

Through the Impact Curriculum, the Office of Faculty Development (OFD) is providing opportunities to develop skills and strengthen professional relationships that lead to positive impacts on yourself, your colleagues, the health system, and the community.

Although these development opportunities target Children's Mercy faculty and fellows, all are welcome to attend, but registration is required. Registration links can be accessed via the OFD Scope Page or by clicking on event names below. All in-person development sessions will be held at the Adele Hall campus. Due to program structure, some Micro-sessions will be live broadcast, but Workshops require in-person attendance. Continuing Medical Education (CME) is available for some Micro-sessions and Workshops.



Micro-session: Managing Debt 

- Define various types of debt and theories to paying it off
- Compare types of student loan repayment programs
- Describe how to create a budget with appropriate allocation of resources

Wed, July 8, 2020 | 12 – 1 p.m.

Incubator Session: Research* 

Wed, July 29, 2020 | 12 – 1:30 p.m.

Panel Discussion: Reflecting on Work-Life Integration Due to the COVID Pandemic* 
(0.75 AMA PRA Category 1 Credits™)

Tues, Aug 11, 2020 | 12 – 1 p.m.

Faculty Networking Event* 

Thurs, Aug 13, 2020 | 5:30 – 7:30 p.m.

Micro-session: Developing a Foundation for Difficult Conversations 

(0.75 AMA PRA Category 1 Credits™)

- Review elements that make conversations difficult
- Identify your contribution to difficult conversations
- Discuss tactics to approach conversations successfully

Tues, Aug 25, 2020 | 12 – 1 p.m.

Workshop: Examining the Role of Social Determinants in Pediatric Health 

(3.5 AMA PRA Category 1 Credits™)

- Recognize the current state of health disparities in the US, our region, and our institution
- Identify common sources of data on health care quality and disparities
- Describe the process for planning, designing, and implementing quality improvement activities to reduce disparities
- Summarize the importance of integrating disparities-reduction into routine quality improvement

Mon, Aug 31, 2020 | 12 – 4 p.m.

Micro-session: Planning for Your Financial Future 

- Describe types of investments and rationale for when to utilize each type
- Identify opportunities to improve retirement savings
- Discuss how to prioritize personal savings goals

Wed, Sept 9, 2020 | 12 – 1 p.m.

Micro-session: Navigating Conversations with Challenging Learners 

(0.75 AMA PRA Category 1 Credits™)

- Utilize competencies and entrustable professional activities to diagnose challenging learners
- Utilize competencies and entrustable professional activities to deliver feedback to learners
- Discuss how to write competency-based letters of recommendation for challenging learners

Wed, Sept 23, 2020 | 12 – 1 p.m.

Not-So-Journal Club: A Parent Reveals Biases She Faced to Get Care for Her Daughter 

(0.75 AMA PRA Category 1 Credits™)

Tues, Sept 29, 2020 | 12 – 1 p.m.

Faculty Orientation: Succeeding as Faculty in an Academic Medical Center 

- Review expectations of being a medical educator at Children's Mercy
- Describe the academic advancement process and successful planning strategies
- Explore the importance of provider wellness and initiatives at Children's Mercy
- Discuss the role and resources of the Improvement Institute at Children's Mercy
- Identify Children's Mercy research efforts and ways to become involved

Mon, Oct 5, 2020 | 1 – 4 p.m.

Faculty Networking Event: New Faculty and Executive Leadership Reception* 

Mon, Oct 5, 2020 | 4:30 – 6:30 p.m.

