

A New Integrated Platform to Strengthen Medical Student Engagement and Vibrant Research Culture for the Academic Medical Centre



Singapore Healthcare Management 2016

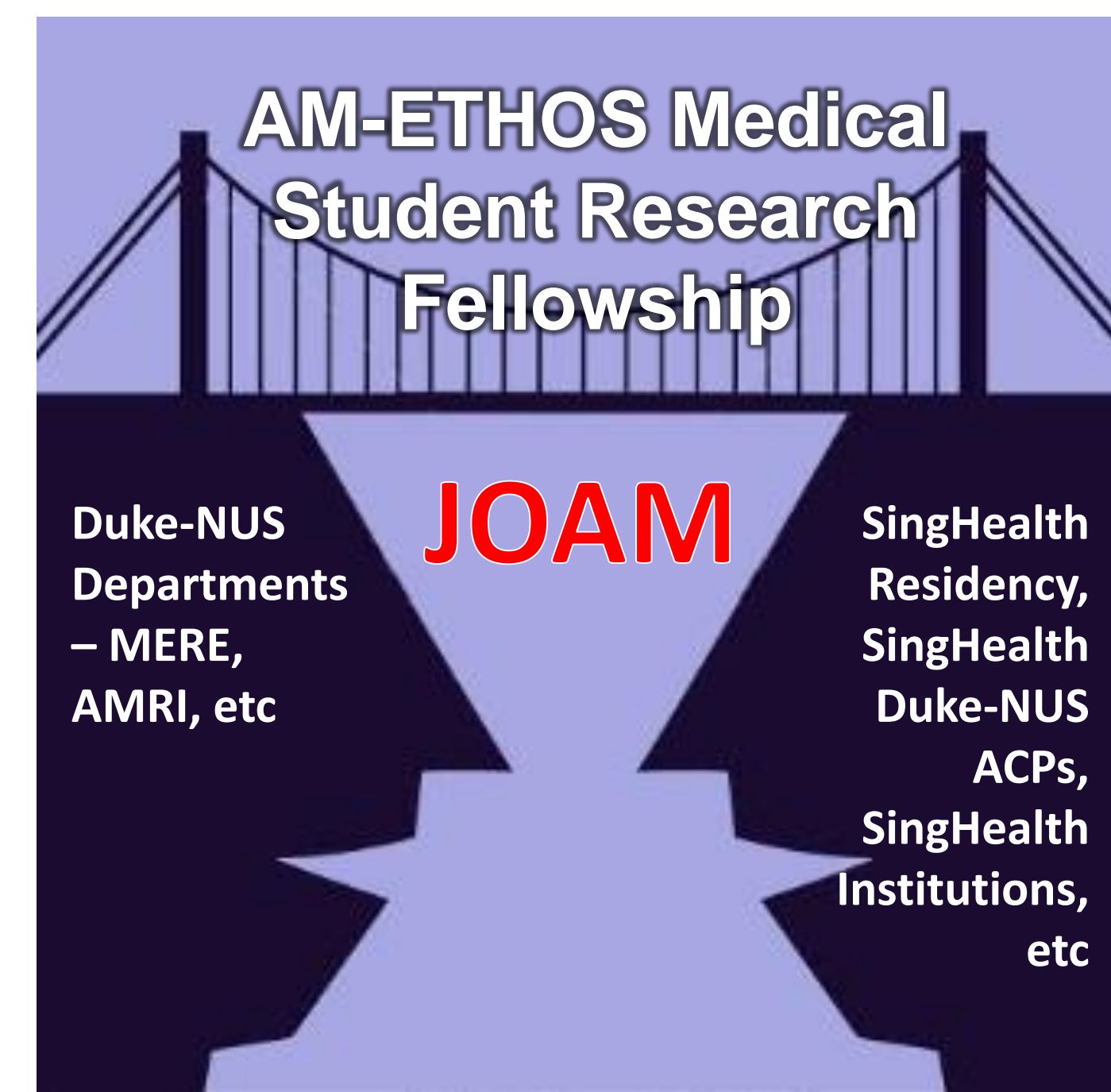
**Katheryn Maung^{1,2}, Windy Teo^{1,2},
Ethan Lim^{1,2}, Tan Kok Hian^{1,2}**

