Using Change Management To Drive Health Science Education Innovation: An Investment In Ideas And Innovators

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Problem

- Health science education innovation (HSEI) is necessary to meet the challenges of the ever-changing and unpredictable globalized world.
- Cultivating HSEI requires change; therefore, we need a framework for understanding and assessing these changes in both people1-3 and HSEI ideas.

Approach

- Research. Innovation. Scholarship. Education. (RISE) developed the HSEI framework for understanding and assessing change in innovation ideas1-3

Impact

- HSE innovation represents a continuum of adjustments, modifications, or transformations of resources, processes, or systems.

Translation

- HSE innovations should aspire to translate findings into improved learning outcomes (T1), health/science practice (T2), that leads to real change in health and science outcomes (T3).
- Innovators create and regularly iterate their Theory of Change, which outlines what is expected to change as a result of their innovations and explains how and why these changes happen.
- Innovators receive regular feedback on their HSEI idea and personal innovation competency development to help them continually adapt their ideas and strengthen their competency development.

Scalability

- HSE innovations can be adopted by others at single institutions, multiple ones, or broadly across the nation (and beyond), and can also scale across the learner continuum.

Next Steps

- Our next steps include:
  - Providing additional guidance on how to apply the HSEI and competency frameworks to individual and idea development—e.g. how to translate ideas into practice and how to self-assess creativity.
  - Measuring the impact of the RISE initiative on competency attainment of the innovators, health and science outcomes, and shifts in innovation culture within the health science education environment.
  - Further developing the program both within our medical school and to synergize with innovation initiatives across the University.

References

6. Central Michigan Innovation Competencies; accessed October 6, 2019

Connect with RISE

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