

## MAP-IT Program Overview

**Program Goal:**  
To implement a curriculum that will incorporate **humanism** as a core value in the development of health professionals throughout the Northwell Health System.

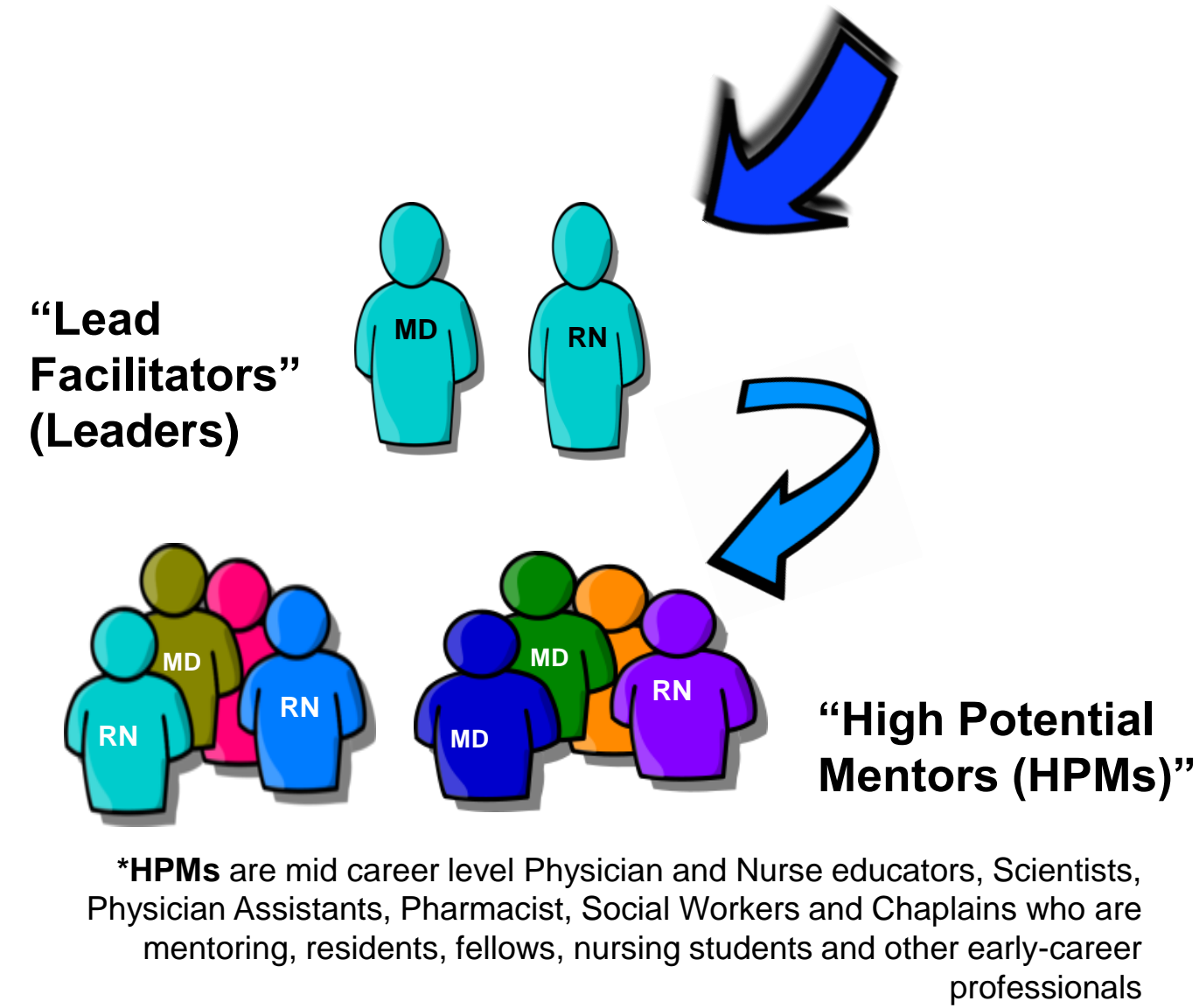


## 10 Month Curriculum: Topics

1. Appreciative Inquiry
2. Active Role Modeling in Academic Setting
3. Team Building: Dealing with Differences and Conflict
4. Feedback in Challenging Circumstances
5. Medical Error I: (Disclosure and after the error)
6. Medical Error II: (Choosing Wisdom)
7. Diversity and Inclusion
8. Enhancing Well-Being, Self Care & Resilience – Third Thing
9. Mindfulness
10. End of program evaluation/assessments/reflections

