

American Association of Colleges of Osteopathic Medicine (AACOM)  
HRSA-22-109 Grant Application  
**Resilient Mindsets in Medicine: Starting Strong, Staying Strong  
Work Plan**

## **YEAR 1**

### **Goal: Empathize, Learn and Discover Strategies for Interventions that Could Impact Burnout and Resiliency Measures**

The first year's objectives include creating the Advisory Committee (AC), a core group of advisors with diverse but relevant experiences in rural practice, physician wellness, clinical teaching, and medical education to support the empathic listening and discovery to begin this project. The AC will meet serve as a sounding board in development of measures of well-being and resilience and the interventions to affect these measures. AC membership will consist of around ten members representing colleges of osteopathic medicine (COM) leadership, faculty, student services (including both personal and academic counseling services) and trainees (students and residents), weighted toward rural and partially-rural COMs, to provide advice for the project. As of September 21, 2021, eight individuals have committed to serve and three additional individuals are invited. AACOM will also recruit a smaller, focus group consisting of faculty, advisors and leaders from two urban and three rural COMs to work with Motivate Lab (ML) to develop a logic model of drivers of burnout, suicidal ideation and other negative behavioral outcomes to test change ideas utilizing the learning mindset model to innovate interventions that measurably improve resilience and reduce burnout.

By the end of the first grant year, the Resilient Mindsets in Medicine: Starting Strong course (RMM:SS1) will be piloted with at least two faculty members in each of five rural COMs. Finally, those same five rural COMs will participate in the development of the logic model for the Resilient Mindsets in Medicine: Staying Strong (RMM:SS2) course, developed to maintain and increase the wellness gains brought about by the RMM:SS1.

AACOM and ML will jointly identify and train 2-5 faculty fellows from the pilot course implementation who are committed to providing ongoing feedback on the Resilient Mindsets in Medicine courses and supporting course implementation efforts. In previous administrations of the original Motivating Learners course, the course that we will customize for the medical school context, ML discovered that leveraging local faculty fellows to help facilitate the course (e.g., recruit course participants, facilitate communications between participants, monitor and contribute to course discussion posts, etc.) is a powerful way of galvanizing support in the education community. Training faculty fellows each year creates a sustainable model where faculty fellows can reliably implement and facilitate the course even after the current grant cycle ends.

**Year 1 Measurable Outcomes:**

Major Objectives	Key Tasks	Person Responsible*	Start Date (Month/Budget Year)	End Date (Month/Budget Year)
Establish an Advisory Committee of between 10 – 20 members that represents COM leadership, faculty, student services and students, weighted toward rural and partially-rural COMs, to provide advice for the project, by the 2 <sup>nd</sup> month of the first year of the grant	Meet with AACOM Board of Deans to review project, funding, and timeline; get feedback on makeup of AC	AACOM and ML	1/1	2/1
	Invite additional members to AC	AACOM	2/1	2/1
	Familiarize AC with project and roles	AACOM and ML	3/1	4/1
	AC meets quarterly with HRSA staff and other times as needed	AACOM and ML	1/1	12/1
Identify or develop at least five validated, evidence-based measures of Resilience, Burnout, Suicidal Ideation and Other Behaviors which represent the outcome successes of the project by the end of Year 1, month 5	Conduct literature review of current measures in medical education and training	AACOM	1/1	2/1
	Develop novel measures specifically designed to test the impacts of the courses as appropriate	ML	2/1	4/1
	Iterate measures with AC	AACOM	4/1	5/1
	Integrate measures into logic model	AACOM and ML	5/1	6/1
Using the measures developed above, survey all COMs, their students, faculty and administration, with at least a 30% response rate, to establish baseline measures of Resilience, Burnout, Suicidal Ideation and Other Behaviors by the end of the 7 <sup>th</sup> month of the first year of the grant	Recruit a campus coordinator for the project from each pilot COM campus	AACOM	1/1	2/1
	Test items with core group of pilot COMs	AACOM	3/1	4/1
	Field full survey	AACOM and Participants	4/1	5/1
	Collect baseline measures from all COMs	AACOM and Participants	5/1	6/1
	Describe, analyze and norm data	AACOM and ML	6/1	7/1
Develop a logic model for the Resilient Mindsets in Medicine Course sequence that is vetted by at least five COMs before the end of	Recruit focus groups from 3 rural and 2 non-rural COMs consisting of at least two students, residents, faculty, and administration from each campus	AACOM	1/1	2/1
	Bring the focus group and ML together to brainstorm the development for the logic model	AACOM	2/1	4/1

month 10 of the first year of the grant	Analyze survey and focus group results to further develop the logic model for use in the project	AACOM and ML	5/1	6/1
	Provide the logic model and the revised course to the AC, HRSA and AACOM Board of Deans for review and feedback	AACOM	6/1	7/1
	Provide the logic model and the course to pertinent AACOM Councils for comment, and integrate comments into the course	AACOM and ML	6/1	7/1
	Incorporate feedback on the logic model into the existing Motivating Learners: Starting Strong course	AACOM and ML	7/1	8/1
Customize the Starting Strong course no later than July, 2022	Meet with students, faculty, and staff at the 5 pilot COMs to develop user maps of the transition to medical school, and the experience of key moments in that transition	AACOM and ML	2/1	4/1
	Develop performance tasks based on that information in a virtual participatory design phase	ML	2/1	4/1
	Review course with AC, HRSA, and Board of Deans	AACOM and ML	5/1	7/1
Pilot the Resilient Mindsets in Medicine: Starting Strong (RMM:SS1) course with at least 2 faculty members from each of at least 5 rural COMs and incorporate feedback from the pilot COM administration	Recruit pilot faculty to take RMM:SS1 course asynchronously	AACOM	5/1	7/1
	Faculty members take course and implement changes in their teaching as a result	ML & Participants	7/1	9/1
	Identify and train 2-5 faculty fellows (from the pilot faculty) committed to providing ongoing feedback on the Resilient Mindsets in Medicine course and supporting future course implementation efforts	AACOM and ML	9/1	12/1
	Get feedback on RMM:SS1 course from pilot faculty as well as students and administration	ML & Participants	9/1	12/1
	Share course feedback with AC, HRSA, and Board of Deans	AACOM and ML	12/1	1/2