



BROWN  
Alpert Medical School

# Program in Educational Faculty Development

Warren Alpert Medical School, 222 Richmond Street, Providence, RI

Register Online: <https://cme-learning.brown.edu/pen>

## Power of the Pen: How You Can Reduce Bias in Your Written Evaluations and Letters of Recommendation (and therefore make the world a better place)

October 14, 2020 | 5:30 - 7:00 PM | Live Webinar

### Agenda:

5:30–7:00 pm Live Webinar Workshop hosted via Zoom

#### Kate E. Cahill, MD

Assistant Professor of Medicine, Clinician Educator  
Assistant Professor of Medical Science, Clinician Educator  
Warren Alpert Medical School of Brown University

#### Rebekah L. Gardner, MD

Associate Professor of Medicine  
Warren Alpert Medical School of Brown University

#### Sarita S. Warriner, MD

Assistant Professor of Medicine  
Assistant Professor of Medical Science  
Assistant Dean of Medical Education  
Warren Alpert Medical School of Brown University

#### Program Description:

This session focuses on how medical educators can identify and reduce bias in learner evaluations and letters of recommendation. Participants will review current data on the topic and discuss the implications for learners as the impact of bias may get "amplified" over time. Specific strategies for identifying and eliminating subtle (and not so subtle) problematic language, and creating equity across learners, will be discussed.

*This session will demonstrate the application of learning principles and will focus on the Core areas of Evaluation and Effective Feedback & Inclusive Teaching.*

#### Learning Objectives:

1. Describe the evidence showing bias in evaluations based on gender and underrepresented-in-medicine status
2. Identify instances of potential bias in evaluations and letters of recommendation
3. Apply strategies to reduce unintended differences in evaluations and letters of recommendation for medical students, residents, and faculty

#### Credit Designation

Physicians: The Warren Alpert Medical School of Brown University designates this live activity for a maximum of 1.5 AMA PRA Category 1 Credits™. Physicians should only claim credit commensurate with the extent of their participation in the activity.

Psychologists: The Warren Alpert Medical School of Brown University is approved by the RI Psychological Association to offer continuing education for psychologists. The Alpert Medical School maintains responsibility for the program. This activity is approved for 1.5 Category 1 CE Credits. Credits available to RI licensed psychologists only.

The **Program in Educational Faculty Development** at Alpert Medical School recognizes and supports our faculty and residents in their role as educators. We strive to provide participants with the knowledge and skills to teach in the classroom and at the bedside. All faculty and residents are welcome to participate in these sessions.

#### \*Core Series in Medical Education

The "Core Series" consists of 8 presentations on common topics within medical education. Designed specifically for medical educators, sessions are open to all faculty, residents and community preceptors. The Core Series includes annual sessions on the following topics:

- \* Presentation and lecturing skills
- \* Small group facilitation
- \* Teaching the challenging learner
- \* Clinical teaching
- \* Using technology in teaching
- \* Evaluation and effective feedback
- \* Mentoring and advising
- \* Inclusive Teaching

Individuals attending 5 of the 8 Core Series sessions within a three-year time frame will receive a Certificate of Participation, which can be included as "additional education/training" as part of faculty promotions materials.

#### Faculty Development Oversight Group

Emily Green, PhD, MA (Chair)  
Director, Faculty Development

Gowri Anandarajah, MD  
Professor of Family Medicine (Clinical)

Angela Anderson, MD  
Associate Professor of Pediatrics (Clinical)

Erica Chung, MD | Assistant Professor of Pediatrics (Clinical)

Luba Dumenco, MD | Assistant Dean for Medical Education

Paul George, MD | Associate Dean for Medical Education

Jeffrey Hunt, MD | Professor of Psychiatry and Human Behavior

Jennifer Jeremiah, MD  
Associate Program Director of Internal Medicine Residencies

Maurice F. Joyce, MD, EdM, Assistant Professor of Anesthesiology

Stacey Lawrence, PhD | Associate Director for STEM Initiatives  
Sheridan Center for Teaching and Learning

Jennifer Maloney | Continuing Medical Education Coordinator

Christopher Merritt, MD  
Assistant Professor of Emergency Medicine

Rory Merritt, MD | Assistant Dean of Medicine, PLME

Joyce Ou, MD, PhD  
Assistant Professor of Pathology and Laboratory Medicine

Steven Rougas, MD, MS | Director, Doctoring Program

Maria Sullivan | Director, Continuing Medical Education

Sarita Warriner, MD, FACP  
Assistant Dean for Medical Education