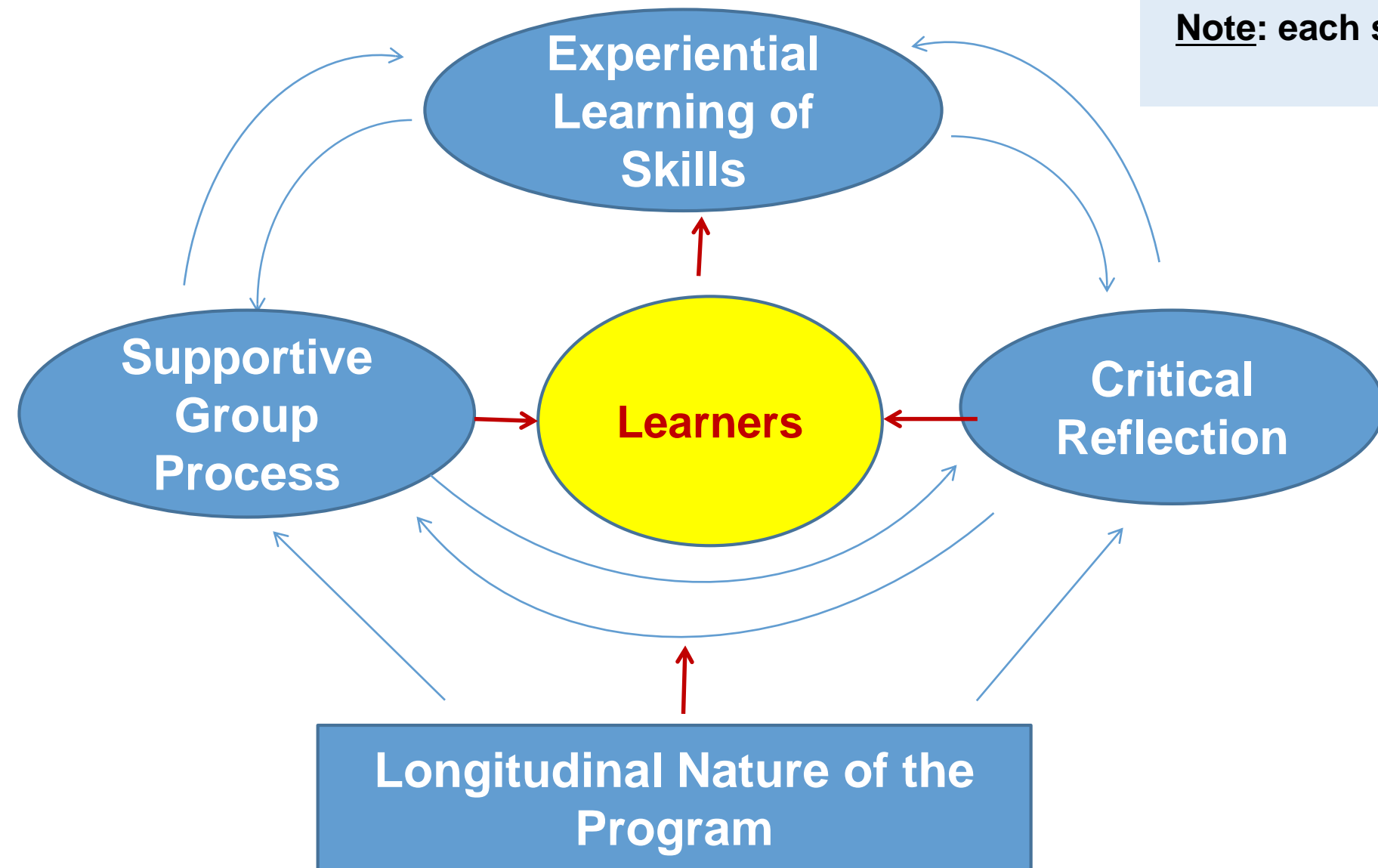
**Note: each session is 90 minutes**

## Professional Development Sessions



## Outcomes: 2015-2016 Quantitative Data

- **1. Objective Structured Teaching (Mentoring) Encounter (OSTE)/10-Item Mentoring Check List**
- Mentee self ratings showed significant improvement between Pre/Post ratings.
- Many questions were very significant and correlated highly between mentee and SP standardized learner.
- Reliability Scores among standardized learners increased in OSTE 2.
- **2. Humanistic Teaching Practices Effectiveness (HTPE) for Leaders & High Potential Mentors**
- Only one of 12 items showed no significant improvement pre and post program.
- That item related to “listening carefully”. All other areas showed significant improvement for mentors.
- Ubers showed less significant improvement pre and post program.
- **3. Program Evaluation Survey**
- All answers were positive as agree/strongly agree for 8 program outcomes.
- All curriculum sessions were rated positively by both LEAD facilitators and High Potential Mentors.



## Outcomes: Connection and Engagement

Cohort 1 HP Participants	Cohort 1 Leaders	Cohort 1 HP Grads	Cohort 1 HP --> Cohort 2 Leader	% Cohort 1 HP to Cohort 2 Leader	Cohort 1 Leader --> Cohort 2 Leader	% Cohort 1 Leader to Cohort 2 Leader
67	29	62	10	16%	12	41%
Cohort 2 HP Participants	Cohort 2 Leaders	Cohort 2 HP Grads	Cohort 2 HP --> Cohort 3 Leader	% Cohort 2 HP to Cohort 3 Leader	Cohort 2 Leader --> Cohort 3 Leader	% Cohort 2 Leader to Cohort 3 Leader
99	33	81	13	16%	13	39%
Cohort 3 HP Participants	Cohort 3 Leaders	Cohort 3 HP Grads	Cohort 3 HP --> Cohort 4 Leader	% Cohort 3 HP to Cohort 4 Leader	Cohort 3 Leader --> Cohort 4 Leader	% Cohort 3 Leader to Cohort 4 Leader
