

SELECT Readiness: Results of a Comprehensive Assessment of the Clinical Learning Environment of a Branch Medical Campus

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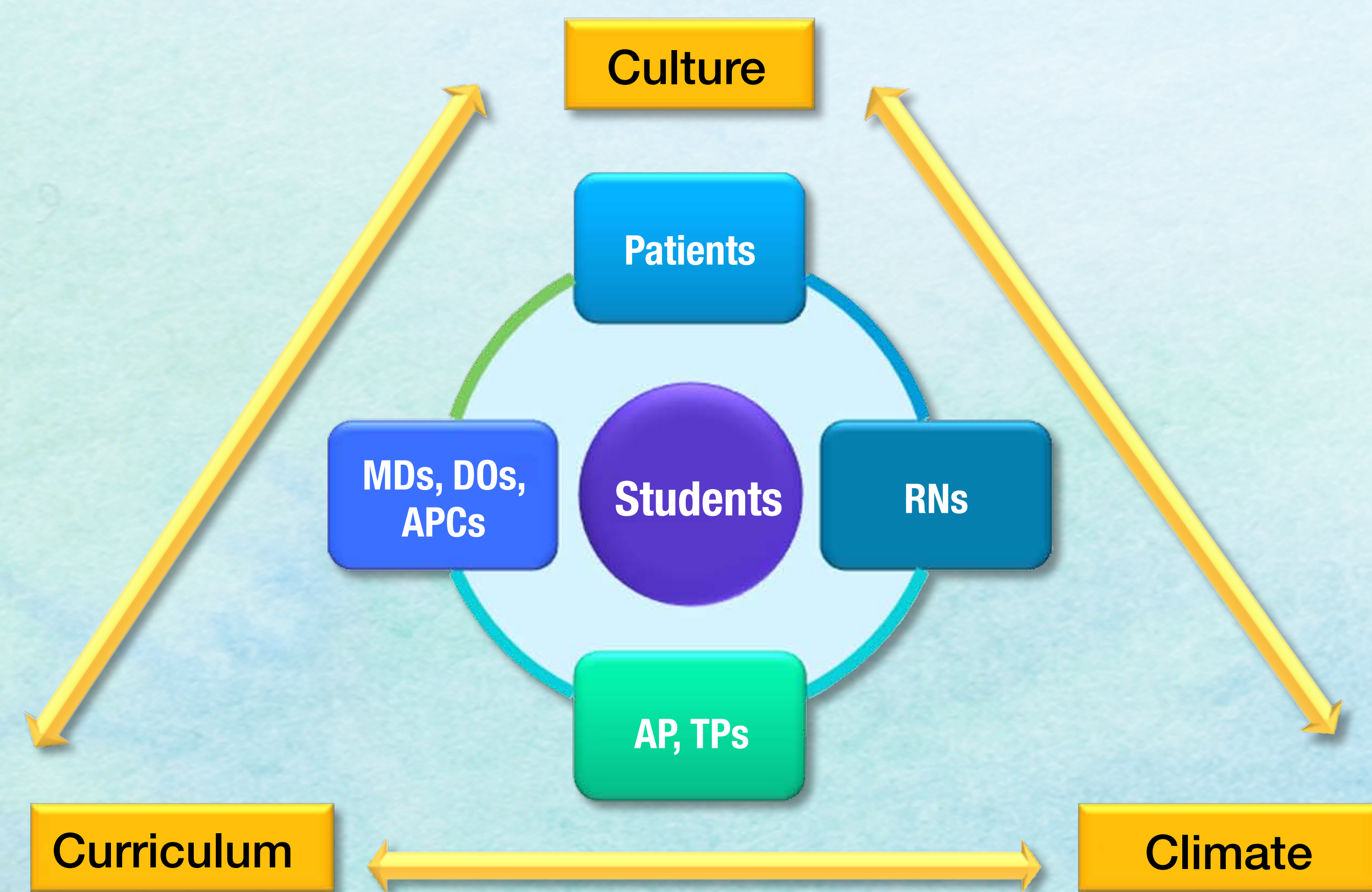
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Overview:

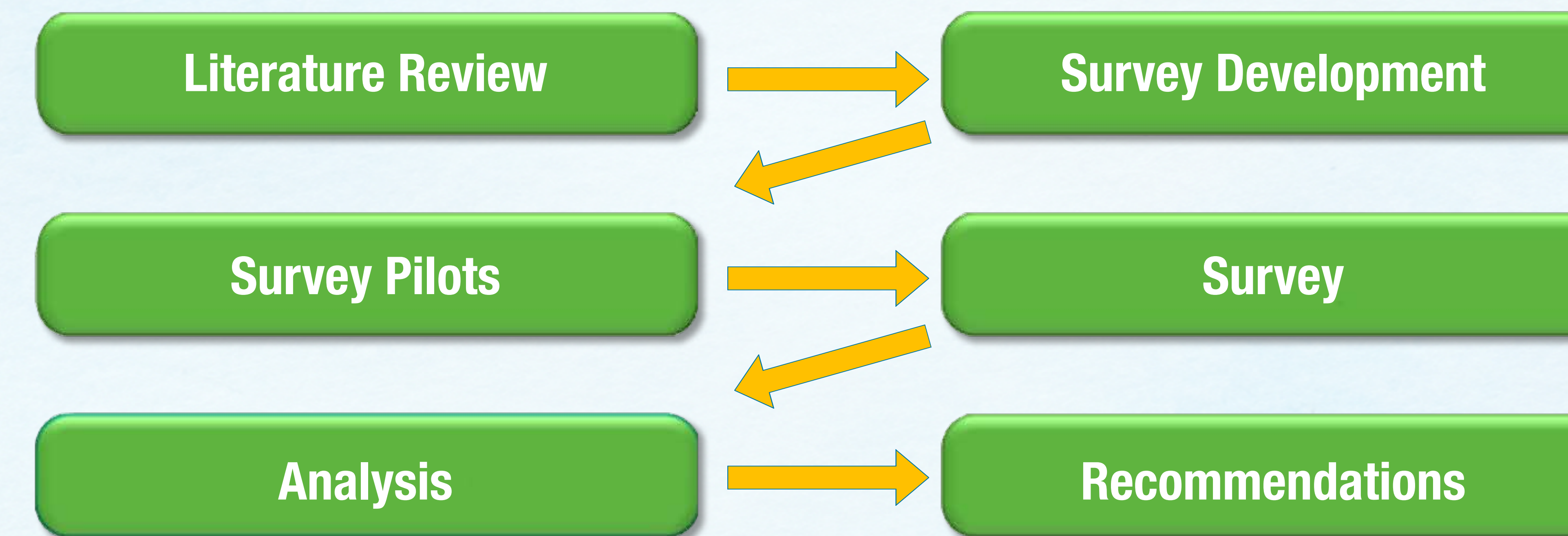
In May 2013, University of South Florida's Morsani College of Medicine and Lehigh Valley Health Network's (LVHN) SELECT program students began clinical training at LVHN. In preparation, LVHN assessed the learning environment and made recommendations to optimize institutional culture, improve the educational climate, and address the hidden curriculum. Our goal is to capitalize upon the strengths of LVHN and provide the optimal learning experience for SELECT students and other learners.



Methodology and Analysis:

- Quantitative survey demographic items, 82 Likert-type items, one item for comments
- Likert-type items, 1 to 5 scale (1 "strongly disagree" or "never" and 5 "strongly agree" or "quite often") ("Unsure" and "not applicable" options)
- Likert-type items linked to domains proposed by the AMA conceptual framework: culture, climate, or (informal) curriculum
- Survey conducted during December 2012
- 5,208 respondents (48.26%) including: medical students, residents, physicians, advanced practice clinicians, nurses, non-licensed technicians, non-clinical staff, and management
- Strengths and areas of opportunity assessed and recommendations developed

Process



Findings:

The survey illuminated several network strengths:

- The learning environment is comprehensive.
- LVHN is a great place to learn and work.
- The learning environment is positive and respectful.
- Employees take pride in their jobs and their sites.

Themed areas of opportunity include:

- Educational program objectives, institutional culture, and available resources should reflect the institutional vision.
- Learner outcomes related to knowledge, ability, and attitudes need to be assessed accurately.
- Resources and logistics are often barriers to learning.
- Negative influences on learner professional development should be identified and eliminated.
- Faculty behaviors, actions, attitudes, and values need to consistently support learning.
- Leadership needs to consistently support and participate in learning.

The majority of themes resonate with findings from other network-wide initiatives.

Lessons Learned and Transferability:

- Strategize about the process and project structure for a large scale readiness initiative
- Develop an interdisciplinary project and resource team with key stakeholders.
- Understand the principles of survey design and development.
- Clearly identify the survey audience.
- Develop a process for effective leadership communication.
- Collaborate with other network initiatives.

Next Steps:

- Communicate findings
- Engage senior leadership and key stakeholders in the implementation of recommendations

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