



2019
Competence by Design
INNOVATOR

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Favourite faculty development resource: Other CBME leads, McMaster CBME webpage



What major lesson have you learned?

It's important to be organized, using whatever system works for you. Curate your resources as you come across them, label everything, think about all the steps that make up your goals and set out a timeline for accomplishing them. CBD implementation is a lot of work and its easy for the details to start swirling.

What has been your biggest challenge in implementing CBD?

Time management. There's a lot to do. The role of CBME lead is a big job when you're also doing other work, so it's extremely important to stay organized.

Advice to other program directors?

Start early and talk to program directors and CBME leads in other disciplines who have gone through this process. The CBD workshops led by your university and the Royal College are very helpful, so I'd advise others to attend them. Also, make sure you make decisions with help from your committees and working groups. We have access to a lot of smart, creative people with great ideas, so make the most of them.

How are you tackling the big issue of engaging your faculty and managing their expectations?

I started faculty development with general concepts about CBD and then moved into the more practical and specific details about how CBME will work on the ground. I've developed a step-by-step presentation that brings things down to a granular level, because the details are what faculty wants to know.

How do you see your program benefiting from CBD?

The supervisors already do a great job of providing feedback to residents, but I hope that CBD will make that even more efficient. Because receiving feedback will become part of the residents' daily work, it should enable them to be more open to incorporating the learning. It will also help us capture and address concerns about residents at an earlier stage.

What tools are you using to engage faculty?

I've given large group rounds and smaller, more detailed group rounds for each clinical division. We're doing workshops about how to give feedback and the performance details we see for specific EPAs. Each month we provide an update about our progress with CBME in our Chair's newsletter, and every second week we send out a CBME Newsflash – a one page information sheet on one aspect of CBME. We also have a CBME web page on our department website. Orientation Guides have also been well received by faculty and senior residents.

What are you particularly proud of about your CBD journey?

It's early to tell, but I've been pleased with the collegiality that CBD has fostered among faculty. We're having more faculty development sessions, getting together more, sharing teaching strategies. It feels good to be working together in education.