108	29	99	12	12%	16	55%
Cohort 4 HP Participants	Cohort 4 Leaders	Cohort 4 HP Grads	Cohort 4 HP --> Cohort 5 Leader	% Cohort 4 HP to Cohort 5 Leader	Cohort 4 Leader --> Cohort 5 Leader	% Cohort 4 Leader to Cohort 5 Leader
98	29	87	17	20%	16	55%

- 5 Departmental Grand Rounds on MAP-IT Program (Curriculum & Overview).
- 3 Replications of the MAP-IT program within a department for residents & fellows.
- Quantitative & qualitative data for all program outcomes: 3 instruments.
- MAP-IT paper published, JCEHP, 2018.

## Outcomes: Qualitative Data

LEAD Facilitators	High Potential Mentors
<i>"I bless the day I said yes to being a leader. It has been one of the best decisions I have made as a professional and as a person. Thank you!"</i>	<i>"Expand your Mind to Expand your Possibilities!!! MAP-IT is an exceptional faculty development course, it gives us a unique perspective of Humanism and maintaining integrity in different settings, academia or clinical."</i>
<i>"I developed a more enriched understanding of a nurses' viewpoint. I gained respect for the skills of my psychiatrist view point."</i>	<i>Excellent experience --I feel arming the workforce with these skills is critical to the relationship building needed to ensure the safety of our patients and the success of our system."</i>
<b>91% of high potential mentors surveyed would recommend the program to a colleague.</b>	

## Curriculum Connection & Engagement in Small Group Setting

1. Reflection: Appreciative Inquiry to explore session topic
2. Narrative Writing/Story Sharing
3. Role Play/Curriculum Specific Cases
4. Reference Articles - Suggested

## Acknowledgements

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