

**UPSOM Curriculum Committee
Minutes of the 464th Meeting
August 1, 2022**

Jason Rosenstock, MD, Chair
Bill Yates, PhD, Vice-Chair

Business of the Curriculum Committee on August 1, 2022

Motion	Vote Tally	Approved?
Approval of Minutes from the July 17 meeting	11 Yes, 0 No	YES
Approval of EPO25	12 Yes, 0 No	YES
Approval of EPO26	-TABLED-	

Voting Members Present: A. Brown, MD; A. McCormick, MD, FAAP; B. Yates, PhD; B. O'Donnell, MD; C. Yanta, MD; E. Ufomata, MD, MS; H. Hohmann, MD; J. Waxman, MD, PhD; J. Rosenstock, MD; L. Knepper, MD; L. Borghesi, PhD; M. Schmidt, PhD; O. Torres, MD; P. Drain, PhD; R. Schuchert, MD; R. Maier, MD, MA; S. Saloom, MS3; S. Truschel, PhD; T. Bui, MD; V. Agarwal, MD

Ex-Officio Members Present: A. Thompson, MD, MHCPM; B. Piraino, MD; C. Pettigrew, EdD; C. Lance-Jones, PhD; D. DeFranco, PhD; P. Veldkamp, MD, MS; R. Buranosky, MD, MPH

Invited Colleagues and Guests: A. Biller, MD; A. Clark, MD; A. Strong; B. Civi; D. DiNardo, MD, MS; E. Cunningham, MD; E. Reis, MD; G. Perez, MD; G. Cooper, MD, PhD; G. Null, MA; H. Cheng, MD, MPH, MS; J. McGee, MD; J. Maier, PhD, MD; K. Scott, MA; K. Maietta, MPPM; L. Shutter, MD, FNCS, FCCM; L. Strattan, PhD; M. Elnicki, MD; M. Ramkumar, MD; R. Van Deusen, MD, MS; R. Powers, PhD; R. Turner, MLIS; R. Peterson, MD; S. Khan, PhD; S. Templer, DO, FACP, FIDSA; U. Ndoh, MBA; W. Walker, PhD

All members and guests remotely participated.

Dr. Rosenstock opened the meeting at 4:00pm.

A motion to approve the minutes of the 463rd meeting of the Curriculum Committee was brought before the Curriculum Committee. The minutes were APPROVED.

Standing Subcommittees

CCES: CCES reviewed and discussed Clerkship capacity, ROMS project reviews, curriculum reform working group design, GQ and School-administered survey results, and announced the Phase 3 kickoff scheduled for August 23. Dr. Rosenstock noted that the faculty vote on Phase two of curriculum reform passed with 83% approval.

CCQI: Mr. Null reported GQ data with increases in reported satisfaction with quality of medical education at PittMed, adequacy of preparation to work with patients of diverse backgrounds, and satisfaction with preparation for residency programs. CCQI will submit their academic year report soon.

Social Medicine/DEI update: Dr. Ufomata shared clerkship/course director survey data concerning social medicine. Faculty were asked to commit to working in one area to better cover this content. Faculty have been very responsive to adding/refining social medicine throughout the curriculum. The thread wishes to continue progress in these areas and faculty are welcome to reach out for help. The survey is housed in OMED.

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Content Change

Dr. Rosenstock reviewed the Communications thread. The goal of the thread is to help medical students participate in 'crucial conversations' they will be having with other professionals in their training and beyond. A group of faculty and students assembled to discuss this possible thread.

Identified sensitive topics include divergent views, social medicine themes, giving/receiving feedback, conflict resolution, negotiation, and general professional communication. The role of the thread is to better connect the interspersed content areas within the curriculum. Three working groups met to discuss small-group connectivity, crucial conversations skill training, and feedback in clinical settings. Recommendations from each working group will continue to develop.

Review of EPO25, EPO26

Dr. Rosenstock led a discussion on EPO25: Work effectively with others as a member or leader of a health care team or other professional group. The four sub-objectives were reviewed. A map of where each sub-objective is found throughout the curriculum was shared with the Committee. Links to EPAs (4.3) and the PCRS (3.6, 3.7, and 4.5) were identified.

