



WASHINGTON STATE UNIVERSITY

Elson S. Floyd  
College of Medicine

COLLABORATION FOR INTERPROFESSIONAL  
HEALTH EDUCATION RESEARCH & SCHOLARSHIP

## CIPHERS EDUCATION SCHOLARS PROGRAM 2023-24

Course Director: Judith Bowen MD, PhD

Co-Director (CIPHERS): Dawn DeWitt MD, MSc, CMedEd

Commitment: Synchronous: 3.5 Hours/session x 9 sessions, 2-3 hours preparation for and reflection about each session | October 2023 – May 2024

### Overview

The Education Scholars Program (ESP) is a longitudinal faculty development program aimed at WSU health professions faculty who want to deepen their understanding of learning theory as it informs practice and apply these concepts to developing skills in education scholarship. ESP 2023-24 will engage ~10 faculty scholars from the WSU colleges of Medicine, Nursing, Pharmacy, and other professions in nine monthly 3.5-hour sessions over the academic year. The instructional format is flexible to accommodate a hybrid of in-person and virtual participation.

Designed as a longitudinal “community of practice,” enrolled scholars will work together to consider how theories of learning inform educational practices and a broad definition of scholarship. Sessions will cover various theoretical frameworks as they apply to principles of and methodology for education scholarship and practice. Applications from faculty across the WSU health sciences colleges and campus locations are welcome.

The application deadline is **Friday, June 9, 2023**. Questions about the program can be directed to: [medicine.ciphers@wsu.edu](mailto:medicine.ciphers@wsu.edu)

### DISTINCTIVE FEATURES

- ESP develops promising teachers with career paths dedicated to teaching, leadership, and scholarship in health professions education.
- ESP fosters participation in a community of practice that supports longitudinal learning for each scholar.
- ESP will focus on using theories of learning to inform educational practices. Participants will develop creative and adaptive problem-solving skills and scholarly activities that are applicable in their teaching situations.

### Instructional Approach

Classroom activities provide the foundation for applying educational concepts and teaching strategies in the classroom and clinical workplace and reflection-on-practice solidifies learning and promotes personal growth.

## PROGRAM CONTENT

**Module 1:** Teacher Identity Formation | Thursday, October 19, 2023 | 8:30 am – noon

- This session orients scholars to the program, with a focus on building a community of practice. Scholars will explore Pratt’s Five Teaching Perspectives and the concept of identity formation as teachers and scholars.

**Module 2:** Competency-based Education | Thursday, November 16, 2023 | 8:30 am – noon

- This session begins with a discussion of the evidence for time-based versus competency-based education. Scholars will explore educational frameworks (competencies, milestones) and assessment approaches including entrustable professional activities.

**Module 3:** Scholarship and Research | Thursday, December 14, 2023 | 8:30 am – noon

- This module introduces scholars to frameworks for educational research and scholarship, including approaches to: reading medical education literature and becoming a reviewer, engaging in distributed discourse, and assisting scholars with creating a learning plan.

**Module 4:** Feedback for Learning | Thursday, January 11, 2024 | 8:30 am – noon

- This module will explore feedback frameworks including the educational alliance, feedback delivery, and receptivity to feedback with the goal of broadening and deepening scholars’ strategies for this challenging topic.

**Module 5:** Curriculum | Thursday, February 8, 2024 | 8:30 am – noon

- This module will explore curriculum development for classrooms and planned instruction. Using Fink’s model and backwards design, scholars will distinguish teaching objectives from desired learning outcomes, align assessment strategies with learning outcomes, and consider instructional strategies to support desired learning. We will also explore spaced and interleaved practices.

**Module 6:** Learning in the Workplace | Thursday, March 7, 2024 | 8:30 am – noon

- This module will contrast curriculum development for classrooms with curricular design for workplace learning. Scholars will explore experiential learning models and assessment perspectives, including entrustable professional activities and workplace-based assessments.

**Module 7:** Clinical Reasoning | Thursday, April 4, 2024 | 8:30 am – noon

- This module will review theories and apply curriculum concepts to diagnostic reasoning. Following a developmental approach that supports the development of habits of critical thinking, scholars will discuss problem representations, illness scripts, hypothesis-driven inquiry, clinical reasoning discourse, a framework for diagnosing learners’ reasoning, and strategies for feedback to improve diagnostic reasoning.

**Module 8:** Social Learning | Thursday, May 2, 2024 | 8:30 am – noon

- This module will contrast cognitive frameworks with social learning frameworks, exploring new theoretical developments in social learning, the importance of context and

learning environment, group learning, and the role of personal histories and stereotype threat. Scholars will consider how to improve efforts to support students/trainees through these lenses.

**Module 9:** Expertise | Thursday, May 30, 2024 | 8:30 am – noon

- This module will explore the concept of expert and expertise, considering developmental frameworks (novice to expert), deliberate practice, routine versus expert practice, and mastery learning.

## Program Logistics

The ESP is hosted monthly on Thursdays from 8:30 am to noon (3.5 hours) in a hybrid format to accommodate in-person and virtual attendance.

