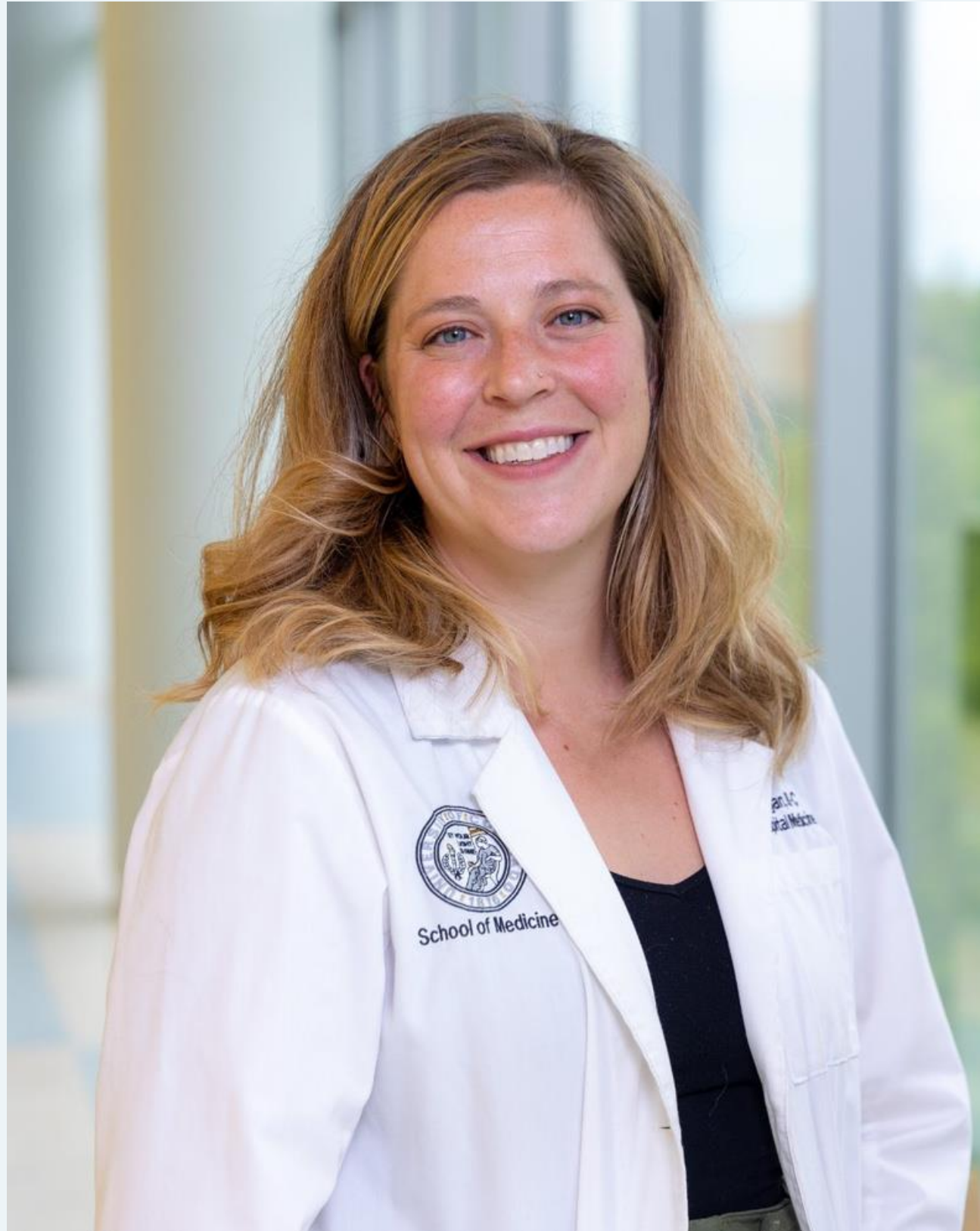


Building a Sustainable Preceptor Program for Postgraduate Education

Frannie Lorenzi, MMS, PA-C, FHM

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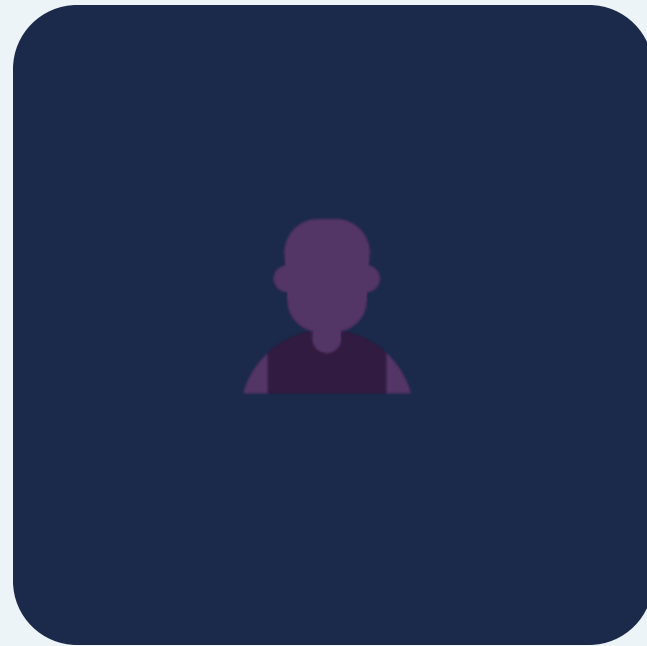
Who Are We?



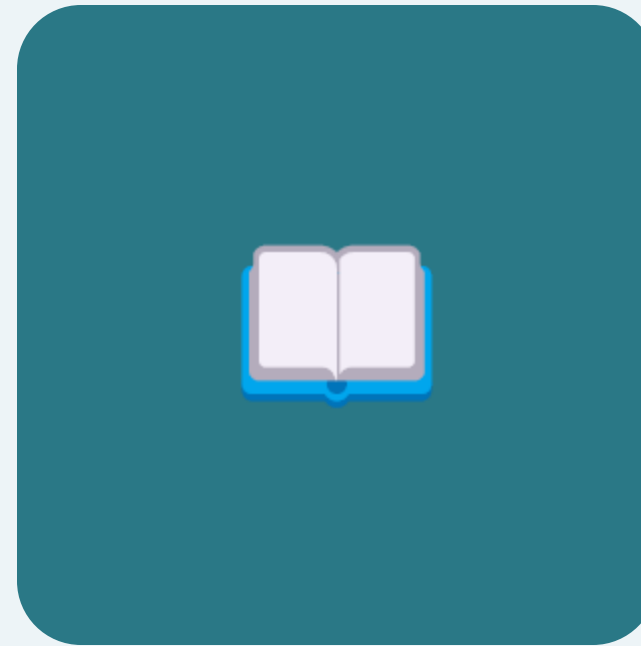
Every Fellowship Program is
always asking....

1. Build Foundation
2. Recruit Great Preceptors
3. Keeping Them Engaged
4. Develop Great Teachers
5. Measure Success
6. Recognition and Sustainability

Foundations



Preceptor



Faculty



Leadership

Recruit Great Preceptors

- Laying the Foundation
 - Define program outcomes
 - Clinical site selection criteria
 - Initial site evaluation
 - Preceptor selection criteria
 - Requirements
 - Ongoing evaluation

