New Benefits to Being a Preceptor:
How to Earn Category I CME for Teaching Students

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Objectives

At the conclusion of this presentation, participants will be able to:

• Define the tangible and intangible benefits to being a clinical preceptor.

• Describe how clinical precepting helps meet the professionalism competencies.

• Describe how clinical precepting helps meet requirements for maintenance of certification, including earning category I CME for precepting.

• Describe how PA programs can track and award category 1 CME to preceptors for clinically teaching PA students.
The Challenges

- One of the biggest challenges at PA programs are the availability of clinical training sites.
- Difficulties with the recruitment and retention of clinical preceptors is a major barrier to program expansion and meeting workforce needs.
- Competition between programs and other health professions aggravates the situation.
Algebraic Equations

- If we know that finding and keeping clinical preceptors is a challenge...how do we identify the solutions?
- What do we know about why some PAs precept....or not??
Preceptor Survey

- 2011 - PAEA’s Clinical Education Committee administered a survey to all certified PAs to identify the benefits and potential barriers to clinical precepting

- Response rate - 15.3% (n = 11,722)
  - Current preceptors - 25%
  - Not current (previous/never) - 75%

- Frequent comment from those who have never precepted was that they had “never been asked”
### Important Factors for Becoming a Preceptor

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Giving back to the PA profession</td>
<td>90%</td>
</tr>
<tr>
<td>Teaching is rewarding</td>
<td>86%</td>
</tr>
<tr>
<td>Keeping up-to-date in field</td>
<td>78%</td>
</tr>
<tr>
<td>Giving back to alma mater</td>
<td>49%</td>
</tr>
<tr>
<td>Elevating the prestige of the practice</td>
<td>44%</td>
</tr>
<tr>
<td>Recruiting new staff members</td>
<td>26%</td>
</tr>
<tr>
<td>Fulfilling employer's expectations</td>
<td>25%</td>
</tr>
<tr>
<td>Improving the flow of patients</td>
<td>22%</td>
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</table>
## Preceptor Benefits

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>CME credits</td>
<td>48%</td>
</tr>
<tr>
<td>No benefits received</td>
<td>39%</td>
</tr>
<tr>
<td>Adjunct faculty appointment</td>
<td>18%</td>
</tr>
<tr>
<td>Certificate or other recognition</td>
<td>12%</td>
</tr>
<tr>
<td>Access to university library and other resources</td>
<td>9%</td>
</tr>
<tr>
<td>Financial compensation</td>
<td>3%</td>
</tr>
<tr>
<td>Vouchers for tuition</td>
<td>2%</td>
</tr>
<tr>
<td>Reduced cost/free CME courses</td>
<td>2%</td>
</tr>
<tr>
<td>Participation in school advisory boards</td>
<td>2%</td>
</tr>
<tr>
<td>Reduced cost/free board review courses</td>
<td>1%</td>
</tr>
</tbody>
</table>
Important Incentives

- Ability to earn category I CME credits: 63%
- Support from supervising physician: 60%
- Support from PA program: 60%
- Reduced-cost or free board review courses: 58%
- Reduced-cost or free CME courses: 55%
- Support from administrator: 53%
- Category II CME credits: 52%
- Quality of students: 52%
- Part-time/shared precepting: 45%
- Faculty development: 42%
- Pressures to produce/improved patient flow: 35%
- Access to library and other resources: 34%
- Financial compensation: 31%
- Adjunct faculty appointment: 30%
- Vouchers for tuition: 22%
Potential Barriers

On the other side of the coin...
Potential Obstacles

- Lack of support from supervising physician: 35%
- Lack of support from administrator: 33%
- Regulatory or administrative concerns: 29%
- Lack of support by PA program: 28%
- Quality of students: 26%
- Lack of faculty development: 25%
- Personal considerations: 19%
- EMR training issues: 19%
- Lack of financial compensation: 17%
- Duties precepting non-PA students: 14%
- Objections from patients: 14%
- Do/did not enjoy teaching: 8%
Current Benefits

- Some variability among programs, but common benefits include:
  - Category II CME
  - Adjunct faculty appointments
  - Free/reduced cost CME programs
  - Free/reduced cost review courses
  - Library access
  - Tuition vouchers
  - Faculty development
Current Resources

- PAEA website (www.paeaonline.org) has a tab for preceptors
  - Preceptor Handbook (member access)
    - PA programs can assist with access
    - Also available in Spanish
  - Multiple links to resources:
    - One-Minute Preceptor
    - Strategies for Feedback
    - Time-efficient Precepting
    - Mastering the Preceptor Role
Joint Initiatives with AAPA

- Preceptor Recognition
  - Paragon Award
  - Clinical Preceptor Recognition program
- Category I CME
Preceptor Recognition

• Paragon Award for Preceptor of the Year
  • Designed to honor a preceptor who has demonstrated a commitment to excellence in the clinical teaching of PA students

• Criteria:
  • A preceptor in the previous calendar year
  • A preceptor for three consecutive years
  • A preceptor for a minimum of three students during a three year period.