Discussion included deferring to other professionals on healthcare team and convergence of IPE working group recommendations. It was determined that once the IPE working group has completed their work, the two documents will be combined.

A motion to approve EPO25 was brought before the Curriculum Committee. EPO25 was APPROVED.

Dr. Rosenstock then led a discussion on EPO26: Develop skills to become physician leaders. The six sub-objectives were reviewed. A map of where each sub-objective is found throughout the curriculum was shared with the Committee. Links to the PCRS (2.6, 4.3, 4.99, 6.99, 8.6, and 8.99) were identified.

Discussion definition of leadership, leadership competencies, effective communication with staff members, possible removal of evaluation EPO26-4, revision of 26-3 to end with 'relationships with others', and possible assessment methods. It was determined that EPO26 will be further reviewed and its vote was tabled.

Learning Environment Report

Dr. Reis presented an update on the work of the Office of Learning Environment. Past data were shared and included the most common forms of mistreatment reported and observations made by students. Past responses to this data were reviewed, including the school policy on mistreatment and harassment and reporting system.

The Office of the Learning Environment currently includes the Associate Dean, an Assistant Dean for Graduate Studies, and a coordinator, working in conjunction with the Enhancing the Learning Environment at PittMed (ELEAP) Advisory Committees. The current incident response procedure was shared, and included steps taken for multiple incidents on an individual and site level. New Professional Accolade and Incident Reporting (PAIR) system website was shared. Submission of accolades were encouraged.

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Learning environment database summary was shared, with 176 accolades and ~700 incidents to date. Means of submission include 35% from Medhub course evaluations, 30% PAIR submission, 20% direct to office, with the remainder from course evaluations and learning environment survey. Breakdown of responsible parties is 50% faculty, 30% fellow/resident, 10% student, and 10% administrator/staff/postdoc/patient. Distribution of incident types were shared, with majority of submissions landing in suboptimal education category. Within this category, most submissions are labelled “educator was unprofessional,” followed by “educator appeared uninterested in teaching” and “educator appeared unskilled at teaching.” Outcomes were shared, with many anonymous submissions not feasibly investigated. Results from 2022 GQ data show improvements when compared to 2017.

Phase 2 approaches include engaging students as co-creators by addressing concerns themselves or with resources, providing Upstander training, and teaching standard responses. Resources for faculty include small group facilitator training videos, Racism in Medicine in America education series, and advocacy for increase protected time for teaching and increased clinical support for clinicians who teach.

The fine line between incident and accolade was acknowledged. A need to build community and trust were recommended by ELEAP. Dr. Reis announced the first annual PittMed Culture Fest on August 19. Challenges include persistent race-related mistreatment, with no movement in GQ reported data in 2022. PittMed continues to rank poorly compared to other schools. A psychologically safe climate requires that students speak up to responsible person and the school, that witnesses are encouraged to speak up, and that the responsible party learns from the interaction/intervention.

In closing, Dr. Reis is encouraged by the collaborative efforts by students, educators, leaders, and administration has been successful in improving the learning environment and the evolution of PittMed’s approaches in this area. Climate change is needed and must address student mistreatment, race/ethnicity-related mistreatment, and faculty professionalism. Proposed solutions include building community, trust, and psychological safety; engage students as co-creators with a willingness to share feedback; strengthen support for educators, including trainings, protected time, and compensation.

Discussion included current resources, colleague feedback for junior faculty in leadership positions, the Dean’s commitment to improving the learning environment, and localized conversations/interventions with responsible parties.

Dr. Rosenstock thanked Dr. Reis and the Office of Learning Environment for their continuing work in this area.

The next Curriculum Committee meeting is August 15 at 4pm. Dr. Rosenstock closed the meeting at 5:30pm.

Respectfully submitted, Gregory Null, recording secretary. Approved by Jason Rosenstock, MD