

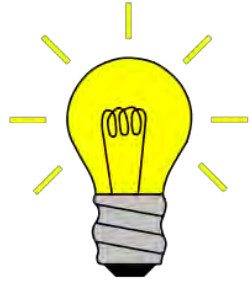


**Welcome to the Inaugural  
RISE Innovation Lab  
Community Gathering**

*10.7.19*



# Tonight's Goals



What is RISE?



Why an  
Innovation  
Initiative?



Why join this  
Community of  
Practice?



# What is RISE?



# UMMS Strategic Plan - Education Pillar

## EDUCATION

### CULTIVATE A LEARNING COMMUNITY THAT ENGAGES ALL IN BOLD AND INNOVATIVE EDUCATION FOR THE ADVANCEMENT OF SCIENCE, HEALTH AND HEALTH CARE DELIVERY.

As an academic medical center, all faculty, staff, trainees, and students are learners. Therefore, the Education pillar serves not only the UMMS community but Michigan Medicine at large. We strive to catalyze a learning community where everyone is committed to bringing out the best in themselves and each other. This includes a community that practices and promotes excellence, humility, and kindness.

Among the challenges facing this pillar is the need to strike a balance between shared resources and best practices with opportunities to make these more context-specific and relevant. Therefore, we will be intentional about providing structures, direction, and expectations centrally while striving for local ownership. Accountability for seeing these enacted will need to be at the unit level, with heavy facilitation from centralized resources.

### STRATEGIES

1. All learners will be committed to self-improvement.
2. All learners will be co-developed as teachers, coaches, and colleagues for the teams with which they work.
3. All learners will be leaders who are driven to excellence in maximizing the benefit of Michigan Medicine to the people and communities we serve.
4. Evidence-based education programs that are innovative and transformational will be continuously renewed.
5. The learning community will be linked together and enabled by a robust infrastructure and learning platform that facilitates the creation and implementation of new knowledge.

STRATEGY 4: CONTINUED RENEWAL OF EVIDENCE-BASED EDUCATION PROGRAMS THAT ARE INNOVATIVE AND TRANSFORMATIONAL.

**Tactic A:** Establish an 'innovation movement' (i.e. initiative, center, or institute).

**Tactic B:** Develop a common understanding of innovation vs. transformation.

**Tactic C:** Establish what evidence looks like.

**Tactic D:** Develop a pathway for surfacing and advancing innovative ideas.





## WHY

### INNOVATE

education for  
better health

### IMPROVE

learning  
and teaching

### INFLUENCE

Michigan Medicine  
and beyond

## COMMUNITY OF PRACTICE

A diverse, inclusive and collaborative community of innovators will solve problems, share best practices, foster professional development and drive innovation.

## WHO AND WHAT

### PEOPLE

### ACTIVITIES

### CULTURE



R	I	S	E
Research	Innovation	Scholarship	Education
Research will stem from the <b>people</b> and <b>activities</b> involved with this pilot initiative.	We will develop a community of practice focusing on <b>innovation in medical and graduate education for better health.</b>	Scholarship will be focused on <b>influence</b> , generated from activities associated with this initiative, including traditional (e.g., manuscripts, abstracts, academic presentations) and non-traditional means (e.g., podcasts, blogs, twitter chats).	Education will center on innovation strategies and practices to be used in <b>medical and graduate education</b> and delivered through the development program, invited talks and symposia.



# RISE Innovation Journal Exercise





# 1-2-4-All



Goal: Creative Dialogue –  
What can you build during  
these sessions?

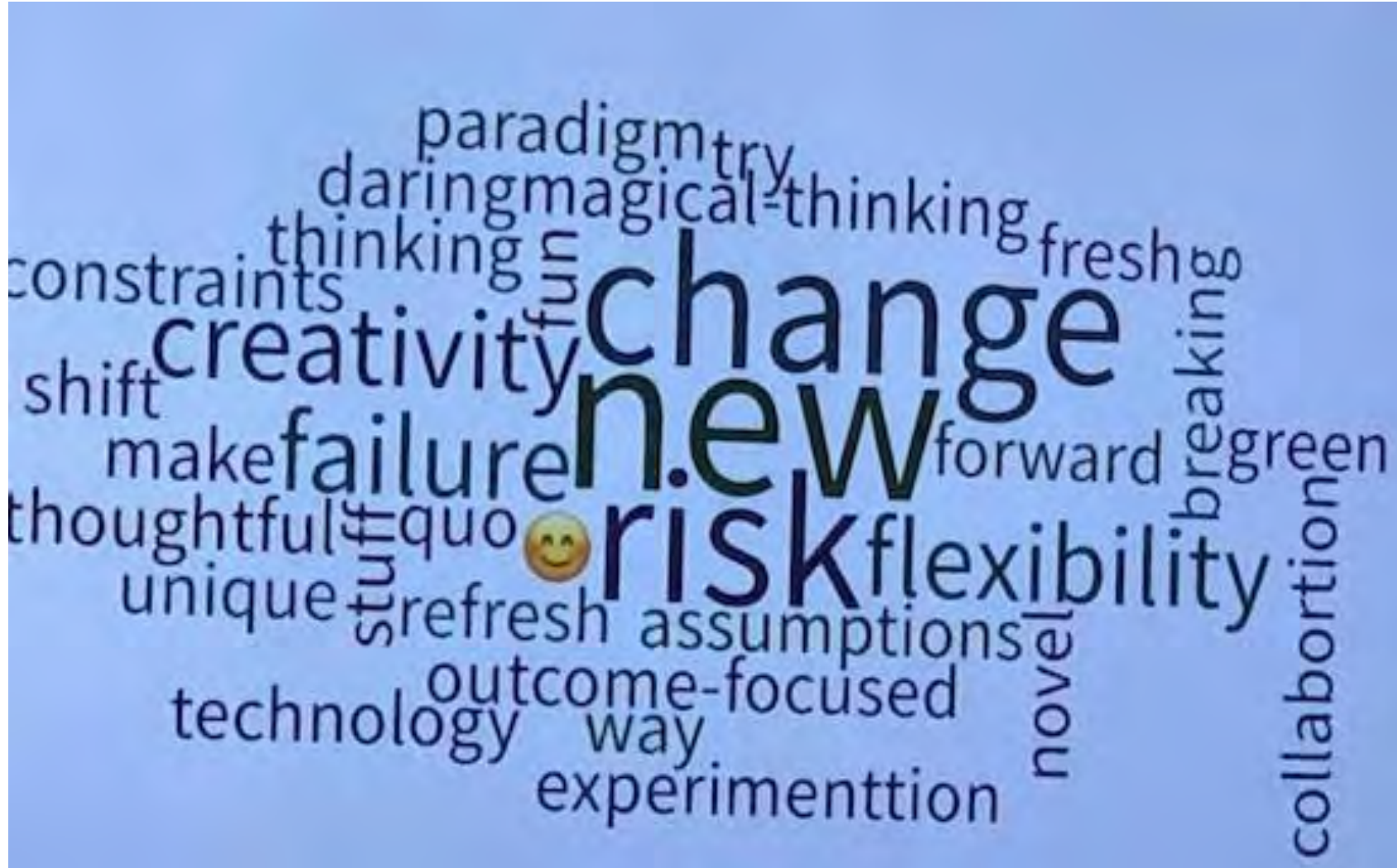
- Write down an **educational** concept or idea that is “on the edge” that you find compelling or interesting to you and your world



