Hogwart’s Houses: How to Create Learning Communities

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Outline

• List the goals of Vanderbilt’s Colleges
• Provide an overview of our Colleges’ structure
• Review key programming
• Discuss Faculty Recruitment and Development
• Review some encouraging data which support what we are doing
• Discuss our next steps at Vanderbilt
The Colleges

• Goals
  – Promotion of student well-being
  – Timely and beneficial career counseling
  – Creation of learning communities
    • Professionalism
    • Leadership
    • Service-learning
    • Medical humanities
    • Scholarship
Structure

• Four Colleges
  – Two faculty mentors/college
  – Students assigned to each college at matriculation
  – Students paired with second years having similar interests
  – Mentoring lines established
Structure continued

• Four Colleges
  – Student Affiliate Advisors
    • Five/college
    • Seniors
    • Must apply and be selected
  – Faculty Affiliate Advisors
    • Entirely voluntary
    • Lead a family
    • Broad range of specialties represented
Structure continued

• Four Colleges
  – Oversight by the Office of Student Affairs
  – Website with mentors’ office hours and program description
  – Administrative support by the Events Office
Structure continued

• Salary support
  – Mentors receive 30% salary support

• Other financial support
  – We started with zero five years ago, but now…
    – Wellness - $10,000
    – CiM - $10,000
    – College Cup - $5,000
    – $7500/college for social events
Wellness

College Cup
- Two days of Olympics
- The only competition that we support
- Athletic and non-athletic
- Trophy to the winning college
- Promotes diversions outside of the normal routine, including self-care
- Promotes college identity formation and cohesion
Wellness

- Retreats
  - VMS I – Surviving vs. Thriving
  - VMS II – Motivated Abilities
  - VMS III – Understanding and cultivating Emotional Intelligence
  - VMS IV – The Oath

- Location – Camp

- Timing – Classes cancelled - Mondays
Wellness

- Commodore Challenge
  - Incentivizing self-care
- Night at the Gallery
- Light Hall Lock-in
- Yoga
- Pumpkin Carving
- And more...
Service Learning

• The Shade Tree Trot
  – 5K through the Vanderbilt campus
  – Open to the entire community
  – Funds go directly to the student-run free clinic
  – All four colleges participate
  – Average amount raised is $25,000
• College-based projects
  – Each college chooses one organization for its focus
  – All organizations are local
  – Students from all four years participate
  – Student leadership within each college
Careers in Medicine

• Four year program
• Key Programming
  – Specialty Speed Dating
  – Career Fairs
  – Backstage Pass to the Wards
  – Personalized Learning Plans – personal profiles reviewed
  – Mock Interviews
  – CV and Personal Statement Workshops
Academics

- The Colloquium
  - Four-year medical humanities course
  - Regular meetings throughout the year
  - Facilitation by the mentors
  - Leadership by assistant dean for program development
• Promotions Committees
  – Mentors’ role
    • Listen to discussion in order to gain insight
    • Serve as advocates for students, especially with regard to planning interventions when needed
    • Importantly, they have NO vote regarding any decisions
Academics

- Personalized Learning Plans (PLPs)
  - Students complete self assessment in core competencies
  - Class/clerkship performance reviewed and compared to self-assessment
  - Career goals discussed
  - Wellness discussed
  - Establishment of yearly learning objectives
  - Data housed online
Faculty Recruitment

- Call for applications to the entire faculty
- The goal: find the very best people at Vanderbilt and create a dynamic team
- Selection Committee comprised of students and faculty
- Four-year term
Faculty Development

- Orientation Retreat
- Careers in Medicine workshop by Jeanette Calli from the AAMC
- Weekly meetings with the assistant dean for program development for the Colloquium
- Twice monthly college mentor meetings
Faculty Development

• Learning Communities Institute (LCI)
  – Around 50 medical schools now have colleges, societies, or learning communities
  – Annual meetings of the LCI coincide with AAMC meetings
  – Attendance at and involvement in these meetings has been highly beneficial
Encouraging GQ Data

- All data taken from the 2011 Graduation Questionnaire
Next Steps

• We need a dedicated space
  – Mentor offices
  – Small and large group meeting rooms
  – Lockers
  – A kitchen
  – Creating a home within the home
Next Steps

• Frontiers in Biomedical Research
  – VMS I – film documentaries
  – VMS II – design a mini-project on a fun topic
  – VMS III/IV – choose a research concentration and engage
Questions