

Research *Rounds*

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FACULTY OF MEDICINE

The Centre for Health Education Scholarship (CHES)
invites you to Research Rounds with:

Incentivizing Medical Teachers: Exploring the Role of Incentives in Influencing Motivations

Katherine Wisener

Date: June 20, 2018

Time: 12:00pm to 1:30pm
(feel free to bring a bagged lunch)

Venue: Diamond Health Care Centre, room 2267

With videoconference to:

- IRC 305
- NHSC 9-374
- RJH CA 120

**Please be aware that this session will be recorded and made available online to CHES members on a password-protected site.*



Katherine Wisener

Associate Director
Office of Faculty Development
The University of British Columbia



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Research *Rounds*

Katherine Wisener

Incentivizing Medical Teachers: Exploring the Role of Incentives in Influencing Motivations

ABSTRACT Medical education is dependent on clinicians and other faculty who volunteer time and expertise to teaching. Unfortunately, the literature reports increasingly high levels of dissatisfaction, burnout, and attrition. Incentivization strategies provide an obvious intervention, but they must be implemented judiciously or risk unintended consequences by promoting problematic forms of motivation or reducing motivation altogether. With little known about the effects of incentives in medical education, we investigate key insights and differentiators across three disciplines to explain how, why and when incentives are positively influential and negative impacts are mitigated. In this talk I will offer a critical synthesis of a number of literatures to elaborate and explore how the influence of incentivization interacts complexly with the underlying mechanisms of personal motivation, which change across tasks, individuals, and contexts. I will propose a set of recommendations to consider when contemplating incentives, and describe a possible line of research to develop greater clarity regarding how, when, and why incentives operate within the many contexts in which medical educators work.

ABOUT Katherine Wisener received her MA in Human Development, Learning and Culture from UBC's Faculty of Education in 2011. Subsequently, as a research coordinator at the UBC eHealth Strategy Office, she carried out applied research related to health education and community engagement. In July 2013 she became the Program Manager for the UBC Faculty of Medicine Faculty Development office, and since 2015 she has been the Associate Director of the unit. Her interests focus on how to best support adult and community learning in a variety of health contexts, and she has recently started in the PhD program at the University of Maastricht with her research exploring clinicians' motivations to engage in clinical and classroom teaching.

ACCREDITATION: As an organization accredited to sponsor continuing medical education for physicians by the Committee on Accreditation of Continuing Medical Education (CACME), the UBC Division of Continuing Professional Development designates this educational program as meeting the accreditation criteria of the College of Family Physicians of Canada for up to 1.5 Mainpro-M1 credits. This program has been reviewed and approved by UBC Division of Continuing Professional Development. Each physician should claim only those credits he/she actually spent in the activity.

The Centre for Health Education Scholarship (CHES) is committed to enhancing health education scholarship by building capacity for educational scholarship across the Faculty of Medicine through collaboration, team-building, mentorship of new faculty, successful funding applications, and other activities.