

Courting Preceptors



How to Invite, Engage & Support Community Preceptors

Lori Rodefeld and Kara Traxler

Speaker Disclosure

We have no actual or potential conflict of interest in relation to this program or presentation.

Lori Rodefeld

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Putting the pieces together

- Recruit
- Engage
- Support



Strategies for recruiting preceptors

- Snowball method – ask other physicians, department leaders who would be a good preceptor
- Identify new physicians who may be enthusiastic to teach
- Find skilled physicians who may be looking to “give back” or find a successor
- Understand that preceptors can be involved at different commitment levels



Addressing Barriers – Scenario #1

Dr. High-Volume is an active and fast paced orthopedic surgeon. He performs surgeries two to three days per week and regularly sees about 25 patients per half-day in clinic. Dr. High-Volume has two PA's who assist in his practice, one of whom is also his second-assist on surgery days. While he understands that family medicine residents would benefit from learning how he performs exams for common injuries such as knee and shoulder pain, and post-op follow-up visits, he doesn't see how he can fit it into his already busy schedule.

How could you address Dr. High-Volume's concerns?



Addressing Barriers – Scenario #2

Dr. Nellie Newbie is a recent family medicine graduate and new to your organization. She has a special interest in OB and received training and experience in office fetal ultrasound and c-sections. While she has interest in teaching medical students and residents, she's not sure if she shouldn't wait a year or two.

Dr. Newbie is also unsure if the learners will respect her teaching, being that she is a recent graduate and wonders how she would handle learner questions when she doesn't know the answer.

How could you address Dr. Newbie's concerns?



Solutions to Common Barriers

- Share the student/resident with a colleague
 - Explore “offloading” strategies
- Work more efficiently - focus on quality rather than quantity.
 - If a student is seeing nearly every patient with a preceptor, that is too much
- Many patients enjoy having a student work with them
- Focus on benefits of teaching
 - Giving back
 - Identify future colleagues
 - CME credit
 - Faculty appointments
 - Library resources



Engaging Preceptors - Identify Opportunities

Preceptors are regularly needed by the following:

- Residency Programs
- Medical Schools
- PA/NP Programs

Other ways to get involved:

- Guest lecturer or speaker
- Guest staffer
- Externship programs
- Job shadow programs



Engaging Preceptors – Share Information

- Welcome email/poster with information about new learners
- Timely circulation of schedule and changes
- Notification of updates to curriculum, ACGME policies, eval tools, etc.
- Provide ample time for evaluations, semi-annual eval's, recruiting interviews, orientation, other meetings
- Multiple modes of communication: email, posters, post-cards, newsletters, updates at staff meetings

Meet the New Pharmacy Residents

Erin August, PharmD
Dr. Erin August grew up in DeForest, WI. She earned her Doctor of Pharmacy degree from Drake University with a second major in English in May 2014. Her professional interests include geriatrics, oncology, and women's health. In her spare time, she enjoys reading, spending time with her family and friends, running, kayaking, and skiing. Dr. August feels her residency at Monroe Clinic has already provided her with some invaluable experiences, and cannot wait to see what the rest of the year will bring!

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Welcome New Students and Residents

Emily Torrell, MD is a PGY-1 resident at the UW Family Medicine Residency and will begin General Surgery rotations with Dr. Maxwell in September.

Emily Ramharter, MD, Dr. Ramharter is a PGY-1 at the UW Family Medicine Residency. She will be on an Emergency Medicine rotation this September.

Karla Wethal is a PA Student from UW-Madison who will begin a rotation in the Emergency Department during September and October.

Eunjo "EJ" Cho is a DNP student from UW-Madison who will be on a Geriatrics/Internal Medicine rotation with Sarah Endicott this fall semester.

Linda McKinley is a DNP student from UW-Madison who will be on a Family Medicine rotation with Barb Veir Alves this fall semester.

Elisabeth Zraggen, is a NP student from Concordia University who will be on a Family Medicine rotation with Katie Keiler this fall semester.

Todd Dorneyer, MD is a PGY-1 resident who will be returning to Monroe Clinic in

Engaging Preceptors - Recognition

- Thank you cards or emails with comments from students/residents
- Recognition awards – Preceptor of the Year, Helping Hand, Education Innovator, Best Dressed? – have fun with it!
- Annual appreciation meal
- Small gifts – cookies or we appreciate you a “latte”



Supporting Preceptors – Faculty Development and Networking

- Connect faculty to university/program sponsored programs and resources
- Coordinate a site visit with residency/educational program
- Communicate regional and national opportunities
- Onsite faculty development





Supporting Preceptors – Continuous Improvement

- Identify a champion who can check in regularly to improve the experience for both the student/resident experience and the preceptor
- Address improvement opportunities and feedback on an individual basis
- Evaluate annually and look for trends



Supporting Preceptors – Scenario #3

Dr. Sally Can't Say No is a visiting faculty in the family medicine residency who has a busy clinic practice. She regularly precepts medical students in her outpatient clinic, has served as chief of staff for the past two years, and is been working on an executive MBA. She has three children who are active in sports and extra curricular activities. Since her significant other also has a full-time job, they work to divide family responsibilities. Sally expresses to you that she is concerned about finding time to precept in the family medicine residency in the upcoming year with all that she has on her plate. She is one of your best faculty members and the residents awarded her with "preceptor of the year" for her commitment to their learning.

How can you support Dr. Sally? What options might she or the program have to keep her engaged in the residency?



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Thank You

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