¹Singapore Health Services (SingHealth)
²Duke-NUS Medical School



BACKGROUND

Talent spotting of Top Medical Students with **strong research capabilities** is important to **establish a leading, global Academic Medical Centre (AMC)**. Duke-NUS medical students are a catchment pool of **talent pipeline with strengths in research**. As the Duke-NUS medical students dedicate their Year 3 to do research, they become **less visible** to the Health System. SingHealth Duke-NUS Academic Clinical Programmes (ACPs) and SingHealth Residency Programmes may find it **challenging to identify top students with strong capabilities and potential to advance the AMC**.



AIMS

To address existing gaps and curriculum requirements, an **integrated platform** is necessary to **bridge the Health System and Medical School** to achieve these goals:

- Facilitate two-way communication and engagement between medical students and Health System to **build strong ties through mentorship**
- Enable **line of sight for talent spotting** by the ACPs
- Foster strong research culture** in students early on to nurture them into future clinician scientists and academic clinicians for our AMC
- Emplace top medical students in our AMC for **medical and research pipeline**

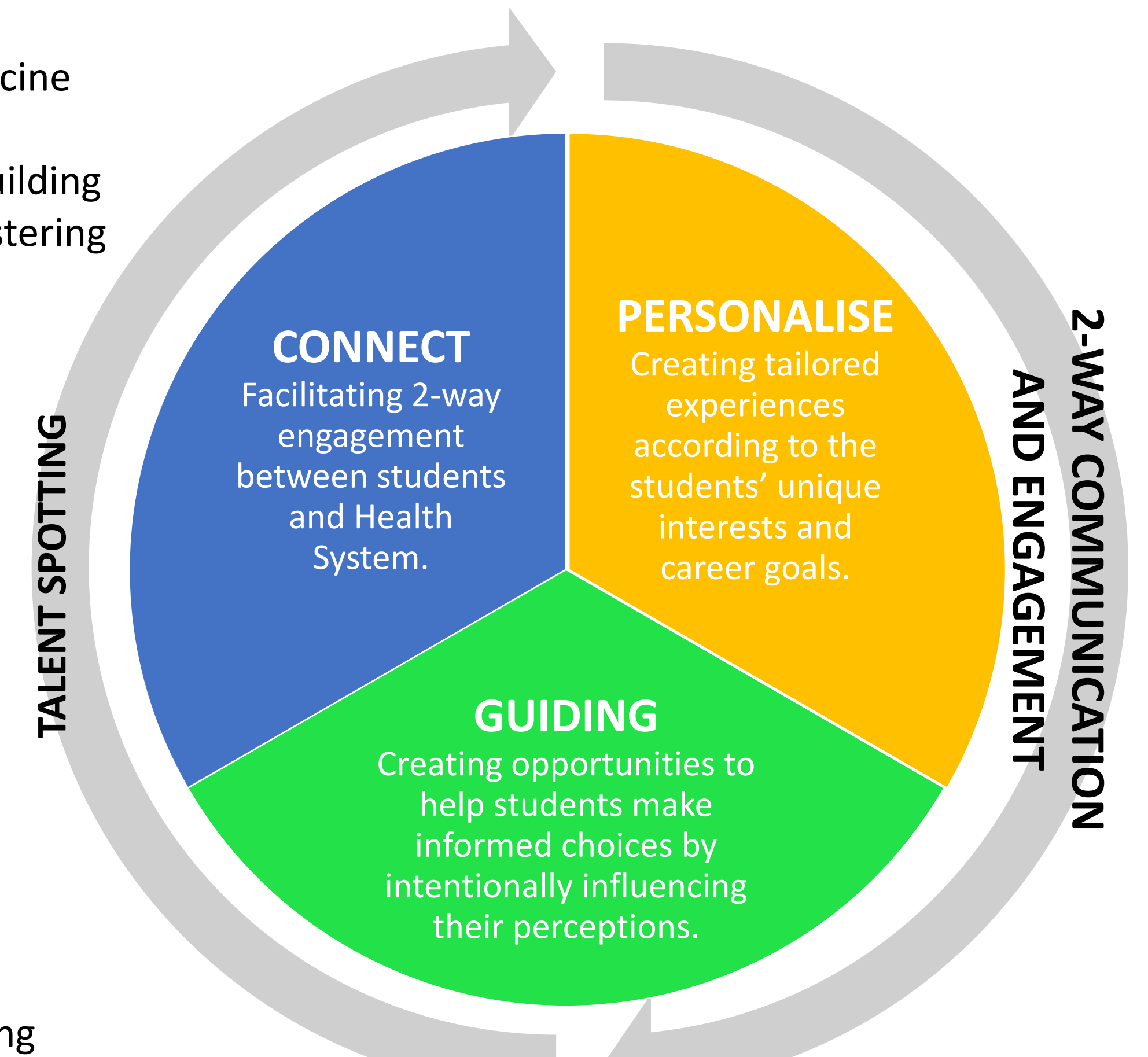
METHODOLOGY