# Why an Innovation Initiative at Michigan Medicine?



# What is Innovation?





# Why Innovation? What We Heard...



Education improvement is an important part of our work, but creativity is often constrained by the “reality on the ground”

Education can be a risk-adverse culture

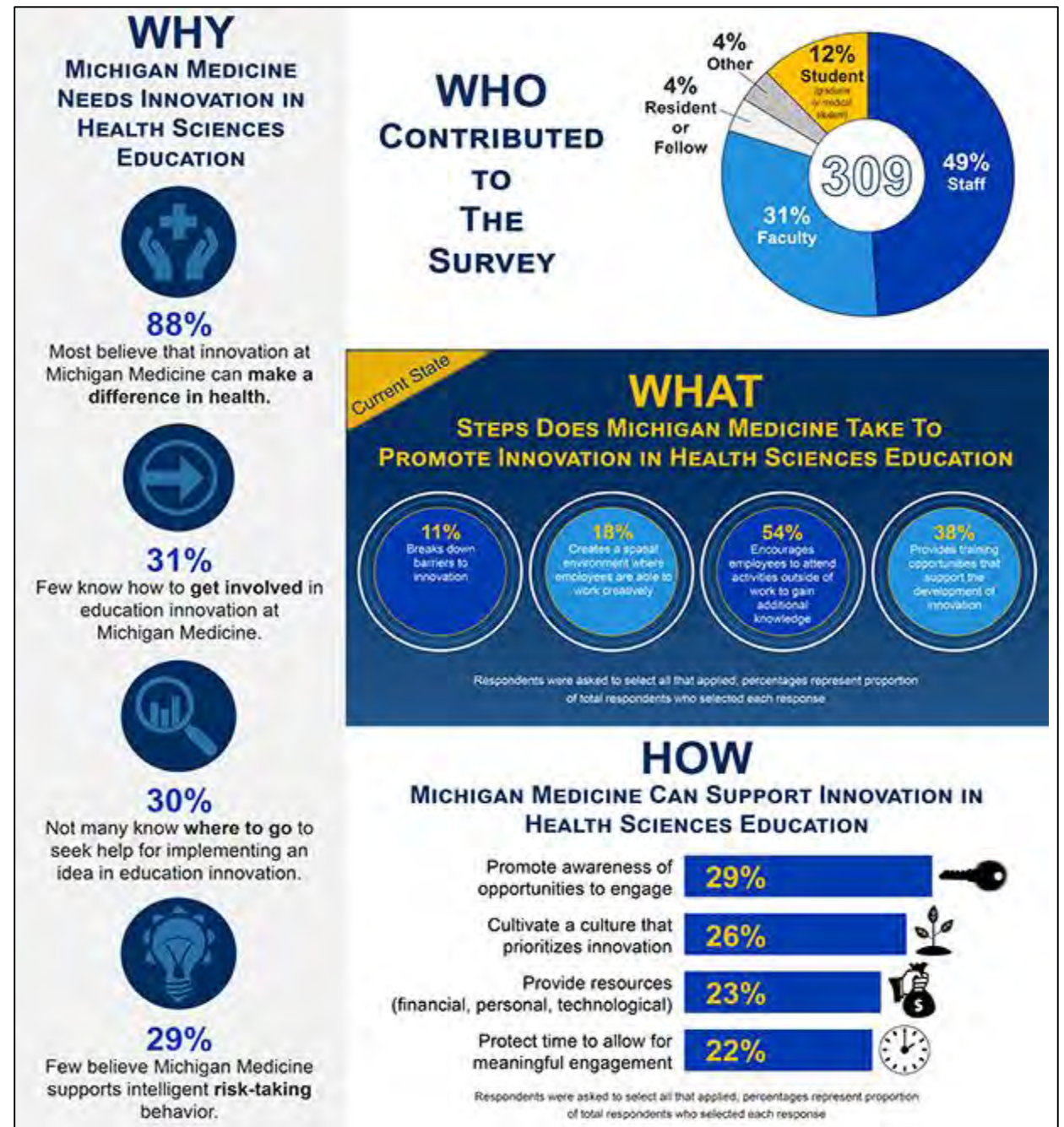
Innovation in medical and graduate education occurs infrequently in pockets and disconnected silos

Medical and Graduate Educators are not deliberately developed to creatively innovate in teaching and learning.



