

Celebrating 50 Years of UMass Family Medicine



UMass Family Medicine at 50: Staying Focused on Access, Equity, and Justice

UMass Chan Medical School, ASC Auditorium, 55 Lake Avenue North, Worcester, MA 01655

Retreat Agenda Thursday, May 15, 2025

Retreat Goals:

- Prepare faculty to address common problems in today's clinical and learning environments
- Providing Faculty Development
- Creating a space for community building and resilience

Thursday May 15, 2025	
1:00 – 1:05	Welcome and Overview – ASC Auditorium AS2.2102 <i>Jeanne Cawse-Lucas, MD</i>
1:05 – 1:20	Interfolio Overview – ASC Auditorium AS2.2102 <i>Emily Green, PhD, MA – Associate Vice Provost for Faculty Development, Office of Faculty Affairs</i> <i>Associate Professor, Psychiatry & Behavioral Sciences</i>
1:20 – 1:45	Staying Focused on Vision 2030 – ASC Auditorium AS2.2102 <i>Diane McKee, MD, MS</i>
1:45 – 2:50	How Learners Grow: Effective Written Feedback & Evaluation – ASC Auditorium AS2.2102 <i>Ginny Van Duyne, MD, Missy Gleckel, MD, Liz Dykhouse, PhD, Eric Rosenthal, DO, Mary Lindholm, MD, Danielle Hebert, DNP, MBA, ANP-BC, Trish Seymour, MD and Susan Hogan, MD</i>
2:50 – 3:00	Beverage & Snack Break – 2nd Floor, outside Auditorium
3:00 – 4:00	Interrupting Bias in the Workplace – ASC Auditorium AS2.2102 <i>Jennifer Bradford, MD, MPH and Crystal Roberts-Gilbert, JD</i>
4:00 – 4:10	Break – 2nd Floor, outside Auditorium and transition to breakout sessions
4:15 – 5:00	Concurrent Breakout Sessions <ul style="list-style-type: none"> • The Doctor's Studio: A Creative Process for Healing Self and Healing Others – Auditorium AS2.2102 <i>Rabbi Valerie Cohen: Facilitator, Jewish Studio Process; Senior Rabbi, Temple Emanuel Sinai</i> <i>Nancy Berley, MD: Medical Director, Tembo Health</i> • Turning your Work into Scholarship – AS7-2072, 7th Floor <i>Jennifer Carroll, MD, MPH and Jeanne Cawse-Lucas, MD</i> • Values Congruence in the Workplace: Assessing, Celebrating, and Advocating for Values Congruence in the Workplace – AS5-2072, 5th Floor <i>Laura Sturgill, MD MEd and Liz Dykhouse, PhD</i> • Mastering Early Dating Ultrasounds for Use in the Clinic and the Hospital – AS6-2072, 6th Floor <i>Kristina Gracey, MD, MPH, Claudeleedy Pierre, MD and Tracy Kedian, MD</i>
5:00 – 6:45	50th Anniversary Reception and Retirement Sendoff for Jeanie Roy and Heather-Lyn Haley – Hors d'oeuvres – Multi-Purpose West Room, 1st Floor

AAFP Continuing Medical Education Credits

Plenaries:

How Learners Grow: Effective Written Feedback & Evaluation (65 Minutes)

Ginny Van Duyne, MD, Missy Gleckel, MD, Liz Dykhouse, PhD, Eric Rosenthal, DO, Mary Lindholm, MD, Danielle Hebert, DNP, MBA, ANP-BC, Trish Seymour, MD and Susan Hogan, MD

Session Description: Written feedback plays a critical role in the evaluation and promotion of growth in learners (e.g., learning maps, individualized learning plans, formal remediation) and is most effectively utilized when gathered from a wide range of faculty across multiple settings. In this talk, we will discuss the important role of written feedback, strategies and skills for effectively delivering written feedback, identification and problem solving related to barriers to completing written feedback, and hands-on practice of completing written feedback.