• Award presented at AAPA

Annual Conference
Clinical Preceptor Recognition Program

- Recognition for time and efforts dedicated to clinical teaching of PA students
Clinical Preceptor Recognition Program

- To be eligible, you must meet all 3 requirements:
  - Current AAPA Fellow member
  - Served as a preceptor for more than one student
  - Endorsed by a PA program

- You will receive a certificate of recognition and the Clinical Preceptor lapel pin

- You may use the designation, CP or Clinical Preceptor American Academy of Physician Assistants, after your name (e.g., CPAAPA)
Clinical Preceptor Recognition Program

- Self-nominated process
- See the AAPA website under membership benefits for links to:
  - Application form ($25 application fee)
  - Endorsement form for PA program(s) to complete
And now what you’ve been waiting for....
Category I CME for Precepting

- In response to interest from PA programs and PA preceptors, AAPA and PAEA have developed a process to award category I CME for clinical precepting.

- Individual PA preceptors may be awarded a maximum of 20 hours of Category 1 CME for clinical teaching each two year cycle.
Process

- ARC-PA accredited PA programs may submit an application for approval to award AAPA Category 1 CME for clinical teaching activities

- Applications completed online via AAPA’s Online Request Management System (RMS)
  - [http://cmeapproval.aapa.org/](http://cmeapproval.aapa.org/)

- AAPA will review and approve applications

- Once approved, PA program may award Category 1 CME to eligible PA preceptors.
Welcome to the American Academy of Physician Assistants Continuing Medical Education Credit Approval Request Management System. This website allows you to submit requests to AAPA for Category I CME credit approval.

CME credits are awarded for appropriate clinical and professional educational activities designed to assist healthcare professionals with continued medical education needed to enhance the ability to provide quality care to patients.

Once submitted, your application will be reviewed by AAPA's CME Approval Review Panel. All requests are reviewed for educational and scientific merit, audience scope, compliance with legal, ethical and professional obligations. AAPA cannot approve an application for CME credit after the date of CME activity.

Thank you for considering AAPA for your Category I CME credit approval needs. Please contact us with any additional questions.

Login

Sign in to your account

Username

Forgot your username?

Password

Forgot your password?

Log in

Are you a new user?

Register
Process

Submission
- PA Program submits annual application to AAPA

Approval
- AAPA staff reviews and approves request

Precepting
- Clinical Teaching/Rotations take place

Award
- PA Program issues CME Certificate to Preceptors

Reconciliation
- PA Program submits reconciliation information to AAPA
Eligibility Requirements

- Eligibility for AAPA Category 1 CME credit is limited to preceptors who are practicing PAs
  - Possible expansion (NPs, MDs, DOs, etc)

- Preceptors must be fully licensed to practice at the clinical site where the training will occur

- Preceptors must disclose any relevant financial relationships with commercial interests to PA students

- All other AAPA CME standards apply
Payment/Fees

- $200 annual application fee paid by PA program
- Approval covers unlimited preceptors and credits (within credit calculation restriction)
- No fee to individual preceptors
- Payment may be made by credit card or check
- Rush processing available for an additional $100 fee
Program Information

- Programs will need the following information:
  - Organization legal name
  - Organization mission statement
  - Organization type (ARC-PA Accredited PA program)
  - Tax ID # and signed institutional W-9 form
  - Contact first and last name, email address
  - Organization address
  - Username and password - primary RMS account holder
  - Indication re: additional CE/CME accreditations)
Program Information II

- Clinical year start and end dates
- Clinical rotation details for EACH type of rotation
- Type of rotation
- Clinical setting
- Duration of rotation
- Estimated # of preceptors and students who will participate
- Rotation learning objectives for students and preceptors
Please remember to click "Save & Continue Later" often, to prevent loss of data in the event of system timeout or technical difficulty. The system will time out after 45 minutes of inactivity.