Matriculated scholars should also anticipate 1 – 2 hours of preparation prior to each session and 1 – 2 hours of application of learning between sessions.

## Eligibility

- Open to all WSU health professions faculty.
- Individuals with teaching responsibilities who anticipate career paths dedicated to teaching, scholarship, and leadership in health professions education are encouraged to apply.
- Applicants from all WSU campus locations are welcome to participate.

## Application Process

Please submit the following materials to [medicine.ciphers@wsu.edu](mailto:medicine.ciphers@wsu.edu) no later than **Friday, June 9, 2023**:

1. Current CV
2. Letter of interest outlining:
  - a. Current teaching responsibilities and activities (classroom and/or workplace, clinical or laboratory),
  - b. Areas of interest in teaching or educational leadership or education scholarship, career goals in the next 3 – 5 years, and
  - c. How this program will help the candidate attain these goals.

**NOTE:** Candidates must have regular teaching responsibilities to apply newly learned concepts and strategies.
3. A brief letter/email of support from the candidate's direct supervisor highlighting the candidate's potential for contributing to the WSU health sciences community of educators, including how this candidate's contributions will support learning of others in the selected cohort.

**Application Deadline: Friday, June 9, 2023.**

## Selection

The CIPHERS Director will facilitate application review with an interprofessional selection committee. A maximum of 10 scholars will be selected.

Scholars will be notified of acceptance by **Friday, June 23, 2023**.

First session: **Thursday, October 17, 2023**

### Questions?

Contact:

Judith L Bowen, MD, PhD

ESP Director

[Judith.bowen@wsu.edu](mailto:Judith.bowen@wsu.edu)

## About Us



**Judith Bowen**, MD, PhD  
Professor and Associate Dean for Curriculum  
Elson S. Floyd College of Medicine  
Washington State University

**Dr. Bowen** is Professor and Associate Dean for Curriculum at the Elson S. Floyd College of Medicine, Washington State University. A graduate of Williams College and Dartmouth Medical School, she completed internal medicine residency training at Virginia Mason Hospital in Seattle, Washington and practiced general internal medicine for many years. She completed additional training in Health Care Ethics and the Teaching Scholars Program at the University of Washington. Participation in the inaugural UW Teaching Scholars Program served as a pivotal turning

point in Dr. Bowen's career as an educator, where she discovered the importance of knowing theories of learning to inform educational practice. After serving as the Medicine Residency Program Director at Virginia Mason, Dr. Bowen joined the teaching faculty at Oregon Health and Science University where she served as Division Chief, General Internal Medicine and the Associate Residency Program Director for Primary Care Internal Medicine. While at OHSU, Dr. Bowen developed and led the Education Scholars Program for 20 years, supporting professional development for promising educators in the fields of Dentistry, Medicine, Nursing, and Physician Assistants. Modeled after the UW Teaching Scholars Program, the Education Scholars Program is based on a Theory-to-Practice practical framework that supports deeper exploration of how learning works so that participants have the skills to flexibly adapt to the many education challenges they face. Dr. Bowen completed her PhD in Medical Education at the University of Utrecht (The Netherlands) / UCSF program and brings this additional skill set to the Education Scholars Program to support participants' professional development goals as consumers and producers of education scholarship in the health professions.



**Dawn E. DeWitt**, MSc, MD, Cert Med Ed, MACP, FRACP, FRCP (London, Hon) Senior Associate Dean, Founding Director CIPHERS\*; Inaugural Year 4 Director Elson S. Floyd College of Medicine Washington State University  
\*Collaboration for InterProfessional Health Education & Scholarship

**Dr. DeWitt** has held medical education leadership roles for over 25 years in three countries. After obtaining her MD at Harvard Medical School, she completed Internal Medicine training, a Chief Residency, and a Certificate in Medical Education at the University of Washington. During her 10 years on faculty at the UW WWAMI program, she led innovations in curriculum, distance education, and rural faculty development and was named one of the “Best Doctors in America” by her peers. Dr. DeWitt is a Master in the American College of Physicians, a national Wellness Champion, and co-author of the best-selling book “Teaching in Your Office.” While at the Melbourne Medical School, her team developed Australia’s first purpose-built interprofessional teaching clinic and was awarded both the Medical School and University Program Innovation

in Education Awards. At the University of British Columbia, she provided strategic leadership for the MD Program and curriculum renewal. Transitioning to WSU COM in 2016, she served as the inaugural Vice Dean for Student and Faculty Experience, the Inaugural Associate Dean for Clinical Education (Spokane Campus), and the Inaugural Director for Year 4. She is spearheading development of CIPHERS (Collaboration for InterProfessional Health Education Research & Scholarship) and is PI a \$2M HRSA grant for IP education.

Dr. DeWitt has focused her clinical work on underserved patients and volunteers at a clinic for the homeless. Her work in diabetes includes a systematic review of insulin (JAMA) and an Australian National Health Medical Research Council grant for diabetes treatment in collaboration with Indigenous Australians. She publishes on issues in medical education, rural workforce, health disparities, and career choice. She loves skjoring with her Australian labradoodle, Higgins, and singing with the Spokane Symphony Chorale.