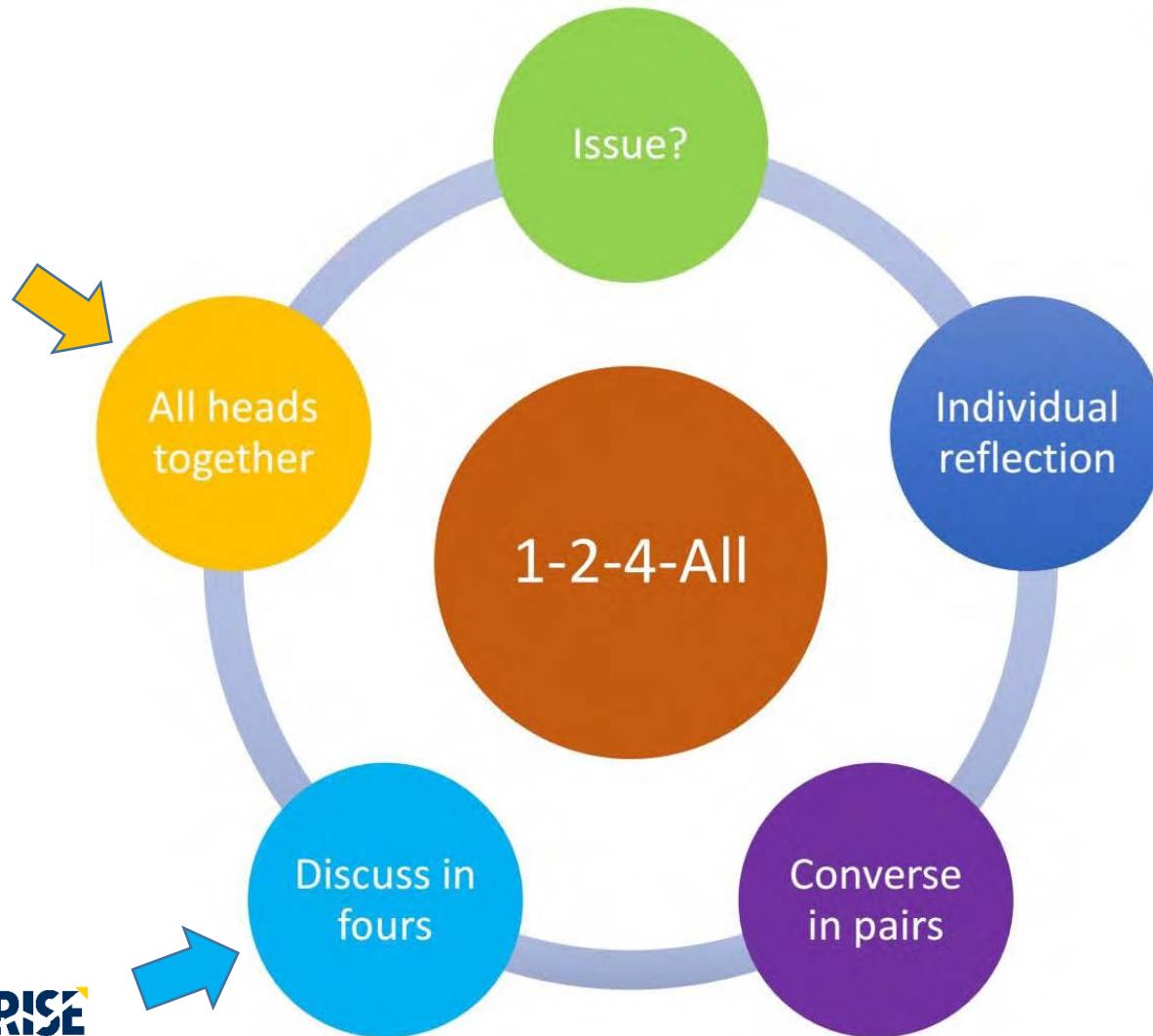
# 2019 Culture of Innovation Survey Results

In response to these results, RISE will work to **deconstruct barriers** to innovation and better inform aspiring innovators how and where to become involved





# 1-2-4-All



Goal: Creative Dialogue –  
What can you build during  
these sessions?