**General Information - CME.000154**

**Organization**
- Organization Legal Name: ABCDXYZ
- Contact Name: Homename Lastname
- Organization Mission Statement: Hello
- Program Title: Preceptor CME.000154

**Clinical Year Start and End Dates**
- Clinical Year Start Date: 
- Clinical Year End Date: 

**Program Overview - Clinical Rotation Details**

PA Programs must provide the following details for each type of clinical rotation (e.g. Family Medicine, Internal Medicine, etc.) for which they plan to award AAHA Category 1 CME credit. After selecting details for a type of rotation, click the "Add another rotation" button for additional rotations. PA Programs must provide details for all types of rotations.

- Type of Rotation: 
- Clinical Setting: 
- Duration of Rotation: 
- Estimated Number of Preceptors: 
- Estimated Number of Student Participants: 

**Rotation Learning Objectives for Students**

Your PA Program may utilize the sample objectives or create your own.

Add Another Rotation
Learning Objectives

- A sample template of learning objectives for preceptors is provided on the AAPA website
  - Programs can use the template as is or can modify which can be added as a PDF
  - Student objectives for each rotation can be added as a PDF
SAMPLE Preceptor Learning Objectives

Clinical teaching is eligible for AAPA Category 1 CME credit because it is a self-reflective learning activity for the preceptor. In order to be eligible to award AAPA Category 1 CME credit for precepting, PA Programs must provide preceptor learning objectives for each type of clinical rotation. The sample objectives below may be used, however AAPA encourages faculty to customize preceptor learning objectives according to the expected outcomes of each type of rotation.

By serving as a clinical preceptor for physician assistant students, clinically-practicing physician assistants can be expected to enhance their skills in the following areas:

- Demonstration of core medical knowledge about medical conditions for the patients in their area of practice.
- Demonstration of critical decision making and lifelong learning skills.
- Demonstration of effective communication with patients and their families, physicians and other health care professionals.
- Demonstration of high quality health care and a commitment to patient safety.
- Demonstration of personal responsibility, ethical standards, and sensitivity to diverse patient populations.
Awarding Credit

- Approved programs may award 0.5 AAPA Category I CME for each 2 weeks of clinical teaching.

- If a preceptor has > 1 student at a time, they may be awarded an additional 0.25 CME credit for each additional student.

- Programs must receive a completed evaluation form from the PA preceptor prior to awarding CME credit.

- The evaluation may include a self-report and attestation of the number of weeks the preceptor taught...and the number of students precepted.
Credit Calculation

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<th>Number of Students</th>
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<td>4</td>
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<tr>
<td>8</td>
<td>5 credits</td>
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</table>

Maximum of 10 Category 1 CME Credits per calendar year may be awarded to each preceptor.
Why the complex calculation and max credits?

- New CM requirements reduces needed Cat 1 credits during each 2 year cycle to 30
- Maximum maintains need for at least 10 credits of traditional Category 1 CME for all certified PAs
- Calculation incentivizes precepting multiple students, to a point
- Calculation prevents hitting maximum too early and potentially losing CME incentive
Reconciliation

• At the end of the clinical year date as provided during the application process, the PA program to submit follow-up documentation:
  • Total number of credits awarded
  • Total number of preceptors awarded credit
  • Rotation and preceptor CME summary
    • Excel spreadsheet template to keep track of credits awarded
    • Programs can use template to accommodate their own needs or create their own documentation
  • Aggregated summary of evaluations for each clinical rotation
Category 1 CME for Precepting
Self-Reflective Learning Evaluation

PA Program Name [insert program name]
Date(s) of CME Activity [insert dates of the current clinical year]

Directions: Please complete the following evaluation form. Your written comments are greatly appreciated. For the purposes of this survey, CME activity means serving as a clinical preceptor and the self-reflective processes associated with clinical teaching of PA students which may include observing growth in student’s knowledge, skills and professionalism resulting from the student/preceptor interaction, as well as soliciting and analyzing student feedback to improve one’s own clinical knowledge, skills, interpersonal relations that result from the teaching experience.

Preceptor Learning Objectives:
Upon serving as a clinical preceptor for physician assistant students, clinically-practicing physician assistants should be able to: [note: programs may elect to use the following or create their own]

- Demonstrate core medical knowledge about medical conditions for the patients in their area of practice.
- Demonstrate critical decision-making and lifelong learning skills.
- Demonstrate effective communication with patients and their families, physicians and other health care professionals.
- Demonstrate high quality health care and a commitment to patient safety.
- Demonstrate ongoing evaluation and improvement of their patient care practices.
- Demonstrate the ability to effectively interact with different types of health care delivery systems.