Learning Objectives:

- Describe the natural life cycle of written feedback in the residencies;
- Explore language for effective feedback in routine situations;
- Examine methods for giving difficult written feedback effectively;
- Offer reflections on potential biases in observed or given written feedback;
- Demonstrate ability to document written feedback in either MedHUB or OASIS.

Interrupting Bias in the Workplace (60 Minutes)

Jennifer Bradford, MD, MPH and Crystal Roberts-Gilbert, JD

Session description: The Upstanding training program is being designed to help individuals recognize, challenge, and mitigate instances of bias or discrimination in our Family Medicine and Community Health Department. ☑ The session will feature a brief didactic, real-life case studies to illustrate ethical dilemmas, and small group discussions. Scenarios will address issues such as misidentification of learners, non-consensual touching, discrimination of learners by patients in a clinical setting, and misgendering of individuals.

Learning Objectives:

- Recognize, challenge, and mitigate instances of bias or discrimination;
- Identify 5 steps to being an upstander;
- Implement upstanding training in clinical and academic settings.

Concurrent breakout sessions:

The Doctor's Studio: A Creative Process for Healing Self and Healing Others (45 Minutes)

*Rabbi Valerie Cohen: Facilitator, Jewish Studio Process; Senior Rabbi, Temple Emanuel Sinai
Nancy Berley MD: Medical Director, Tembo Health*

Session Description: The Doctor's Studio is a uniquely creative practice for healing ourselves and exploring how we heal others. This workshop will provide an opportunity for participants to experience a sample of the "The Doctor's Studio" series offered in the Fall of 2024. The series was a 6-session program based on the Jewish Studio Process, which "cultivates creativity as a practice for spiritual connection and social transformation." The [Jewish Studio Project](#) (JSP) grew out of the [Open Studio Project](#), which "brings art directly to individuals for personal growth, social emotional learning and community well-being."

This workshop is relevant to departmental efforts to foster wellness and mitigate burnout. "The Doctor's Studio" provides a unique format for both individual and group learning.

Learning Objectives:

- Expose participants to value of art-making to foster resilience, compassion and healing;
- Explore creativity as an antidote to burnout;
- Create community and support as the group work shares a common experience.

Turning your Work into Scholarship (45 Minutes)

Jennifer Carroll, MD, MPH and Jeanne Cawse-Lucas, MD

Session Description: This session will help academic family medicine faculty members envision a path to turn educational and clinical work into scholarship opportunities.

Learning Objectives:

- Describe the steps of planning, conducting, and disseminating educational scholarship.
- Identify at least (3) forms of educational scholarship relevant to their professional advancement.
- Describe the (4) Kirkpatrick Levels of educational evaluation and research.

Values Congruence in the Workplace: Assessing, Celebrating, and Advocating for Values Congruence in the Workplace (45 Minutes)

Laura Sturgill, MD MEd and Liz Dykhouse, PhD

Session Description: As framed by Acceptance and Commitment Therapy, stronger alignment between an individual's values and how they live their life is associated with higher quality of life. We will begin by introducing participants to tools for identifying and stratifying workplace related values and discussing the importance of workplace values congruency on job satisfaction and burnout prevention. Participants will participate in a series of activities aimed at either helping them evaluate their current work situation or identifying priorities during a job search process. We hope to empower participants through identifying ways to change and/or celebrate their current work situation.

Learning Objectives:

- Identify their own workplace/career values;
- Assess ways that their current work situation is congruent or incongruent with their values;
- Engage with strategies for advocacy to improve workplace values congruence;
- Celebrate values congruence as a strategy for sustainability and wellbeing.

Mastering Early Dating Ultrasounds for Use in the Clinic and the Hospital (45 Minutes)

Kristina Gracey, MD, MPH, Claudeleedy Pierre, MD and Tracy Kedian, MD

Session Description: This hands-on session will cover the techniques needed to perform transabdominal early dating ultrasounds between 6-13 weeks' gestation

Learning Objectives:

- Demonstrate knowledge of early dating ultrasound principles including when and how to perform ultrasound using case-based discussion;
- Demonstrate proper scanning techniques including probe orientation, identification of fetus number, size, viability, measurement of crown-to-rump length and optimization of images using both SonoSim technology and live patient scanning.