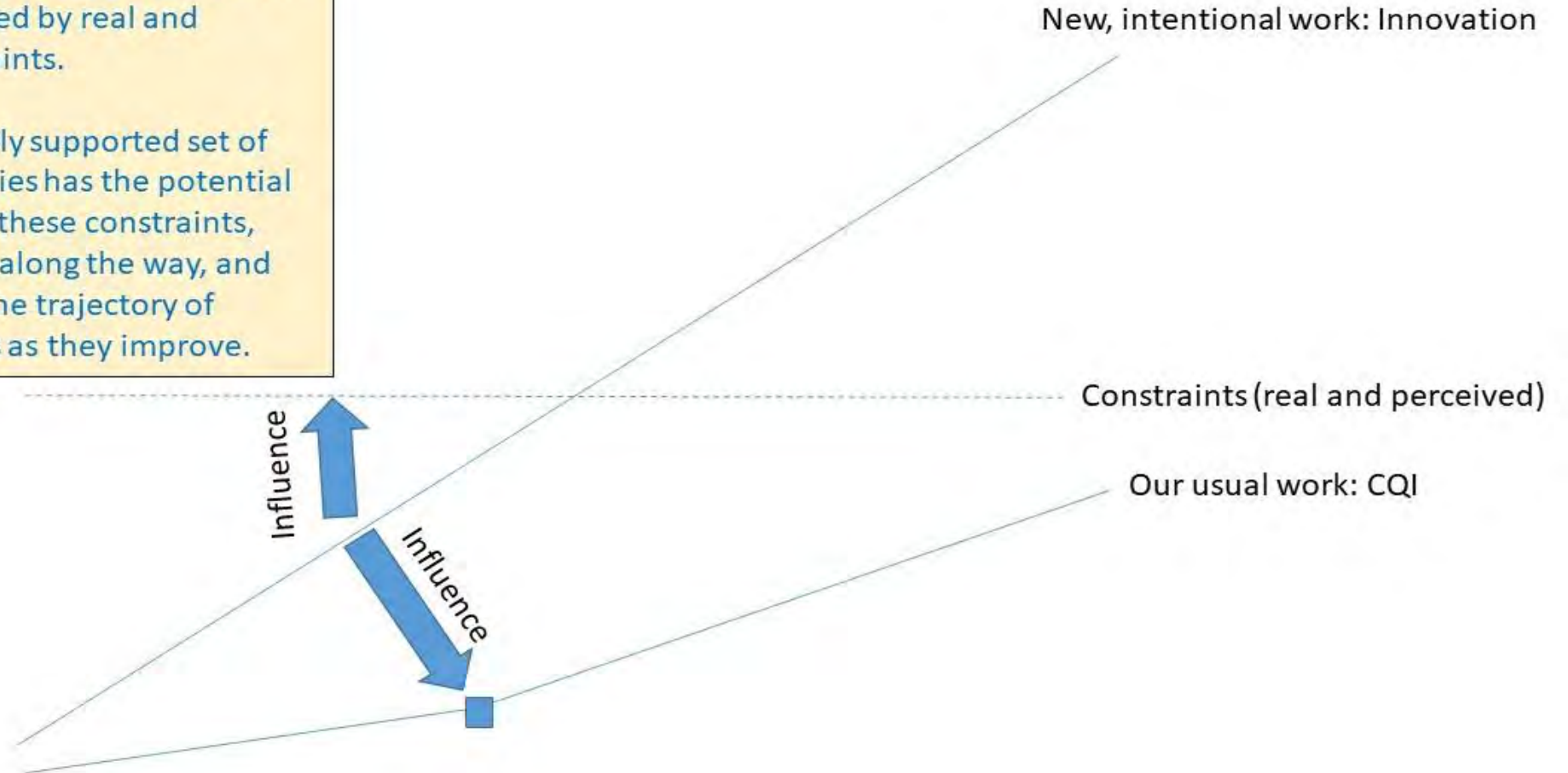
- Write down an educational concept or idea that is “on the edge” that you find compelling or interesting to you and your world
- Are the ideas you discussed *improvement or innovation*?  
What could move it to innovation?



# RISE Principle: Innovation and Improvement

**Thesis:** Our usual improvement work in education is limited by real and perceived constraints.

A new, deliberately supported set of innovation activities has the potential to break through these constraints, influencing them along the way, and also influencing the trajectory of existing programs as they improve.





# RISE Principle: Translational Education

**TRANSLATIONAL BIOMEDICAL RESEARCH** (T1) applies knowledge from basic research to clinical research to (T2) enhance adoption of best practices in clinical settings to (T3) improve health

Fort DG, Herr TM, Shaw PL, Gutzman KE, Starren JB. Mapping the evolving definitions of translational research. *J Clin Trans Sci* 2017;1(1):60-66.



