Celebrating our Own Legends -
SDRME Scholars and Their Stories

Brownie Anderson, Beth Bierer, Sonia Crandall, Deb Simpson with Stefanie Ellison, MD
Monday, June 7th, 2021 - 2:00-2:50 PM Eastern

Louise Mertz Arnold, PhD
FAMOUS LEGENDS
Lady Godiva; Robin Hood; Prester John
Louise is that ROCK – the one that reaches out and out with ripple effects.
Purpose & Session Overview

Purpose

• SDRME mission statement
  o 3 values
• Recognizing, exploring and honoring those who exemplify intersectionality of these values
• GOAL: Illuminate how to advance the field of medical education

Plan:

• Synoptic Review of Louise’s
  • Career + Service
• Highlight 2 areas of scholarly work
  • 6-year BS/MD
  • Professionalism
• Personal Story - Collegiality
• Summary
Deeper Dive: Early Years

• 1955-61: Cornell – PhD & Post Doc
  • Woodrow Wilson Fellow
  • 1961: Postdoctoral Fellow Sloan Institute Hospital Administration
    • Studied qualities most important for hospitals to provide compassionate care of patients

• 1962-4: Lecturer Social Studies U of Adelaide – Australia
1971: 1st Faculty
- Taught Course: Health & Illness Across Cultures (SDH / Pop Health)
Assist Dean Res Med Ed
Assoc Dean Med Ed
2016 Louise Arnold Excellence in Med Ed Research Award Established

Harry Jonas, MD 1978-87 2/9 UMKC Dean (1st ObGyn Chair)
- “Woman of All Seasons” in med ed
  - Rarely a task in spectrum of UGME that she has not been willing to take on
  - BUT never content... without accompanying them with significant research in a wide variety of ME areas

George Thompson, MD 2021
- Fierce Humanist – a unique combination..
  - Heartfelt intensity + show up when fundamentally values of humanity in jeopardy... be it student or faculty
UMKC

1971: 1st Faculty
Assist Dean Res Med Ed
Assoc Dean Med Ed
2016 Established Louise Arnold Excellence in Med Ed Research

AAMC

1986-98 UMKC Dean Delegate
1991-2 CGEA Chair
1992-6 FMER Plan Com
1993 Assoc Editor Ideas in Med Ed (Acad Med)
2001-2 RIME Prog Chair
1991-2 +1998-01 GEA Steer Com
1999-2003 RIME Plan Com
2001 Merrill Flair

Circa 1998
Charter CGEA Laureates
(L) Distlehorst (R) Galofre
1987 1/35 |(4 Women) SDRME Conceived [Orcas Island]
1990-1: Secretary
1992-3 Pres
1993-96: Treasurer
1994: Co-Chair AMA /SDRME Conf Teach & Assess Professional Behavior
2001: 1-Min Update [4th Dean 4 yrs stalls cur reform]

When she joined – was totally male (dominated) organization

Over 20-year period Louise has quietly recruited female directors of med ed units.. today SDRME membership and EC is evenly divided among males and females

--John Littlefield
UMKC

1971: 1st Faculty Assist Dean Res Med Ed; Assoc Dean Med Ed
2016 Established Louise Arnold Excellence in Med Ed Research

AAMC

1986-98: UMKC Dean Delegate
1991-2 CGEA Chair
1992-6 CGEA FMER Com
1993-96 Assoc Editor Ideas in Med Ed (AM)
2001-2 – RIME Prog Chair
1991-2; 1998-01; GEA Steer Com
1999-2003 RIME Plan Com
2001: Merrill Flair

SDRME

1987 1/35 |(4 Women) SDRME Conceived Orcas Island
1990-1: Secretary
1992-3 Pres
1993-96: Treasurer
1994: Co-Chair AMA /SDRME Conf Teach & Assess Prof Behavior

Other

1993: Founding Chair – Bac-MD Prog
1999 ABIM et al Professionalism Charter
2002 NBME Professionalism
ABIM: Professional Award Reviewer
The Beginnings

M. Brownell Anderson, MEd
Where it all began.....UMKC

- Office of Medical Education & Research established when school founded
- Competency-based curriculum
- Small groups with docents-
  Learning Communities
What makes Louise Arnold’s work unique?

- Commitment and focus on a topic/issue
- Tenacity
- Curiosity – always questioning
- Unafraid to explore
- Visionary
Louise’s Research Path

- Efficacy of cognitive/noncognitive measures in predicting resident-physician performance (1979)
- Peer Evaluation (1981)
- Predictors of performance of minority students (1982)
Louise’s Research Path

• Self-evaluation in undergraduate medical education - a **longitudinal perspective** (1985)

• **Gender** Differences in Predictors of Performance in Medical Training (1987)

• **Quarterly Profile Exam** (1990)

• **Perceptions of stress**: Gender and Ethnic Considerations (1994)
Key References – Student Performance


Progress Testing

- Quarterly Profile Exam (QPE)
- Implemented in 1971
- Instill self-assessment and lifelong learning
- Published descriptive report in 1990
- Built upon previous validation studies
Pearls

“Most of all, the QPE indicates that for professionals learning cannot be merely course-specific”

Students “prone to be syllabus bound”
Key References – Student Well Being and Perspectives


• Calkins, E. V., Arnold, L., & Willoughby, T. L. Medical students' perceptions of stress: Gender and ethnic considerations. Academic Medicine, 1994 69(10, Suppl), S22–S24.
Analysis of Exit Interviews with Students Who Left the Combined BA-MD Degree Program - UMKC SoM
ERIC – March 1985