The Joint Office of Academic Medicine (Duke-NUS) adopted the following **engagement process model** for building the student talent pipeline and fostering a vibrant research culture.

CONNECT: Enable engagement between Students and Health System through the SingHealth Duke-NUS ACPs.

PERSONALISE: Provide individualised mentorship experience for the students to help to achieve their learning goals in an ACP setting.

GUIDING: Identify student talents and attract top talents to be emplaced in our AMC by integrating them into our AMC early.



Model adapted from Andy Howe, PHD, 'Emerging Engagement Model'
Source: <http://andyhowe.info/emergingengagementmodel.pdf>

INTERGRATED PLATFORM & MULTI-PRONGED APPROACH

CONNECT

INTRODUCED NEW INITIATIVE

ATTRACTING STUDENTS

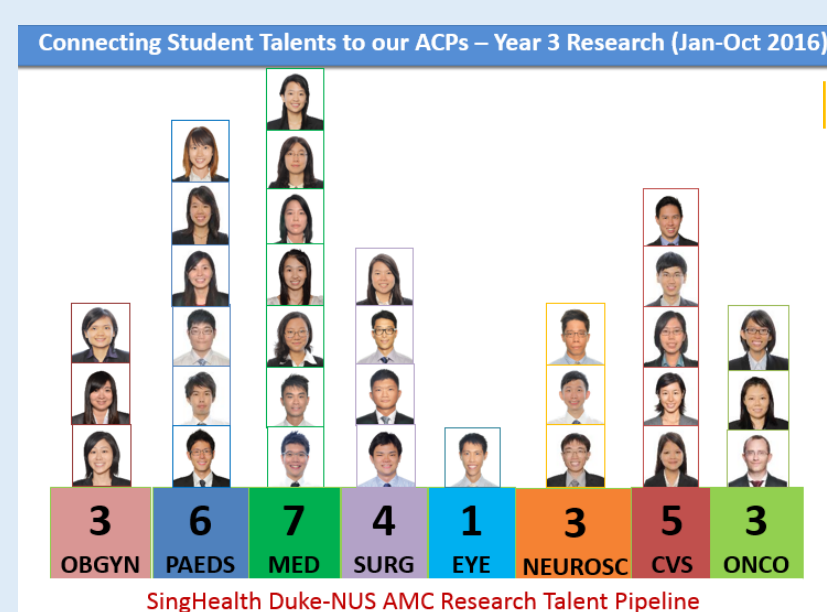
I. AM-ETHOS MSRF

The integrated framework is applied in the form of the Academic Medicine – Enhancing Training, Healthcare, Outcomes & Standards (AM-ETHOS) Medical Student Research Fellowship (MSRF). The AM-ETHOS MSRF pairs each Duke-NUS medical student with an ACP research mentor and place them in the **ACP as home during their Year 3 research year**. This fellowship provides a research funding for the student's project, under care of their research mentor. This allowed the students the opportunity to **work closely in their mentor's host institution** and be **integrated within the ACP and Health System** in their Year 3.