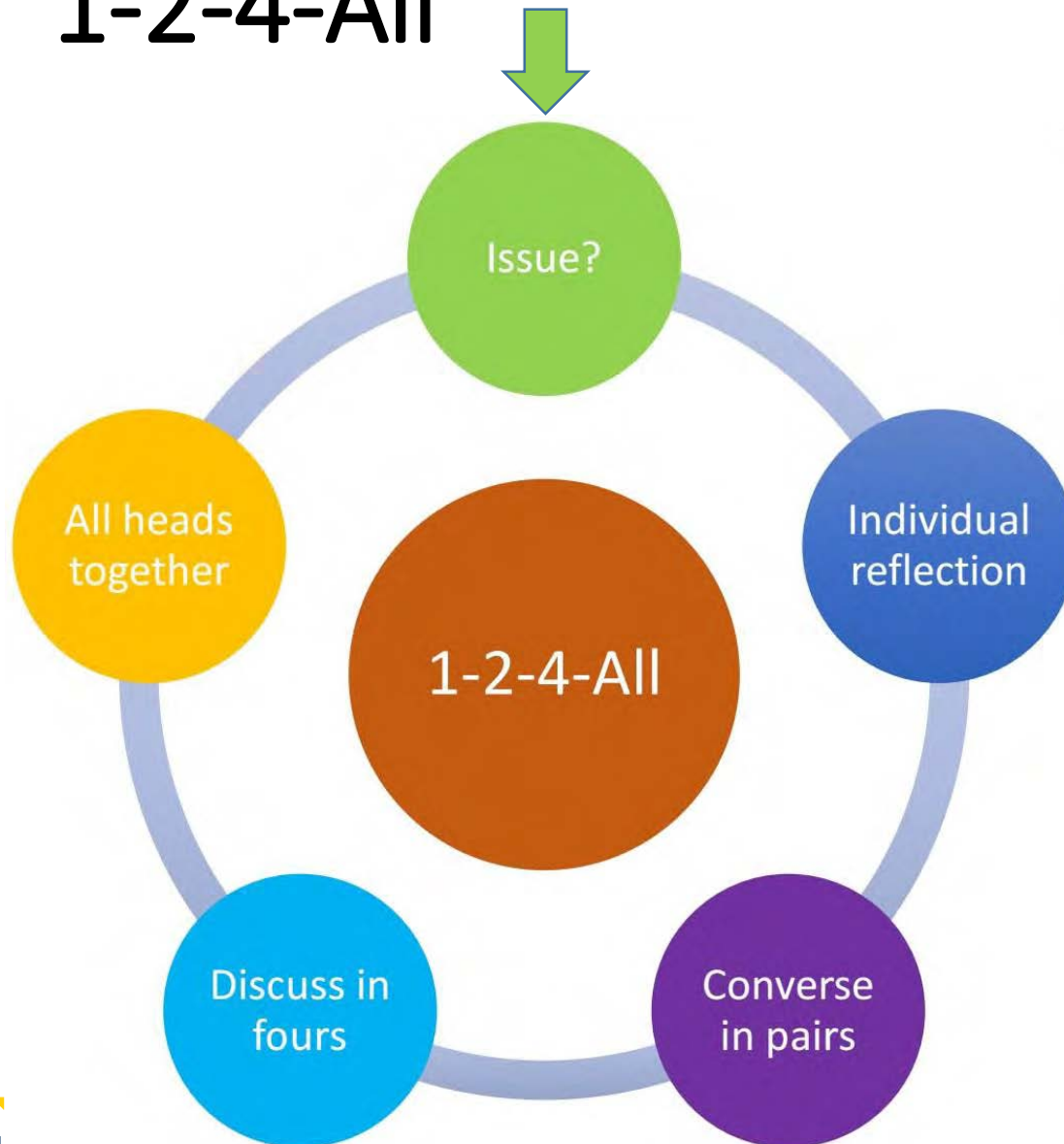
Better  
Health

**TRANSLATIONAL MEDICAL EDUCATION** (T1) transfers knowledge, skills, attitudes, and other attributes from the education environment into the clinical setting (T2) to improve health care practices and (T3) impact health outcomes.

McGaghie WC. Medical Education Research as Translational Science. *Sci Transl Med* 2010; 2(1):1-3; Bennett G, Jessani N. *The Knowledge Translation Toolkit. Bridging the Know-Do Gap. A Resource for Researchers.* Sage Publications. 2011.



# 1-2-4-All



Goal: Creative Dialogue –  
What can you build during  
these sessions?

- Write down an educational concept or idea that is “on the edge” that you find compelling or interesting to you and your world
- Are the ideas you discussed *improvement or innovation*? What could move it to innovation?
- As a Community, how can we best enable innovation?



# RISE Innovation Labs – Community Sessions

Goal: To develop a **community of practice** interested in generating new knowledge and skills for education innovation experimentation and implementation while bolstering engagement, fun, excitement and shared values among community members.