<p>Micro-session: Navigating Emotional Conversations with Patients and Families </p> <p>(0.75 AMA PRA Category 1 Credits™)</p> <ul style="list-style-type: none"> Identify common barriers to having effective conversations when delivering difficult news Describe advanced communication techniques for delivering difficult news Recognize the importance of self-care, feedback, and debriefing after challenging conversations 	<p>Tues, Oct 27, 2020 12 – 1 p.m.</p>
<p>Micro-session: Navigating the US Health Care System </p> <p>(0.75 AMA PRA Category 1 Credits™)</p> <ul style="list-style-type: none"> Explain the concept of systems as applied to health care delivery Discuss the basic structure and key components of the US health care delivery system Compare features of the US health care system with other major models 	<p>Wed, Nov 4, 2020 12 – 1 p.m.</p>
<p>Workshop: Writing Successful Grants </p> <p>(7 AMA PRA Category 1 Credits™)</p> <ul style="list-style-type: none"> Review types of grant funding sources Explore foundational aspects of effective grant writing Discuss key elements of a specific aim page and biosketch 	<p>Fri, Nov 13, 2020 8 a.m. – 4 p.m.</p>
<p>Panel Discussion: Reflecting on Children’s Mercy Burnout Survey* </p> <p>(0.75 AMA PRA Category 1 Credits™)</p>	<p>Tues, Nov 17, 2020 12 – 1 p.m.</p>
<p>Micro-session: Navigating Faculty Transitions </p> <p>(0.75 AMA PRA Category 1 Credits™)</p> <ul style="list-style-type: none"> Recognize when you may need to make a career transition Discuss challenges and barriers to making a career transition Describe resources to help you make a successful career transition 	<p>Tues, Dec 1, 2020 12 – 1 p.m.</p>
<p>Not-So-Journal Club: Why Are All the Women and Faculty of Color Leaving Medicine?* </p> <p>(0.75 AMA PRA Category 1 Credits™)</p>	<p>Wed, Dec 9, 2020 12 – 1 p.m.</p>
<p>Incubator Session: Education* </p>	<p>Wed, Dec 16, 2020 12 – 1:30 p.m.</p>
<p>Micro-session: Navigating Difficult Conversations in the Workplace </p> <p>(0.75 AMA PRA Category 1 Credits™)</p> <ul style="list-style-type: none"> Identify conflict management styles most appropriate for dealing with peers Recognize common pitfalls and triggers when navigating difficult conversations Practice effective communication strategies for difficult conversations 	<p>Tues, Jan 5, 2021 12 – 1 p.m.</p>
<p>Panel Discussion: Overcoming Burnout* </p> <p>(0.75 AMA PRA Category 1 Credits™)</p>	<p>Wed, Jan 20, 2021 12 – 1 p.m.</p>
<p>Faculty Orientation: Succeeding as Faculty in an Academic Medical Center </p> <ul style="list-style-type: none"> Review expectations of being a medical educator at Children’s Mercy Describe the academic advancement process and successful planning strategies Explore the importance of provider wellness and initiatives at Children’s Mercy Discuss the role and resources of the Improvement Institute at Children’s Mercy Identify Children’s Mercy research efforts and ways to become involved 	<p>Mon, Jan 25, 2021 1 – 4 p.m.</p>
<p>Workshop: Cultivating Essential Skills for Academic Educators </p> <p>(3.5 AMA PRA Category 1 Credits™)</p> <ul style="list-style-type: none"> Discuss types of active learning strategies and opportunities for implementation Identify resources for curriculum development and assessment Share best practices and innovations across medical education 	<p>Fri, Feb 5, 2021 12 – 4 p.m.</p>
<p>Faculty Networking Event* </p>	<p>Thurs, Feb 11, 2021 5:30 – 7:30 p.m.</p>
<p>Micro-session: Understanding How Health Care Policies Affect Pediatric Hospitals </p> <p>(0.75 AMA PRA Category 1 Credits™)</p> <ul style="list-style-type: none"> Discuss active legislative issues affecting children for which health care staff can and should advocate Recognize important role multidisciplinary staff have in educating key decision makers Recognize different strategies and formats to communicate with decision makers 	<p>Wed, Feb 24, 2021 12 – 1 p.m.</p>
<p>Workshop: Advancing Your Academic Career </p> <p>(3.5 AMA PRA Category 1 Credits™)</p> <ul style="list-style-type: none"> Review the UMKC academic promotion process Discuss how to construct the application part 1 and self-assessment Review how to assemble CVs and supporting documents Identify strategies for requesting external evaluators and letters of support from faculty leaders 	<p>Fri, Mar 5, 2021 12 – 4 p.m.</p>
<p>Not-So-Journal Club: Addressing Barriers for Foreign-Born Faculty Members* </p> <p>(0.75 AMA PRA Category 1 Credits™)</p>	<p>Tues, Mar 16, 2021 12 – 1 p.m.</p>
<p>Incubator Session: Advocacy* </p>	<p>Wed, Mar 31, 2021 12 – 1:30 p.m.</p>