RECOGNISING STUDENTS

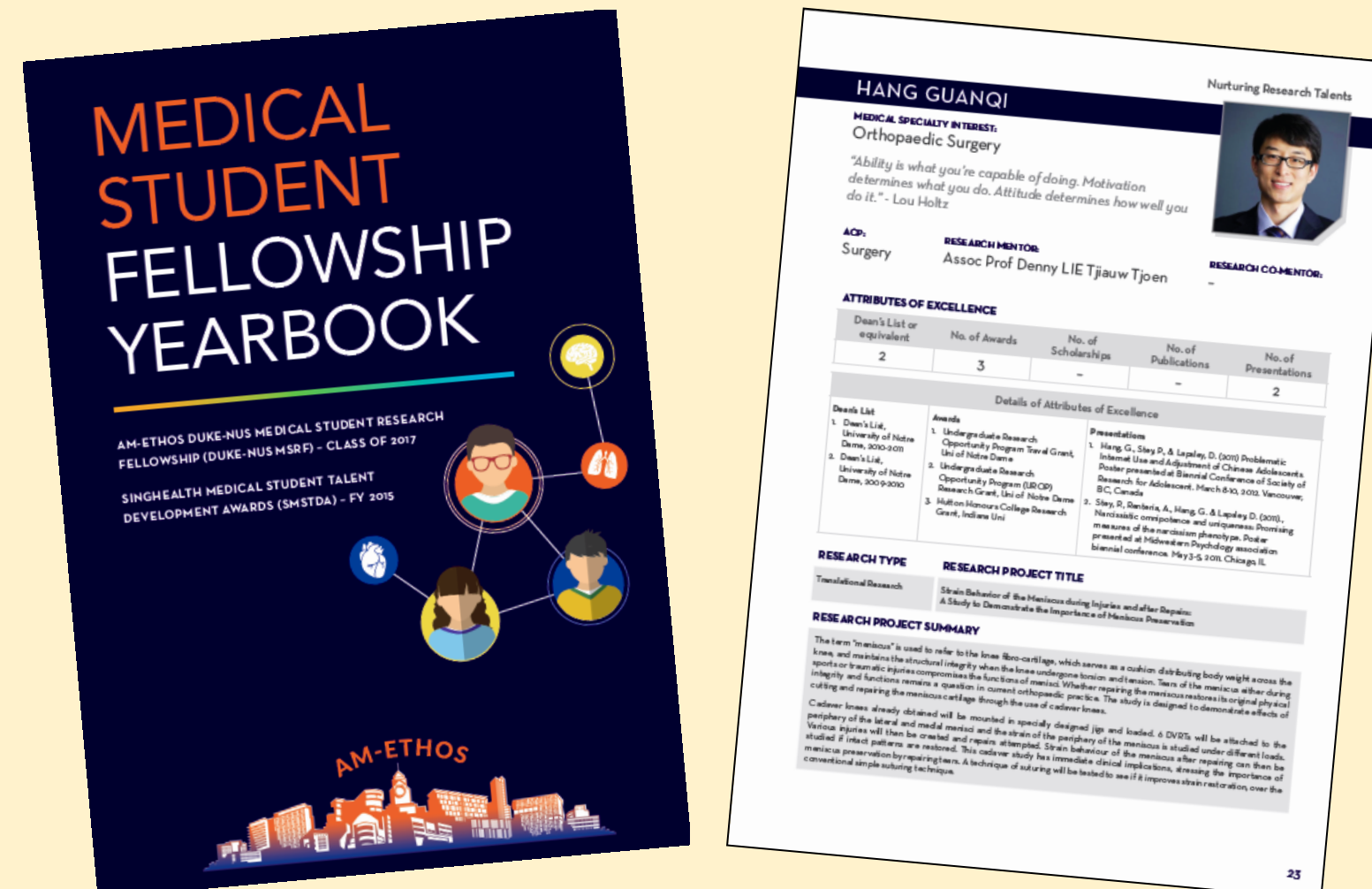
II. AM-ETHOS MSRF LEAP RESEARCH AWARD

The Learning Enhancement And Progress (LEAP) Research Award is given to deserving student and mentor awardee pairs who achieved good grades for their research project, as further funding support to **encourage further research collaboration in clinical and translational research**.