# Towards a Community of Practice...



# RISE Essential Ingredients

## Community of Practice



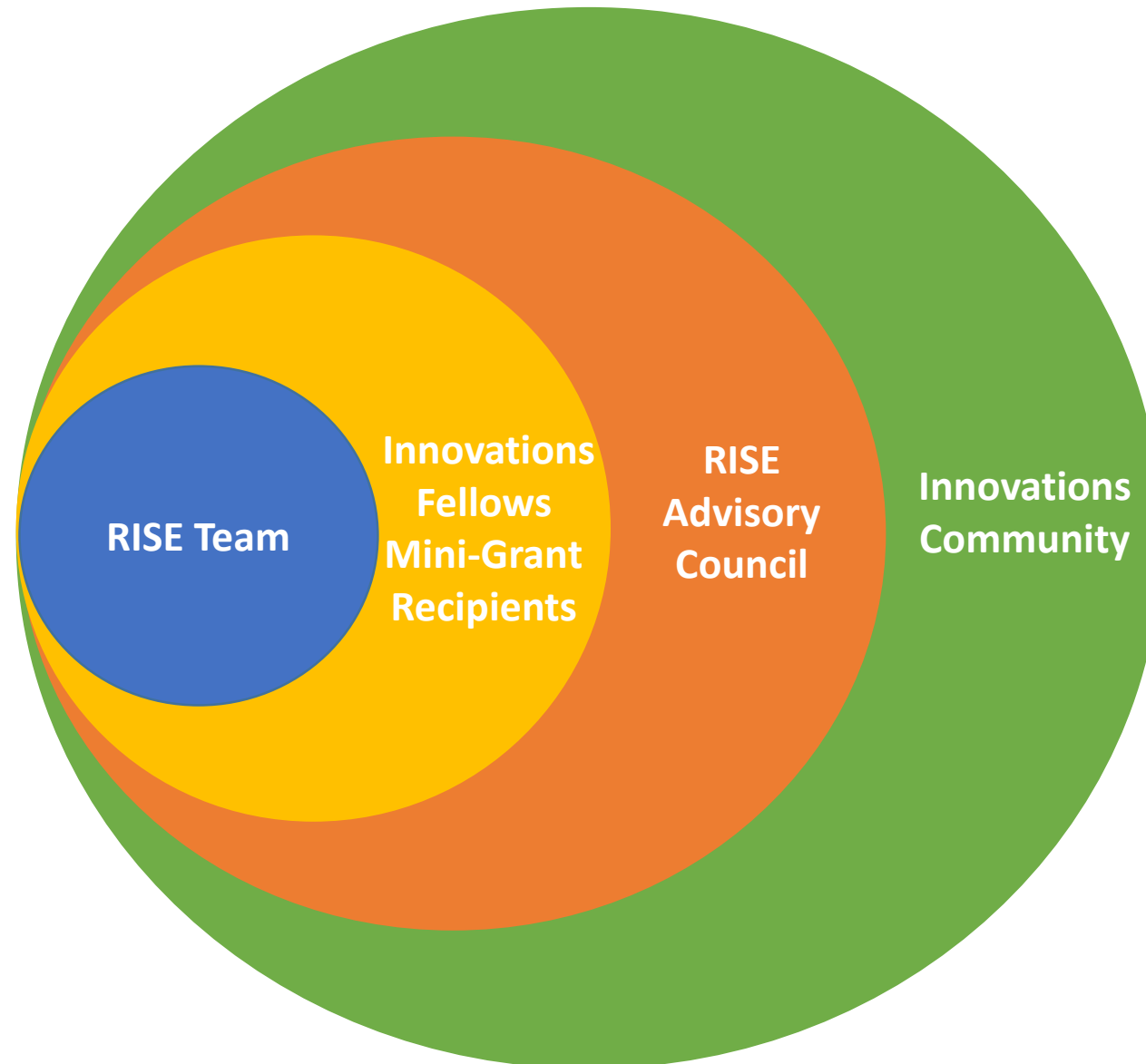


# RISE Innovation Competencies\*

1. **Creativity:** the ability to think beyond traditional ideas, rules, and patterns to generate meaningful alternatives.
2. **Initiative:** the ability to independently develop, assess, and operationalize ideas that foster positive changes, while overcoming real and perceived constraints that often impede the launching of ideas.
3. **Visioning:** the ability to assess future directions and risks based on existing and potential opportunities and threats to implementation.
4. **Intelligent Risk-taking:** the ability to weigh potential benefits and disadvantages of exercising one's choice or action to assume calculated risks.
5. **Intellectual Curiosity:** the desire to acquire new knowledge, challenge beliefs and knowledge constructs, and to seek explanations for things, even when the applications of that new learning is not immediately apparent.
6. **Critical Thinking:** the ability to pinpoint the actual nature and cause of problems and the dynamics that underlie them to logically identify strengths and weaknesses of different approaches.
7. **Teamwork:** the ability to effectively and efficiently collaborate with others in a diverse group and work with various stakeholders to assimilate ideas and needs towards outcomes and solutions.



# A Community within a Community





# Innovation Fellows and Mini-Grant Recipients

Faculty, staff and learners at the University of Michigan Medical School

**Innovative Medical or Graduate Education Idea**  
*push the status quo in the pursuit of better health*

**Engagement in Innovator Development Program**  
*willingness to be coached*



# 2019-2021 Fellows and Mini-Grant Recipients



**Dr. John Burkhardt** – Faculty,  
Emergency Medicine and  
Learning Health Sciences



**Mr. Marcus Sherman** – Graduate Student,  
Computational Medicine and Bioinformatics



**Ms. Emily Johnson** – Medical Student,  
Graduate Student, Medical School and  
School of Public Health



**Dr. Shoba Subramanian** – Director and Faculty,  
OGPS, Cell and Developmental Biology



**Ms. Jenni Lane** – Senior Program Manager,  
Adolescent Health Initiative



**Dr. Marty Tam** – Faculty,  
Internal Medicine, Cardiology



## RISE Advisory Council

The RISE Advisory Council provides guidance regarding new ideas, initiative processes and implementation strategies. The Council is instrumental in developing and reviewing outcomes measures and providing critical review regarding how innovation ideas can integrate into existing practices at Michigan Medicine.



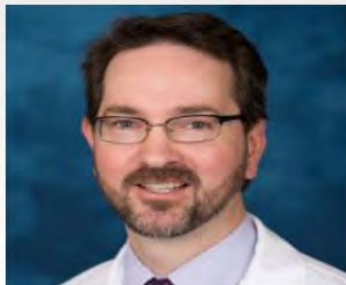
**Ramona Bledea**

MD - Medical Student



**Amy Cohn, PhD**

Arthur F. Thurnau Professor, Professor of Industrial and Operations Engineering; Associate Director Academic Program, Center for Healthcare Engineering and Patient Safety, College of Engineering and Professor of Health Management and Policy, School of Public Health



**James Cooke, MD**

Associate Professor of Family Medicine; Associate Professor of Learning Health Sciences



