

# Build Facilitating Structures for Informal (and Incidental) Faculty Development

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Or...  
OOPS! I Learned something!!

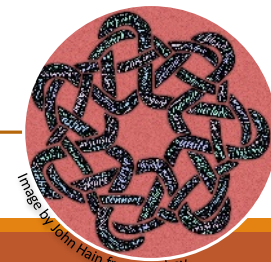
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HASN'T THIS HAPPENED TO ALL OF US????

This is more than just Faculty  
Development: It is  
Continuing Professional  
Development

AS WE ARE ALL LIFELONG LEARNERS!



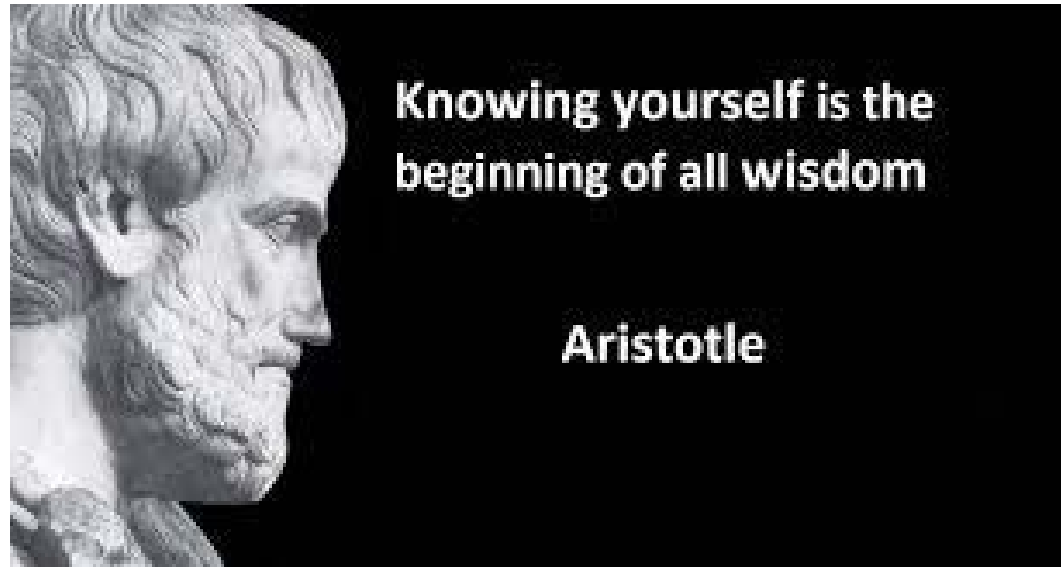


# Program Design & Evaluation



# Informal and Incidental Learning

Image by John Hain from Pixabay



# Words to Begin With...

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From the 2019 IHPE  
Workshop...

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Strengthening the  
Connection Between  
Health Professions  
Education and Practice

# Broad Themes Were Identified in 2019

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TECHNOLOGY



INCENTIVES AND SUPPORT



INTERPROFESSIONAL  
CONTINUING EDUCATION AND  
COMMUNICATION

# Moving Forward With Step 4

Building onto these themes and strategies as a part of Faculty Development/Continuing Professional Development



# Faculty Need to be Open to Learning

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They create  
**TEACHABLE  
MOMENTS**



They should  
strive to find  
**LEARNABLE  
MOMENTS**

THIS SESSION IS ABOUT YOU, SO PLEASE PARTICIPATE!