ABSTRACT

Exit interviews were conducted with 21 students who withdrew or were dismissed from the University of Missouri, Kansas City, School of Medicine. Female, minority, and rural students were disproportionately represented among students who left the program. Of 22 students who left the program during June 1983-January 1985, 16 left during the first 2 years of the program in poor academic standing. Major factors implicated in academic failure were disinterest in medicine, cognitive disadvantages, and economic deprivation. Twelve of the students felt they received help from peers, residents, and assistant deans, and the medical school, while six felt Arts and Sciences faculty were not interested or unwilling to help. Of the six students who left in good academic standing, five were female, and two transferred to another medical school. At the time of the exit interview, nine of the students who left in poor academic standing expressed positive attitudes about themselves and their future. Students found the exit interview useful in sorting out their feelings and thoughts about their departure and future plans. Attention was also directed to cognitive and noncognitive predictors of academic failure, including test scores, high school rank, quality/type of high school, and high school teachers' references.
Key References – Student Characteristics

• Willoughby TL, Arnold, L, Calkins EV Personal characteristics and achievements of medical students from urban and nonurban areas. Journal of Medical Education, Sep 1981, 56(9 Pt 1):717-726


• Arnold, L Can Achievement in High School Predict Performance in College, Medical School and Beyond? College and University, 1983 – ERIC

• Arnold, L. Professional and Personal Characteristics of Graduates as Outcomes of Combined Baccalaureate-MD Degree Programs 1995 – ERIC
Pearl(s)

“...admissions committees might need to abandon their ‘metropolitan’ mindset when selecting students from nonurban areas”
Professionalism

S. Beth Bierer, PhD
Sonia Crandall, PhD
The Scholar...

• Curious yet pragmatic
• Rigorous
  - Explicit questions
  - Tight writing
  - Methodologically sound
• Collaborative
• Well read (not lazy)
The Work...

How do you summarize one’s substantive, career-long contributions to an emerging field of study?
Key References - Professionalism


What is Medical Professionalism?

“Professionalism is demonstrated through a foundation of clinical competence, communication skills, and ethical and legal understanding, upon which is built the aspiration to and wise application of the principles of professionalism: excellence, humanism, accountability, and altruism.”

211 citations (Google Scholar)
Literature Synthesis

Special Theme Research Report

Assessing Professional Behavior: Yesterday, Today, and Tomorrow

Louise Arnold, PhD

* Acad Med, 2002;77:502-515

655 citations (Google Scholar)
Key References – Peer Assessment


Peer Assessment

Use of Peer Evaluation In the Assessment of Medical Students

Louise Arnold, Ph.D., Lee Willoughby, Virginia Calkins, Louise Gammon, and Glenn Eberhart, Ph.D.

- Based on 7 years of experience
- Examined measurement properties, including bias
- Explored utility of approach to assess students’ professionalism

- Built upon focus group study
- Explored feasibility
- Offered recommendations for peer assessment “system”

Can There Be a Single System for Peer Assessment of Professionalism among Medical Students? A Multi-Institutional Study

Louise Arnold, PhD, Carolyn K. Shue, PhD, Summers Kalishman, PhD, Michael Prislin, MD, Charles Pohl, MD, Henry Pohl, MD, and David T. Stern, MD, PhD
“In any comprehensive program of professional assessment, peer assessment should play a significant role.” (p. 190)

When are manuscripts ready?

• Manuscripts were only ready to submit per Christine Sullivan – Former Assoc Dean GME...

• When Louise’s cat sat on the paper version on her dining room table...
Other Contributions

- GEA’s Assessment of Professionalism Project
- AAMC and CGEA presentations & workshops
- NBME & AAMC Invitational Conference
- Multiple invited lectures
- Master reviewer (4x recipient of Acad Med Award)
- Selection Committee for John A. Benson Jr. MD Professionalism Article Award
Faculty Awards
Louise E. Arnold, PhD Excellence in Medical Education Research Award

Purpose:
This award acknowledges and celebrates a faculty member who has contributed to innovation and scholarship related to medical education at UMKC School of Medicine.

Description:
The faculty recipient should be an individual who has influenced the advancement of medical education through research for our students or trainees.

• Began in 2016 – Louise 1st Recipient  |  2017 Recipient = Stefanie Ellison, MD
A Letter

Personal Reflection

Stefanie Ellison, MD
- EM Residency UMKC
- EM Student Extern Director
- EM Clerkship Director
- Professor of EM
- Associate Dean - Learning Initiatives
Louise – Magician

• “Quiet revolutionaries” who have the magic to change organizations AND people from the inside...

• I have a magic wand for when things get really bad... but sometimes it doesn’t quite work... magic dust
Our Recommendations to SDRME! Don’t Wait!!

• **LEGENDS** – when alive – become myths when die (filling in the gaps)
• People who know and don’t know the person

**SDRME – Tribute to Work – Webpage**

• Larry Gruppen
• Ilene Harris*
• Karen Mann*
• Patricia O’Sullivan
• Judy Shea
• LuAnn Wilkerson
• Others?
Seeing the World Through Louise’s Eye

- Theory building and measurement are always done for a **purpose**...
  - I know there are patients and illness and health at the end of the road...

- **What can I do to help this process that’s going on inside this school**...to make it better for the **students** that we have... to **solve** problems