1. What was your overall opinion of the CME activity related to clinical precepting? (Please circle one)
Program Logging

- Utilize data in the logging system or evaluation
- Track number of preceptors
- Track weeks, hours
- Track number of rotations
Approximately how many weeks and hours per week did you have contact with this Physician Assistant Student ( ______ Weeks ______ Hrs/Wk)?  (Question 22 of 25 - Mandatory)
Tracking on E*Value

- Performance Overview
  - Aggregate Performance
  - Comments
  - Eval Answers Crosstab
  - Performance by Type
  - Question Groups
### Enterprise Reports

<table>
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<tr>
<td>Choose the items you wish to display:</td>
<td>Subject, Evaluator, Time Frame</td>
</tr>
</tbody>
</table>

- **Modify your dates**
- **Select this q-group**
- **Include the Subject and the evaluator in the report**
Spreadsheet Output

This report provides evaluation results in a crosstab or spreadsheet output. It can be downloaded into Excel by clicking on this icon.

Evaluation Answers Crosstab

Showing page 1 of 1
<table>
<thead>
<tr>
<th>Name</th>
<th>Quarter</th>
<th>Start Date</th>
<th>End Date</th>
<th>Specialty</th>
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<th>Evaluation Date</th>
<th>Hours/Week</th>
<th>Comments</th>
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<td>Bradshaw, Chad</td>
<td>1st Qtr</td>
<td>8/12/13</td>
<td>9/17/13</td>
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<td>1st Qtr</td>
<td>7/1/13</td>
<td>9/17/13</td>
<td>Surgery</td>
<td>Surgery-UHHC-Keith</td>
<td>Aug 5 2013</td>
<td>5 week, 40 hours/week</td>
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<tr>
<td>Nielsen, Jeffrey</td>
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<td>6/24/13</td>
<td>7/12/13</td>
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<td>Surgery-Cedar Rapids-Nielsen</td>
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<td>7/1/13</td>
<td>7/26/13</td>
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<td>Gyn-Bettendorf-Barr</td>
<td>Jul 26 2013</td>
<td>40hrs/week x 4 wks</td>
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<tr>
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<td>1st Qtr</td>
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<td>9/17/13</td>
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<td>Fam Pract-Hiawatha-Dolphin</td>
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<td>8/23/13</td>
<td>Psychiatry</td>
<td>Psych-UHHC</td>
<td>Aug 22 2013</td>
<td>4 weeks, 4 hours per week</td>
<td></td>
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<tr>
<td>Brown, Denver T</td>
<td>1st Qtr</td>
<td>7/1/13</td>
<td>7/26/13</td>
<td>Family Practice</td>
<td>Fam Pract-Hayward-Brown</td>
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<td>St. John, Don</td>
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<td>7/29/13</td>
<td>8/3/13</td>
<td>Psychiatry</td>
<td>Psych-UHHC</td>
<td>Sep 18 2013</td>
<td>4 weeks, 2 hours/week</td>
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<tr>
<td>Book, Katie</td>
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<td>7/1/13</td>
<td>7/26/13</td>
<td>Family Practice</td>
<td>Fam Pract-Honkinton/Manchester-Fam Pract-Mt. Vernon-Parnsil</td>
<td>Jul 26 2013</td>
<td>4 weeks @ 40hrs/week</td>
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<td>1st Qtr</td>
<td>7/29/13</td>
<td>8/3/13</td>
<td>Family Practice</td>
<td>Fam Pract-Mt. Vernon-Parnsil</td>
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<td>7/29/13</td>
<td>8/3/13</td>
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<td>8/3/13</td>
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<td>8/3/13</td>
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<td>Aug 22 2013</td>
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Support Documents

- Background and tutorial/guidelines for requesting AAPA Approval to award Category 1 CME to Preceptors

- Rotation and Preceptor CME Summary - Excel Template
  - Intend to ensure compatibility with clinical year software programs

- Sample certificate

- Sample evaluation form to be completed by preceptors
FAQ’s

- Does this fulfill the PI-CME and/or self assessment requirement?
  - No, this is logged as the traditional Category 1 CME

- Who awards the credit?
  - The PA program awards it to the preceptor and the preceptor logs with NCCPA

- What if my activities/descriptions don’t fit into the space allotted?
  - You may upload supporting documents
More FAQs

- **What is reconciliation?**
  - You receive an email at the end of the clinical year that you reported and you have 90 days to complete excel spreadsheet of preceptors, students and hours awarded.

- **Is this retroactive?**
  - No, it begins the day you register.

- **Is the same activity automatically approved for the next clinical year?**
  - No, you must complete and application and get approval annually.
Questions??
References