**James DeVaney, MBA, MPP**

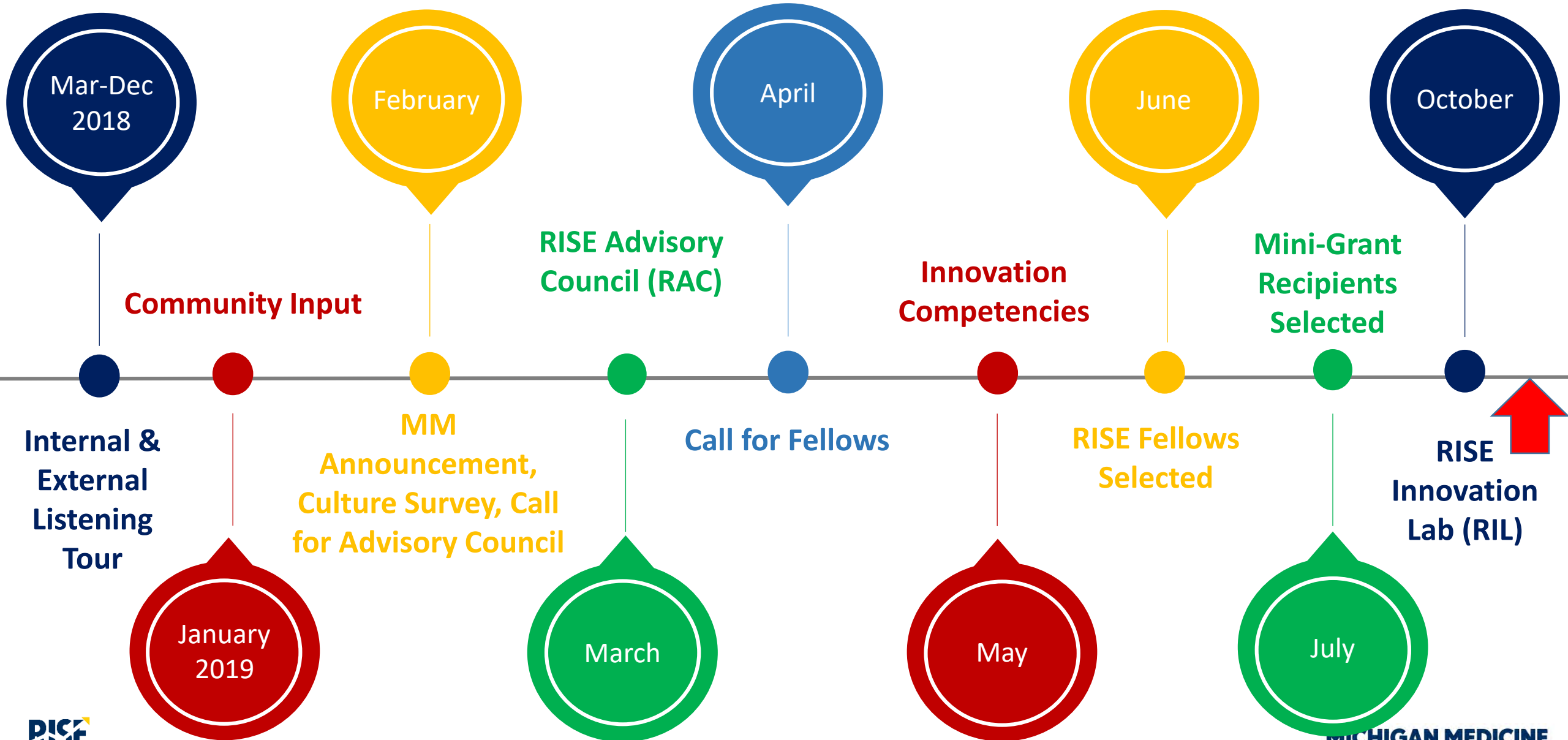
Associate Vice Provost for Academic Innovation



# RISE: What's Next?



# RISE TIMELINE







Innovation in Health Sciences Education Translational Education RISE Activities ▾ Community of Practice ▾

# Research | Innovation | Scholarship | Education

INNOVATING EDUCATION FOR BETTER HEALTH



## THE MICHIGAN MEDICINE RISE MISSION

The focus of the **Research. Innovation. Scholarship. Education. (RISE)** unit is to build the foundation for an innovation [Community of Practice](#) that engages in bold new [translational educational practices](#) for both physicians and scientists to improve learning and teaching for better health.

Our work aligns with the Education Pillar of the [Michigan Medicine Strategic Plan](#), to cultivate a learning community that engages all in bold and innovative education for the advancement of science, health and health care delivery.

<https://rise.med.umich.edu>



# RISE Innovation Labs



## Regular Dialogue

### Enrichment

### Engagement

To develop knowledge and skills for successful innovation implementation

Invited consultants provide guidance based on community's needs

Open to everyone in the Innovation Community

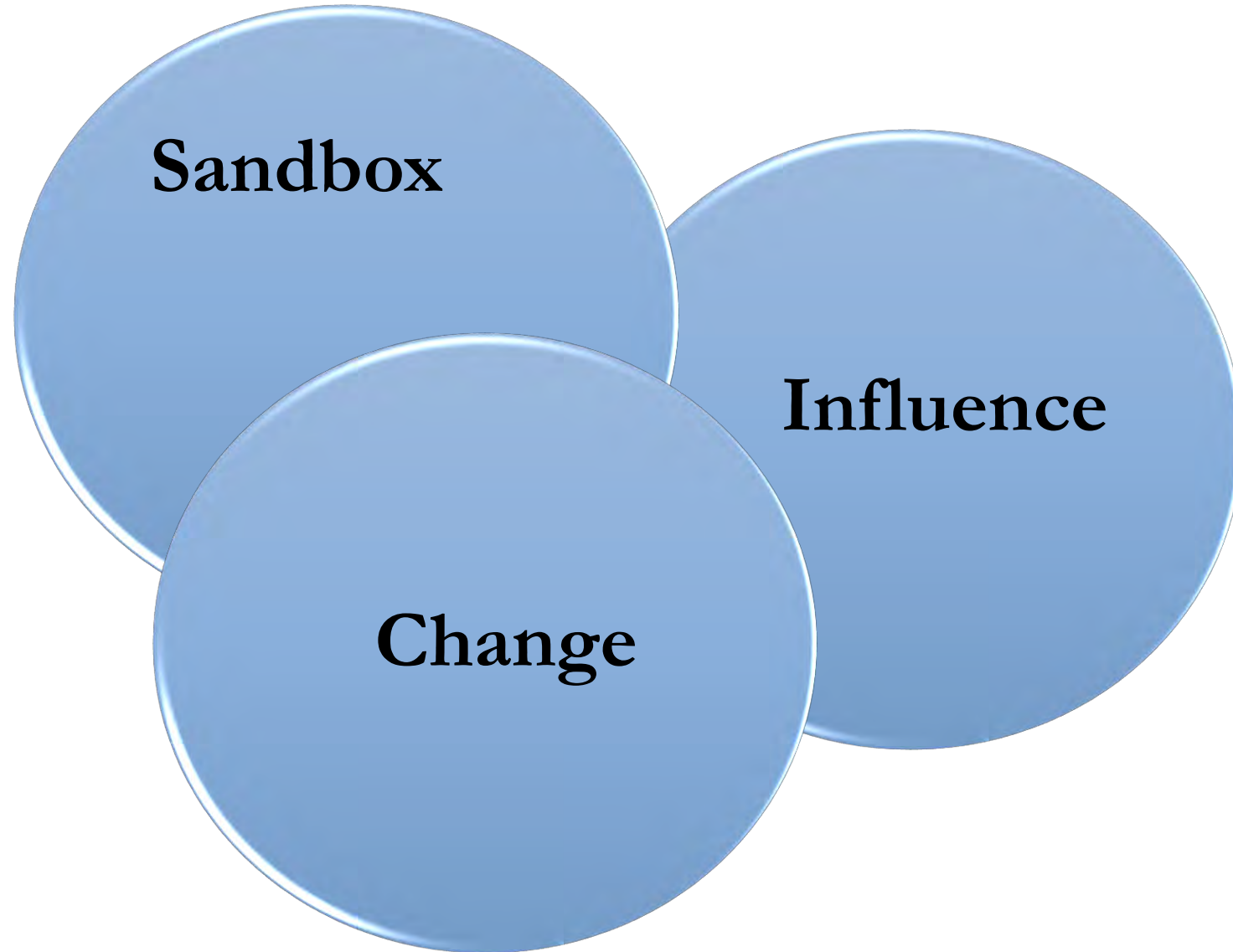
To bolster excitement, engagement and shared values among Innovation Community