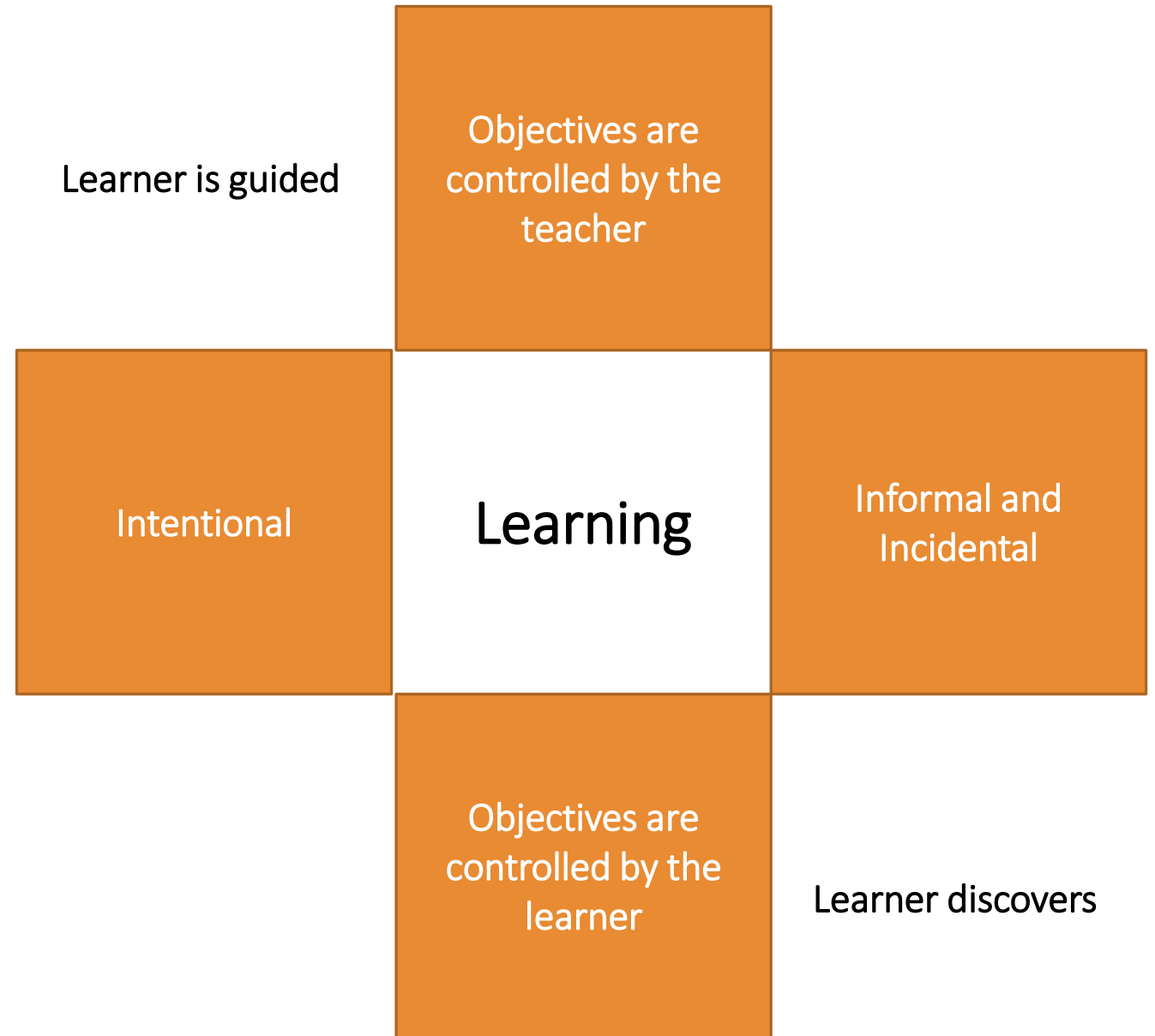
POLLS ARE INCORPORATED THROUGHOUT – PLEASE VOTE!

WHEN YOU SEE THIS SYMBOL, CHAT BOX INPUT IS REQUESTED – BUT USE IT ANYTIME



Rules? We've Got Rules!

# Can We Be Intentionally Incidental and Informal?





## Let me ask you...

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Is informal learning an important part of your faculty development?

- Yes, of course!
- Yes, but it only happens when it happens
- Not really
- No, faculty development needs to be formal



# While I am asking you things...

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Is incidental learning important in faculty development?

- Yes, of course!
- Yes, but it only happens when it happens
- Not really
- No, faculty development needs to be formal



Can there be a framework for this type of learning – and would it work in faculty development?



Informal learning (away from classroom/formal) vs incidental learning (unplanned/unexpected)

Seriously, a  
Framework  
for Informal  
and  
Incidental  
Learning???



Top-Level  
Examples in  
Faculty  
Development/  
Continuing  
Professional  
Development –  
Academic and  
Clinician  
Educators

INFORMAL: SELF-DIRECTED READING  
ARTICLES, WATCHING WEBINARS,  
OBSERVING OTHER FACULTY, TWEET  
CHATS, MENTORING

INCIDENTAL: UNEXPECTED  
WATCHING TV, REVIEWING SOCIAL  
MEDIA POSTS, OBSERVING OTHER  
INDUSTRIES OR PROFESSIONS

# Lessons From My Own Life!

## Informal

- As a student, listening to other members of the interprofessional team (in the 1980s!)
- Listening to mentors
- Talking with colleagues
- Watching others at all levels and in all locations

