

From: [Zehle, Christa H](#)
To: [Zehle, Christa H](#)
Subject: 2020-2021 Learning Environment and Professionalism (LEAP) Committee summary report
Date: Friday, March 11, 2022 1:26:51 PM
Attachments: [LEAPCommittee2020-2021Report.pdf](#)

Dear LCOM Students,

Attached please find the [Learning Environment and Professionalism \(LEAP\) Committee summary report for the 2020-2021 academic year.](#)

Throughout the year, the LEAP Committee collects, tabulates, and adjudicates reports submitted through the end of course/clinical rotation evaluations, anonymous reporting system and those submitted directly to the Director of the Learning Environment. Each January, the data is aggregated, de-identified and shared with faculty, staff and students.

By publishing this data regularly and publicly, we hope to provide more transparency, accountability, and “closing the loop” communication around learning environment reports and how they have been addressed for our LCOM, UVMHN and Nuvance community.

With gratitude for your contributions to this process,

[Your 2021-2022 LEAP Committee Representatives](#)

Nathalie Feldman, M.D.
Director of the Learning Environment
Co-Chair of the LEAP Committee

Melissa Davidson, M.D.
ACGME Designated Institutional Official
Associate Dean for Graduate Medical Education
Co-Chair of the LEAP Committee

Ellen Kulaga, M.D.
Assistant Dean of Students – CT Campus
LEAP Committee

Christa Zehle, M.D.
Senior Associate Dean of Medical Education
LEAP Committee

I may at times send an email message after/outside work hours based on my schedule. I value your work-life boundaries and rhythm. Please do not feel any pressure to respond outside of your normal work or school hours unless it is convenient for you. Thank you!

Christa H. Zehle, MD (she/her)
Senior Associate Dean for Medical Education
Office of Medical Student Education
Larner College of Medicine at The University of Vermont

Associate Professor of Pediatrics

Pediatric Hospitalist
Vermont Children's Hospital University of Vermont Medical Center

MEDICAL STUDENT EDUCATION OFFICE

[Drop In Sessions](#)

The Courtyard at Given, N-127

89 Beaumont Avenue

Burlington, VT 05405-0068

Office: 802.656.0722

Christa.zehle@med.uvm.edu | www.uvm.edu/medicine

Pronouns: she/her [[Why include pronouns?](#)]

Executive Assistant: Colleen Case @ colleen.case@med.uvm.edu or 802.656.0724



The University of Vermont
LARNER COLLEGE OF MEDICINE

LEARNING ENVIRONMENT REPORTS 2020-2021

Learning Environment and Professionalism (LEAP) Committee Annual Report

The LEAP Committee is composed of faculty, residents, students, and staff from the University of Vermont Larner College of Medicine, the University of Vermont Medical Center, and the Nuvance Network. The LEAP Committee is charged with reviewing and recommending initiatives and policies to support professional behavior across the academic medical center and its affiliate training sites. This report is intended to update the community on reports made about the learning environment and actions taken during the 2020-2021 academic year.

Reports in 2020-2021:

- Foundations concerns: 74
- Clerkships concerns: 128
- Other concerns: 0
- Professional Accolades: 1,900+

HOW REPORTS ARE MADE

- Course/rotation evaluations
- [Confidential Reporting Form](#)
- Direct communication with Director of the Learning Environment, LEAP representative, trusted staff or faculty member

FOUNDATIONS LEVEL

Reports submitted: Of the 74 concerns reported for the Foundations level, 73 were submitted by students and 1 was unknown. Figure 1 summarizes the role of Foundations level respondents (i.e., subjects of concern).

Nature of concerns: 2 of the 74 reports were considered mistreatment by [AAMC standards](#). Many reports (n=18) had insufficient information provided to address the concern. Selected other concerns included issues with the curriculum (n=13), interactions with faculty (n=21), interactions with students (n=14), and interaction with other institutional employees (n=1).