Opportunities to workshop ideas and crowdsource feedback

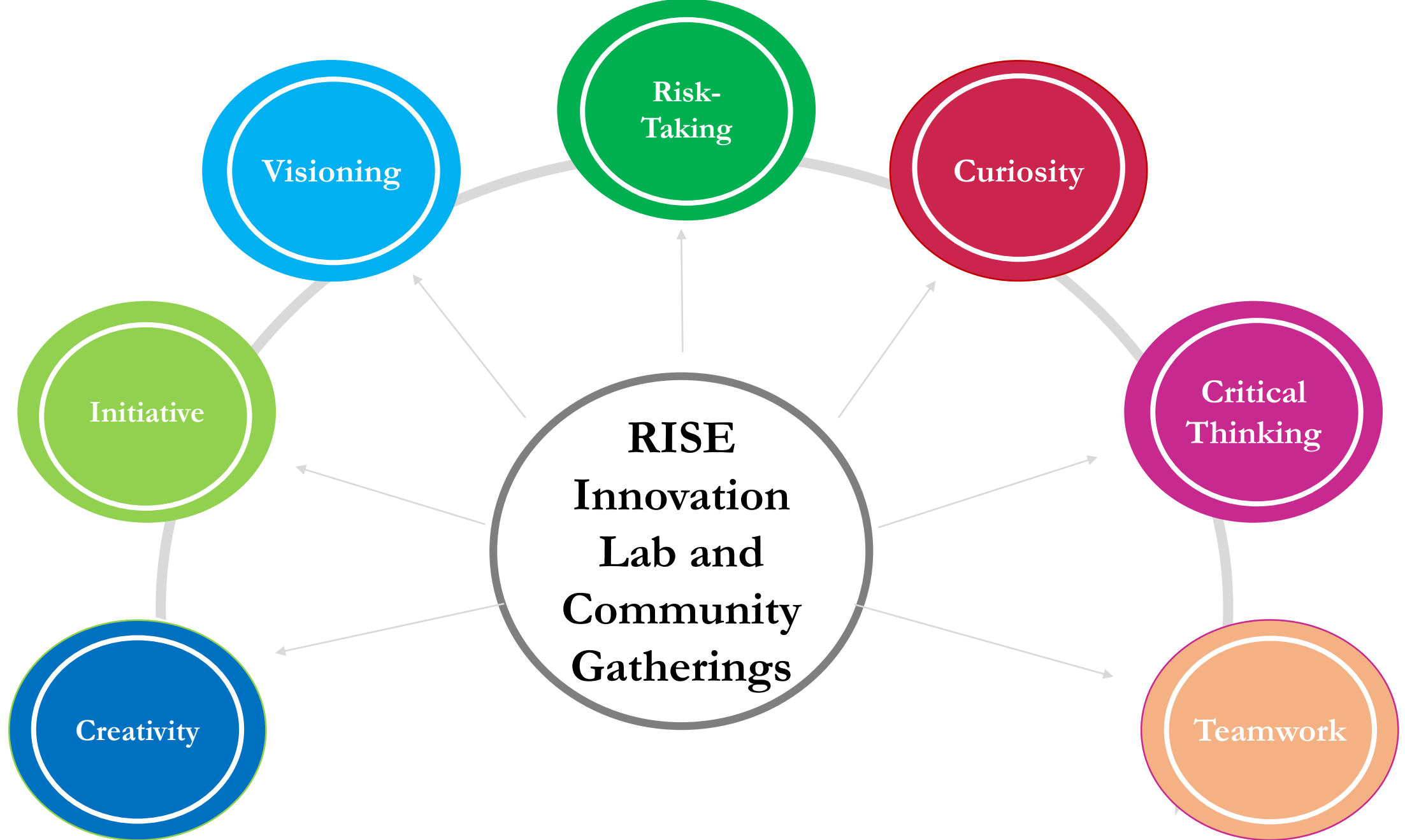
Regular cadence to build ideas, networking, and fun!



# How will the Innovation Lab be different?









# Future RISE Community Gatherings

- Innovation Labs – Future Topics

- Change Management
- Translational Education
- Design Thinking
- “Gamification”
- Networking
- Implementation Science
- Measuring Change
- Innovator Panels

- Ideation Sessions – tied to “calls for innovations”

- Social Events

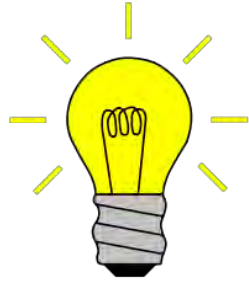
- Health Sciences Education Innovation Symposium: 2020-2021



We would  
**LOVE** your  
ideas for  
future  
sessions!



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