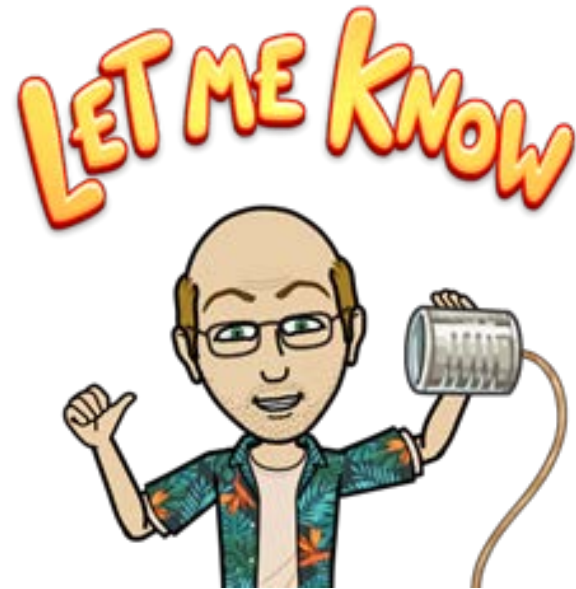
## Incidental

- Stand-up comedy
- Representing diversity
- Talking with another passenger on a plane

# What are Some Examples of Informal Learning That You Have Seen/Used?

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Share in the chat box!



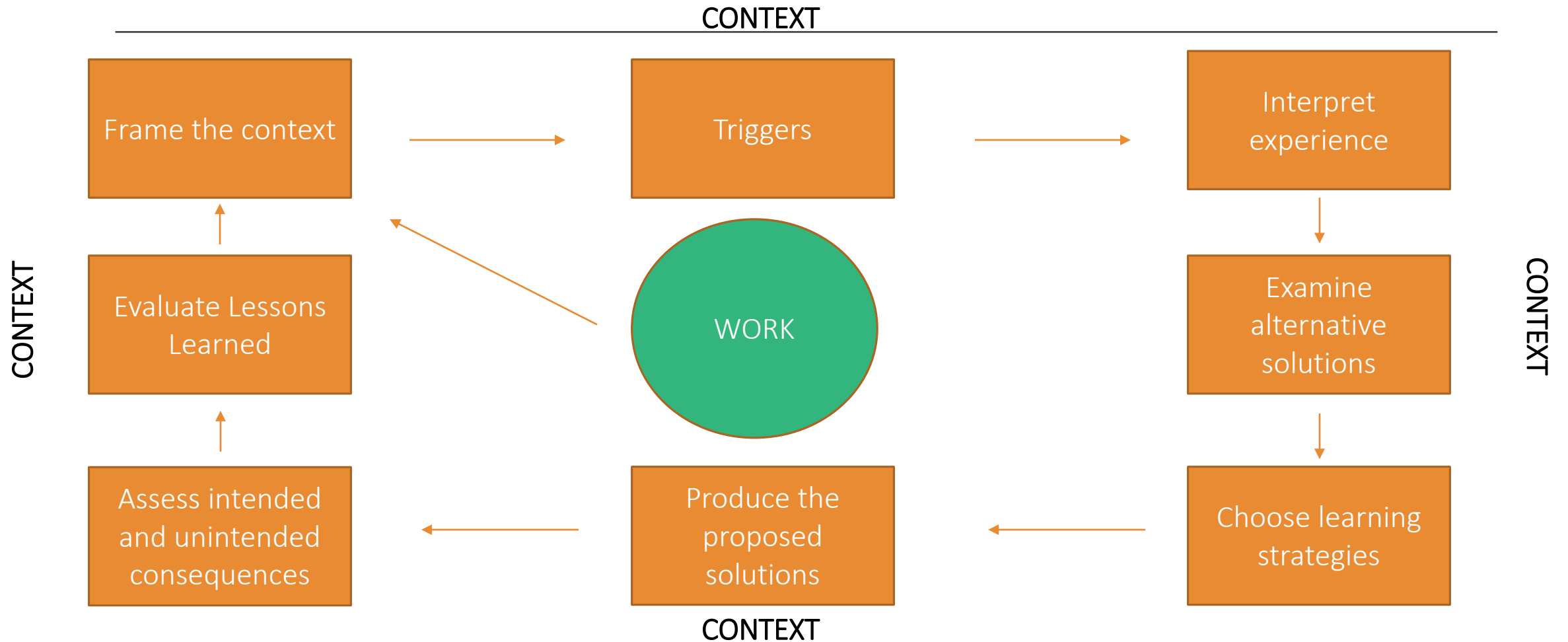
# What are Some Examples of Incidental Learning That You Have Seen/Used?

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Share in the chat box!



# A Framework Exists





## Another Question

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Do you think you could use this framework in faculty development?

- Yes, of course!
- Yes, but it will take the buy-in of many others
- Yes, It is already a part of our program
- Yes, I plan to incorporate it into our program
- Not really
- No, faculty development needs to be formal



# A Final Thought

Informal and Incidental Learning often represent low cost/high value opportunities for professional growth!



# We Would Love to Know...

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As a result of this session, what is one change you will consider making regarding informal or incidental learning in your faculty development (personal or programmatic)?



# Many Thanks!