PERSONALISE

EVERY STUDENT HAS AN ACP EXPERIENCE



PUBLISHED NEW COLLATERAL

MEDICAL STUDENT FELLOWSHIP YEARBOOK

A handy guidebook to empower SingHealth Residency Programme Directors and ACPs to talent spot when students are hosted within their ACP. This new strategic tool consists of profiles of each AM-ETHOS MSRF medical student awardee to facilitate **talent spotting and targeted engagement with students of relevant medical specialist interests**, and offer **academic exposure according to their individual interest**.

GUIDING

OPPORTUNITIES FOR AMC EXPOSURE



DEVELOPED NEW ENGAGEMENT PLATFORMS

BRIDGING GAPS AND FOSTERING RESEARCH CULTURE

Through their 3rd Year research project under guidance of ACP research mentors, the medical students have an opportunity for deeper engagement and exposure within the ACPs. **Fostering a vibrant research culture** in the medical students early on will ensure a future pipeline of academic clinicians who will further our academic medicine mission.

INCREASING ACADEMIC EXPOSURE

Through special AM events, students are placed in the Health System and **gain wide exposure to academic expertise**. Besides receiving mentorship from ACP leaders and research mentors, they have opportunities to be exposed to academic medicine leaders from Duke-Health and other visiting leaders (e.g. Prof Victor Dzau) through Academic Medicine events (e.g. Academic Hour).

RESULTS



Enabled Talent Spotting, Built Strong Ties With Student Talents, Fostered Rich Research Culture, Emplaced Top Student Talents In AMC

OVERWHELMING RESPONSE!

BRIDGED COMMUNICATION GAP BETWEEN ACPs AND YEAR 3 DUKE-NUS MEDICAL STUDENTS

The inaugural (FY2015) cycle of AM-ETHOS MSRF has given out **32 awards** to medical student and ACP research mentor pairs (out of cohort of 57 students for Duke-NUS Class of 2017), across **8 ACPs**.

ENHANCED LEARNING EXPERIENCE FOR DUKE-NUS MEDICAL STUDENTS

A survey conducted shows that **100%** of respondents from the Duke-NUS Class of 2017 (29 medical students out of cohort of 57 students) agreed that the AM-ETHOS MSRF met their expectations in **timeliness in providing them the opportunity to enhance their clinical or translational research experience and the ability to do more** during the Research Year.

POSITIVE FEEDBACK!

FROM STUDENTS

"The AM-ETHOS MSRF is a testament to the SingHealth Duke-NUS AMC's dedication to nurturing clinician-scientists from the get-go. This fellowship has enabled physicians-in-training to pursue academic inquiry to a deeper level, while also providing invaluable opportunities to be immersed in dynamic and exciting clinical fields of their choice."

Mr Brian Chan, Year 3 Duke-NUS Medical Student, AM-ETHOS MSRF Awardee

"The AM-ETHOS MSRF award has given me the financial opportunity to collaborate with the Department of Radiology for research, which would have otherwise been unfeasible. The award has also been a great learning experience on how to formulate, write and execute a grant."

Ms Chuang Xue Ling, Year 3 Duke-NUS Medical Student, AM-ETHOS MSRF Awardee

FROM LEADERS

"Thank you for sending me a copy of the Medical Student Fellowship Yearbook. I would like to commend you and the team for the fine work and am confident in your continued success. Keep up the good work!"

Prof Fong Kok Yong, Chairman, Medical Board, Singapore General Hospital

FROM SINGHEALTH RESIDENCY

Prof Lim Boon Leng commended the initiative and each SingHealth Residency Programme Director received a copy of the Medical Student Fellowship Yearbook.

CONCLUSION

The establishment of this new integrated platform with a multi-pronged approach has facilitated strong engagement between the Duke-NUS Medical Students and Health System, and enabled the attraction and identification of top student talents for our AMC. This is done by connecting the students to the Health System through the new AM-ETHOS initiative, integrating them into our AMC and nurturing their academic interests in the ACPs. As students are nurtured to become outstanding academic clinicians with strengths in research and are embedded in our AMC, they become our talent pipeline who will further our Academic Medicine mission in advancing care outcomes for our patients.

Visit Academic Medicine Partners Portal www.academic-medicine.edu.sg by Joint Office of Academic Medicine