Exploring Innovation in Medical Education Culture at Michigan Medicine
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Problem

- Our usual improvement work is limited by real and perceived constraints, and it often fails to fully address institutional strategic priorities or societal needs.

Needs Assessment

- We developed and administered a 21-item online innovation culture survey to our organization.
- The survey examined four dimensions of innovation culture: cultivate, support, achieve, promote.

Innovation Culture Survey Results

- The culture survey is rooted in the literature and vetted by leadership responsible for an innovations initiative.
- Pilot testing and calibration with a small group of potential respondents established face validity and further refined our survey.
- Final survey was launched online via Qualtrics February – June 2019 to all Michigan Medicine employees and learners.

Methods

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Next Steps

- We have reported these results back to our community.
- This will allow us to collaboratively examine, discuss, and address strategic priorities and areas for improvement as an entire community of staff, faculty and learners.
- These results have also been used to shape our Innovation Lab that will:
  o create a time and place for innovators to come together to cultivate innovative ideas,
  o connect innovators seeking to collaborate with other aspiring innovators, and
  o foster the development of our innovation competencies.
- We continue to develop novel community communication strategies to keep innovators within and outside Michigan Medicine aware of our activities and training opportunities.

Reference