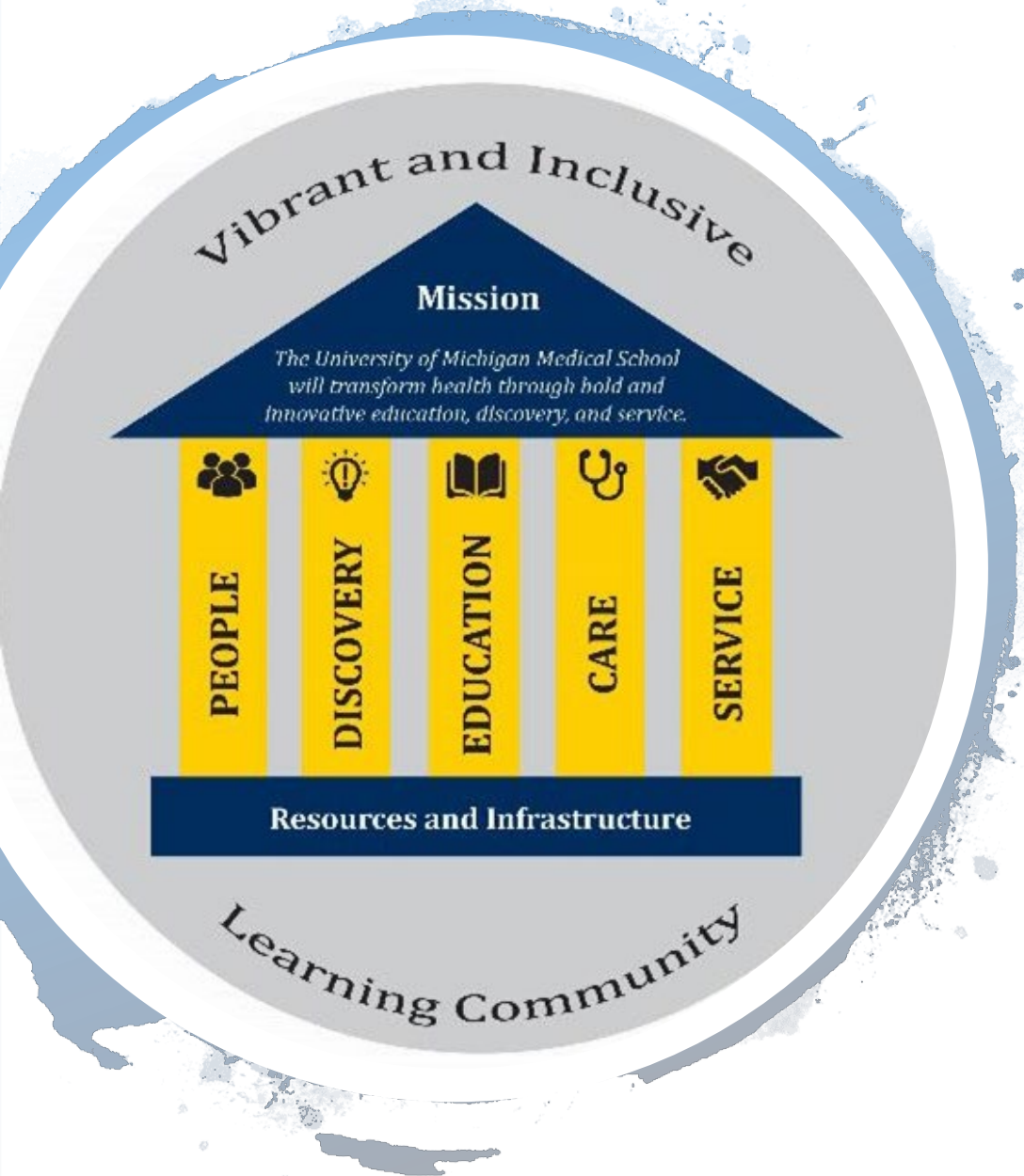
How Did We Get Here?



## VISION

“Education is the foundation of transformative health care and scientific discovery. RISE aspires to create a Michigan Medicine culture where bold, scalable education innovations impact health and science, and thrive through collaboration and access to a broad, diverse network of resources, expertise, and stakeholders. Empowered by this culture, all faculty, staff, and learners embrace curiosity, creativity, critical thinking, initiative, and intelligent risk-taking to support education experimentation and discovery.”