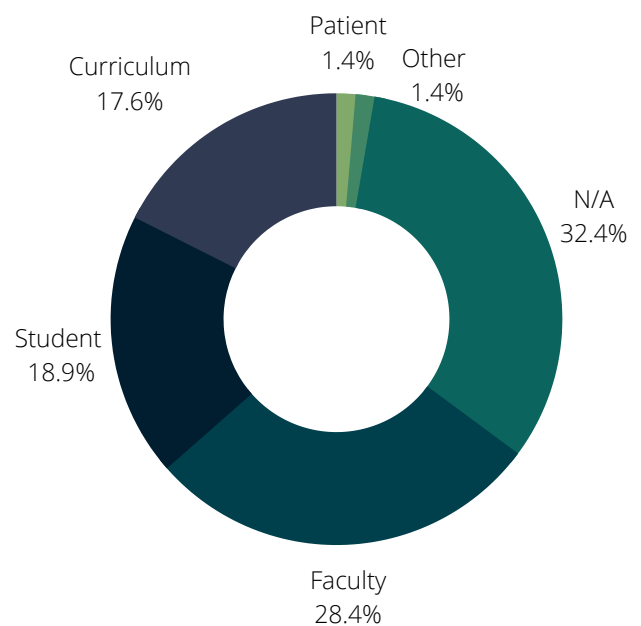


Figure 1. Respondents for Foundations level reports in 2020-2021

CLERKSHIP LEVEL

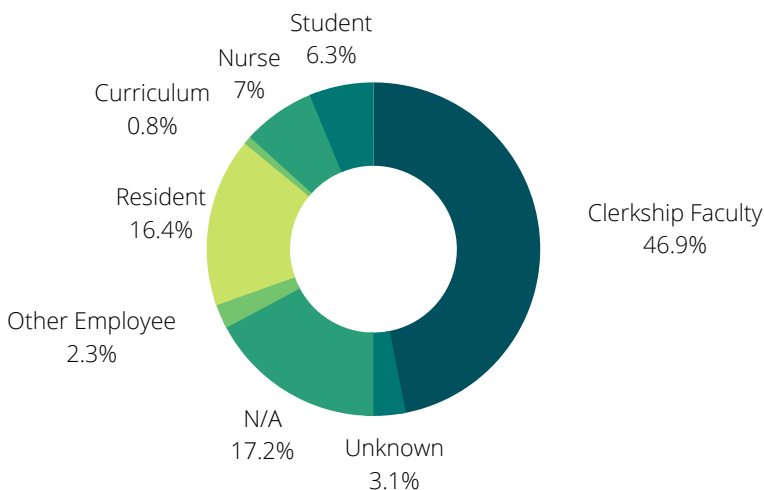


Figure 2. Respondents for Clerkship level reports in 2020-2021

Reports made: Of the 128 concerns reported for the Clerkship level, all 128 were made by students. Figure 2 summarizes the Clerkship level distribution of respondents (about whom a concern was reported).

Nature of concerns: 5 of the 128 concerns were considered mistreatment by [AAMC standards](#). Most reports (n=53) were about interactions with clerkship faculty. Many (n=22) had insufficient information provided to address the concern. Other concerns include the curriculum (n=1), interactions with nurses (n=9), interactions with residents (n=21) and interactions with other students (n=8).

TOGETHER, WE DID...

As a direct result of the feedback we received, and in collaboration with ODEI, OME, MSST, Curriculum Team, Student Leadership and Affinity Groups, Teaching Academy, COMTS, Admissions, UVMHC, UVMHN, and NuVance Network leadership, many changes were implemented to help improve the learning environment. Some of these changes are listed below. If you have any questions about how concerns are adjudicated, please reach to the Director of the Learning Environment, [Dr. Nathalie Feldman](#), or [members of the LEAP committee](#).

College/Hospital Wide:

- Vanderbilt Cup of Coffee Workshop Training on addressing unprofessional behaviors offered to LCOM, UVMHN and NuVance staff, faculty, and students
- Individual Cup of Coffee “awareness” conversations by trained peer messengers shared with individual faculty/staff and student respondents to promote professionalism*
- Faculty development and student educational initiatives aimed at addressing bias and fostering an inclusive learning and work environment implemented
- Establishment of the LCOM Medical Education Antiracism Task Force
- Wellness Advisor added to the OME/ODEI team
- Monthly BIPOC Student Wellness events created (Fall '21)
- ODEI Emergency Food Pantry made available - 24/7
- Affinity SIG's (SNMA, LMSA, APAMSA, SJC, AMWA) provided dedicated annual budgets.
- LCOM graduate student representation added to LEAP Committee
- Environment workgroup of Gender Equity Steering Committee was created and tasked with collaborating with all stakeholders to transform LCOM physical learning and work environment into a more inclusive space

TOGETHER, WE DID (CON'T)...

Foundations:

- Faculty development on creation of inclusive language for slides and resource materials
- Course director changes
- Optional orientation to the hospital offered during orientation week
- Two simulation sessions during orientation were combined so students could have an additional afternoon and evening free
- Reminders sent to students to complete the readiness quizzes before any active learning session

Clerkship and Advanced Integration:

- Tailored professional development addressing microaggressions and bullying in “hot spots” of learning environment concerns, i.e., perioperative space
- Reevaluation and improvement of Clerkship Assessment Process
- Directly addressed reports of repeated racist/sexist statements from an individual
- Earlier delivery of Bridge Schedules: schedules released at least two weeks in advance.
- Additional information sessions for the launch of the Branch Campuses
- Changed format of the Clerkship Informational Meeting
- Incorporated student feedback for a more inclusive process around requests for clinical campus site changes
- Creation of new medical student orientation by patient care assistants in the OR to help medical students acclimate to the OR environment
- Improved student work areas in the hospital (Neurology)
- Internal Medicine Clerkship implemented personal ½ day
- Social Determinants of Health session piloted in academic year 2020-2021 was discontinued due to consistently negative feedback despite implemented changes

* Defined by the LCOM Professionalism Statement

SCAN TO MAKE A REPORT:



Thank you to our entire community for your continued assistance in helping us identify and address professionalism concerns and recognize professionalism exemplars so that together we can continue to foster an inclusive and respectful learning and work environment for all. Please reach out to a [LEAP Committee representative](#) or the Director of the Learning Environment, [Dr. Nathalie Feldman](#), with questions or concerns.