

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.

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Putting the pieces together

Invite

- Recruiting preceptors
- Discuss barriers to precepting learners
- Identify precepting opportunities

Engage

- Share information and resources
- Recognize their involvement
- Faculty development and networking

Support

- Check-in to see how things are going – what is working well?
- How can we improve the student/resident experience?
- How can we improve the preceptor experience?



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



Inviting Preceptors

Barriers to taking a student/resident

In small groups brainstorm all possible reasons why a physician may not be able to take a student/resident for a rotation.



Common barriers to precepting

- Not “paid” to teach
- It will slow me down and decrease productivity
- Inadequate space for a learner
- Previously had a difficult student
- My patients won’t want a student to see them
- Not “experienced” enough to teach
- Don’t want to “always” have a learner with them



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



Identify Opportunities for Preceptors

Preceptors are regularly needed by the following:

- Residency Programs
- Medical Schools – UW-Madison, MCW, Des Moines University
- PA/NP Programs

Other ways to get involved:

- Guest lecturer or speaker
- 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

SEPTEMBER 2014

Med Ed Monthly

MONROE CLINIC MEDICAL EDUCATION PROGRAM

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

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!



Recognize Preceptors

- 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”



Faculty Development and Networking

- Connect faculty to university/program sponsored programs and resources
- Coordinate a site visit with residency/educational program
- Rural Medical Educators Conference
- Onsite faculty development





Supporting Preceptors

- 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