# UMMS Strategic Plan

- **Education Pillar** specific strategies:
  - All learners will be committed to self-improvement.
  - All learners will be co-developed as teachers, coaches, and colleagues for the teams with which they work.
  - All learners will be leaders who are driven to excellence in maximizing the benefit of Michigan Medicine to the people and communities we serve.
  - The learning community will be linked together and enabled by a robust infrastructure and learning platform that facilitates the creation and implementation of new knowledge.
  - *Evidence-based education programs that are innovative and transformational will be continuously renewed.*

Innovation Tactics	Our Progress
Establish an ‘innovation movement’.	<ul style="list-style-type: none"> <li>• Launch of RISE and the development of the RISE Community of Practice</li> </ul>
Develop a common understanding of innovation vs. transformation.	<ul style="list-style-type: none"> <li>• RISE developed a Innovation Guiding Framework (impact, translation, scale) to help select and develop ideas and innovators.</li> </ul>
Establish what evidence looks like.	<ul style="list-style-type: none"> <li>• RISE developed Innovation competencies to guide development of innovators as change agents, and to measure the impact of RISE on individuals.</li> <li>• RISE adopted the ‘Theory of Change’ construct to establish evidence of change from each invested experiment.</li> </ul>
Develop a pathway for surfacing and advancing innovative ideas.	<ul style="list-style-type: none"> <li>• Launch of RISE Fellowships, RISE Mini-Grants programs.</li> <li>• RISE promotes awareness of innovation activities through a monthly newsletter, Virtual Talking Circles, Innovation Labs, #IAmAnInnovator Video Series, &amp; is planning the future launch of a Podcast.</li> <li>• <b>RISE is collating the education innovation programs across Michigan Medicine (GMEIF, CMEIF, AMA, CRLT), and promoting awareness and ideation sessions to support.</b></li> </ul>



# Education Innovation Funding (8 years, n=67)

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## *Methods*

- Simulation (n=14)
- E-learning (6)
- CB direct assessment (5)
- Video-mediated (5)
- Team training (5)
- Coaching (4)
- ***Traditional/Mixed (28)***

## *Topics*

- Procedures (10)
- Health Systems Science (8)
- Emergencies (7)
- Residency selection/transition (7)
- Communication (6)
- Teaching (4)
- ***13 additional miscellaneous topics (23)***

# *What We Are Observing and Hearing...*



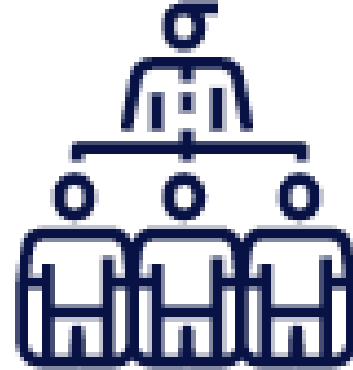
## ***Lack of coordination in education innovation funding.***

Unclear if there is deliberate effort to track impact to inform future experiments, or to scale (only 2 projects appeared to be scaled from previous work)



## ***Lack of uniform framework for funding selection.***

Committees are separate, sometimes across the University. Some topics seem to cluster, but work on similar topics between units is uncommon.



There is an assumption (from our survey results) that those “at the top” are responsible for education innovation, yet ***we do not have a strategic approach to innovation.***



Perception that the ***hierarchy inhibits contributions from stakeholders on strategic directions***, if they exist.

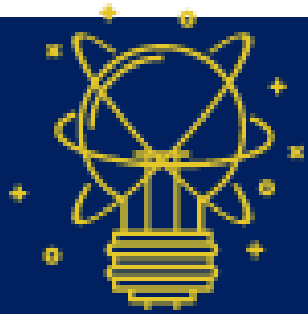
# *The Proposal...*

Going Forward in 2021



# MICHIGAN MEDICINE

UNIVERSITY OF MICHIGAN



*Proposal – RISE will work with the community to construct a more cohesive direction for education innovation at our institution*

## Biomedical Sciences



## Undergraduate Medical Education



## Graduate Medical Education



## Continuing Medical Education

