



Upcoming Events

Click here for an at-a-glance view of our upcoming events for the next 3 months

CME During COVID-19

A landscape scale crisis has been defined as "an unexpected event or sequence of events of enormous scale and overwhelming speed, resulting in a high degree of uncertainty, that gave rise to disorientation, a feeling of lost control and strong emotional disturbance."

An important goal of Carilion Clinic's CME Program is to provide innovative formats for education and service in order to increase knowledge and competence and enhance performance.

Our Carilion Clinic values were surpassed during this crisis.

- Collaboration – Departments worked together to sustain the delivery of CME. The Technology Service Center worked with the CME Office as well as with our departmental Educational Partners...
• Commitment – The CME staff worked closely with Physician Champions...
• Curiosity & Courage – 2020 presented a learning curve for everyone...
• Compassion – Individuals involved in the process of CME stepped up to overcome new challenges...

The future of CME will undoubtedly be forever changed. Many of the innovations we have implemented will be enduring. For example, in the early days of COVID-19, the Department of Orthopedics modified what was previously a set of 6 weekly case-based RSS (Regularly Scheduled Series) sessions into independent "pods" (hour-long sessions) for a one-day multiple hour event (Major Conference).

In routine emergencies it is typical to rely on a command-and-control structure to manage operations well by carrying out a scripted response. In crises characterized by uncertainty, problems that are unfamiliar and poorly understood can introduce unique challenges. "Business as usual" in CME has been transformed.

These are stressful times for many. Not only the stress of the virus, but mandates in the work environment can change daily. The stress can be overwhelming to many. It is not selfish to take some time for yourself to recharge; it is rational and ultimately good stewardship of the one contribution you can give – your best self.

The CME Office is always available to help and guide you through the CME process for approval of AMA PRA Category 1 Credit™.

Linda Wells, CHCP

1 D'Auria, G., & De Smet, A. (2020). Leadership in a crisis: Responding to the coronavirus outbreak and future challenges. Psychology, 22(2), 273-87. https://www.mckinsey.com/~/media/McKinsey/Business%20Functions/Organization/Our%20Insights/Leadership%20in%20a%20crisis%20Responding%20to%20the%20coronavirus%20outbreak%20and%20future%20challenges/Leadership-in-a-crisis-Responding-to-the-coronavirus-outbreak-and-future-challenges-v3.pdf. Accessed Nov. 2020.

"The pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails."

- John Maxwell

Dean's Corner

The pandemics of COVID-19 and violence against persons of color have drawn attention to the intersection of racial and health inequities, both components of Health Systems Science (HSS) and featured at the virtual "Learn Serve Lead" annual meeting of the American Association of Medical Colleges (AAMC) held in mid-November.

The AAMC meeting featured authors, scholars, and organizational leaders, including deans and health system leaders. Included in the meeting were interviews and panel discussions raising awareness of issues that impede the achievement of health equity.

In one session, AAMC leadership presented the framework it is using to define the stages of transformation from a monocultural to a multicultural, then anti-racist, and finally anti-racist multicultural organization. There are six distinct stages described starting with intentional exclusion followed by a passive tolerance of a limited number of token people who adhere to norms of the dominant culture.

The InclusiveVTCOSOM task force will provide important guidance to us by identifying areas of intentional focus that will move us forward on the continuum. I am heartened by what I am hearing from the many conversations underway on the task force committees.

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