[Micro-session: Communicating Effectively with Leaders](#)

(0.75 AMA PRA Category 1 Credits™)

- Recognize the role of power and vulnerability in crucial conversations
- Identify and practice language that is comfortable to both parties
- Discuss other strategies to “lead up”

Wed, Apr 7, 2021 | 12 – 1 p.m.

[Workshop: Preparing Our People for the Pediatric Academic Societies \(PAS\) Meeting](#)

- Discuss key elements of formal scientific presentations
- Practice navigating question-and-answer sessions with colleagues
- Receive constructive feedback to improve presentations

Fri, Apr 9, 2021 | 12 – 5 p.m.

[Micro-session: Empowering Physicians to Deliver High-Value Care](#)

(0.75 AMA PRA Category 1 Credits™)

- Describe the relationship between mission and margin
- Differentiate between fee-for-service and capitated models and implications for Children’s Mercy
- Review examples of how physicians can balance payment and patient care responsibilities

Tues, Apr 20, 2021 | 12 – 1 p.m.

[Panel Discussion: Engaging in Peer Mentorship*](#)

(0.75 AMA PRA Category 1 Credits™)

Tues, Apr 27, 2021 | 12 – 1 p.m.

[Grant Writing Club*](#)

Wed, May 12, 2021 | 1 – 3 p.m.

[Faculty Networking Event*](#)

Thurs, May 20, 2021 | 5:30 – 7:30 p.m.

[Grant Writing Club*](#)

Fri, May 21, 2021 | 1 – 3 p.m.

[Incubator Session: Diversity*](#)

Wed, June 2, 2021 | 12 – 1:30 p.m.

[Grant Writing Club*](#)

Fri, June 4, 2021 | 1 – 3 p.m.

[Micro-session: Cultivating Effective Methods for Caretakers](#)

- Review resources available for taking care of children or aging relatives
- Identify solutions that may work for your family
- Discuss how to share your plan with your leader

Tues, June 8, 2021 | 12 – 1 p.m.

[Not-So-Journal Club: Trust, Risk, and Race in Medicine*](#)

(0.75 AMA PRA Category 1 Credits™)

Wed, June 16, 2021 | 12 – 1 p.m.

[Grant Writing Club*](#)

Fri, June 18, 2021 | 1 – 3 p.m.

* Series Descriptions

   **Faculty Evening Networking Events** provide an opportunity for faculty to engage with leadership and cultivate community among colleagues across diverse areas of academic medicine. These events are open only to faculty members. Please note these events are subject to change due to a shift in social restrictions because of the COVID-19 pandemic.

 **Grant Writing Club** was initiated to provide faculty dedicated time for intentional discussion of grantsmanship and scientific writing. These semi-structured sessions will be facilitated by faculty experienced in grant writing, research design, and scholarship dissemination. We’re hopeful these opportunities will bring together faculty interested in pursuing grant funding to participate in constructive discussion about one another’s ideas. All are welcome to attend, regardless of academic level or degree.

 **Incubator Sessions** were created to provide faculty dedicated, semi-structured time to think, design, innovate, research, or ask questions about the selected topic. During these sessions, faculty are encouraged to come with questions, sketch plans, receive feedback, and share ideas with curious listeners. This year, faculty can incubate ideas around the topics of research, education, advocacy, and diversity. We’re hopeful the opportunity to bring faculty together will get us a step closer to accomplishing our goal of building a strong faculty community with bright ideas.