Recruit Great Preceptors

Personalized Approach:
Relationship, Value & Flexibility

Recruit Great Preceptors

Challenges

Burnout

Productivity

Time

Preparation

Student volume

Solutions

Protected time

RVU credit

Admin support

Faculty development

Better scheduling

Program Orientation



Keeping them Engaged

✉ **Regular Communication**

1

🚩 **Create a Sense of Community**

2

🎯 **Match Preceptors to Their Interests**

3

✎ **Opportunities to Provide Input**

4

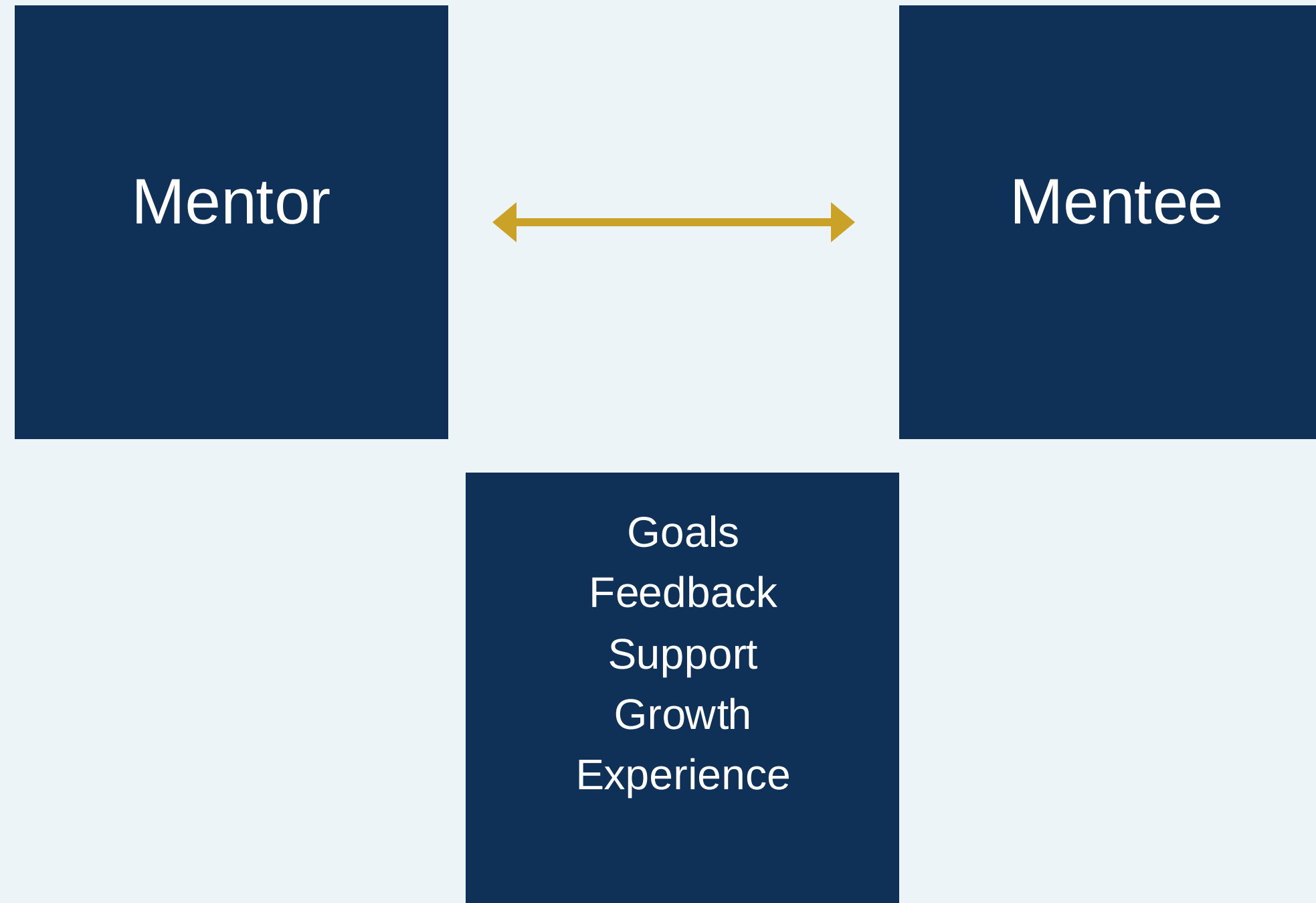
📄 **Program Updates / Newsletter**

5

★ **Identify a Champion**

6

Keeping them Engaged



Faculty Development....but WHY!

Faculty Development....but HOW!

Developing Great Teachers

The logo for the University of Florida, featuring the letters "UF" in white on an orange square background.

UF

Jacksonville

The Mayo Clinic logo, consisting of the words "MAYO" and "CLINIC" in white, stacked vertically, on a blue background.

MAYO
CLINIC



University of Colorado **Anschutz**

Measuring Success



LEARNERS

We routinely assess:

- Clinical performance
- Progress toward goals
- Professional behaviors
- Areas for growth

=



FACULTY / PRECEPTORS

We should also assess:

- Teaching effectiveness
- Role modeling
- Feedback & coaching
- Learning environment

Learners are watching more than what we teach — they are also learning from how we practice, communicate, and lead.

Measuring Success

Evaluate What Matters

- Modeling
- Coaching
- Articulation
- Exploration
- Safe Learning Environment

Make Feedback Actionable

Identify Strengths and Areas for improvement

Close the Loop

Evaluations to Lead to Development

Evaluate → Feedback
→ Targeted development → Reassess

Recognition & Sustainability

Advancement t

- Incentive Pay
- Promotions
Pathway
- Annual Evals

Development t

- CME
- On campus
Development
Programs
- LEAPP

Engagement t

- Leadership and
faculty roles
- Participation in
program events
- CP AAPA

Support t

- Support for
academic activities
- Faculty
recruitment
pipeline

Recognition t

- Academic
Incentive Pay
- Plaques and
certificates
- Appreciation gifts
- Professional
recognition
- Celebration of
program and
individual
successes

Recognition doesn't retain every preceptor.
Feeling valued does.

Building great fellowships starts with
investing in great preceptors.

Thank you!

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