   **Not-So-Journal Clubs** aim to cultivate conversations that inspire personal and system change through examination of articles and other media that are particularly relevant to achieving equity in the healthcare environment. The series is co-sponsored by the Office of Equity and Diversity, the Faculty Trainee Diversity, Equity, and Inclusion Committee, and the Office of Faculty Development.

   **Panel Discussions** aim to foster faculty connections and support through examination of issues that are relevant to the success and well-being of faculty in academic medicine, particularly female and under-represented faculty. The discussions are co-sponsored by the Faculty-Trainee Diversity, Equity and Inclusion Committee, the Gender Equity Sub-Committee, the Center for Professional Well-being, and the Office of Faculty Development.

Continuing Medical Education (CME) Credit

Children’s Mercy Hospital is accredited by the Missouri State Medical Association to provide continuing medical education for physicians. Children’s Mercy Hospital designates each live activity for the number of AMA PRA Category 1 Credits™ listed. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Additional Development Opportunities

Grand Rounds, Adele Hall Auditorium	Most Thursdays 8 – 9 a.m.
Professor Rounds, Adele Hall Auditorium	Most Mondays 12 – 1 p.m.
Academic Scholarship Conference, Adele Hall Auditorium	Second Fridays 12 – 1 p.m.
Office of Equity & Diversity Educational Opportunities	Monthly
Pediatric Advanced Life Support (PALS) Initial Training & Update Courses	Monthly
Children’s Research Institute Support & Proficiency (CRISP) Seminar Series	Monthly
Bioethics Webinar Series	Monthly
Ethics Brown Bag Workshops	Monthly
Clinical Advances in Pediatrics Symposium (CAPS)	September 16-18, 2020
Children’s Mercy Resident and Fellow Research Days	Week of May 10, 2021
Problem Solving Basics <ul style="list-style-type: none">Learn new ways to evaluate problemsDiscuss how to pause and consider the complexity of the problemDetermine factors that contributed to the problem	Search Cornerstone
Children’s Mercy Lean System (CMLS) Fundamentals, 2 days <ul style="list-style-type: none">Equip leaders with foundational knowledge to educate staffDescribe CMLS as an integrated systemEnable application of CMLS tools through simulation and practice	Search Cornerstone
Principles of Coaching, half-day <ul style="list-style-type: none">Examine and apply a development coaching frameworkIncrease listening skills and ability to ask powerful questionsElevate understanding of authentic appreciation	Search Cornerstone
Principles of Servant Leadership, 1/2 day <ul style="list-style-type: none">Develop your personal definition of servant-leadershipExamine its practical organizational applicationsDesign a personal servant-leadership plan of action	Search Cornerstone
Leading Individuals, 2 days <ul style="list-style-type: none">Examine and apply a development coaching frameworkIncrease your listening skills and ability to ask powerful questionsElevate your understanding of authentic appreciation and how to meet others where they are	Search Cornerstone
Situational Leadership, 2 days <ul style="list-style-type: none">Learn the four stages of developmentDiagnose the needs of your peopleApply the appropriate directive and supportive behavior to match the needPartner effectively for performance with the people you lead	Search Cornerstone
UMKC School of Medicine – all CMH faculty are invited to attend <ul style="list-style-type: none">Women in Medicine and Science (WIMS) Seminars, email Fariha Shafi, MD for informationAnnual Faculty Promotion/Recognition EventQuality and Patient Safety DayHealth Sciences Research Summit	Third Thursdays 12 – 1 p.m. TBD in September 2020 TBD in April 2021 TBD in April 2021
KU School of Medicine – all CMH faculty are invited to attend <ul style="list-style-type: none">Women in Medicine and Science (WIMS) Dinner & RetreatAnnual School of Medicine (SOM) Faculty RetreatResearch & Discovery Grand Rounds SeriesFall Academy of Medicine Educators (AME) EventSpring Academy of Medical Educators (AME) Event	Thurs, Aug 20, 2020 August 21, 2020 Monthly TBD in Fall 2020 TBD in Spring 2021

For additional opportunities and resources, please visit the [Office of Faculty Development Scope Page](#) or contact ofd@cmh.edu