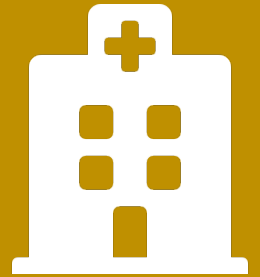


Professional Development for Rural EM Leaders and Clinicians



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Disclosures

- Dr. D'Andrea - Executive Director for the International Emergency Department Leadership Institute (IEDLI)
 - Dr. DeSousa – No disclosures
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© Learning Objectives

- 1 Recognize the importance of leadership development in rural emergency medicine
- 2 Understand professional development opportunities available to rural EM practitioners
- 3 Visualize a career trajectory and path for professional development within rural EM

Unique *roles* in rural EM



**Rural EM
Clinician**

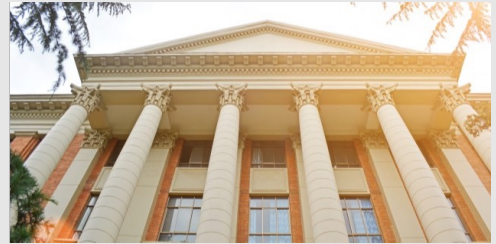
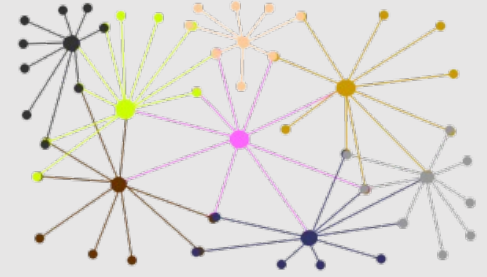


**Rural EM
Leader**



**Health
System
Leader**

Unique *Challenges* in Rural EM Leadership



Why Leadership Development *especially* matters in Rural EM

Context

Safety

Retention

Innovation



Key Practices for Rural EM Leaders



**Know Your
Team and
Resources**



**Communicate
Proactively and
Effectively**



**Advocate
Upward and
Build
Strategic
Partnerships**



**Model
Sustainability**



**Foster
Psychological
Safety**



**Build
Redundancy**

Recruiting & Retention: Example challenges and solutions



CHALLENGES

Competition with urban & suburban markets

Limited academic affiliation and research infrastructure

Perceived professional isolation

Geographic and lifestyle considerations

SOLUTIONS

Flexible scheduling models (block scheduling, shift variety),
turnkey recurrent locum opportunities

Clear pathways for advancement within the academic and
rural system

Meaningful non-clinical roles (QI, EMS, education) and
purposeful network facilitation

Highlight the mission — rural EM attracts purpose-driven
clinicians

Building Resilient Rural EM Departments



Clinical Resilience

Use evidence-based clinical pathways

Use protocols and order sets

Integrate virtual supports and point-of-care tools

Workforce Resilience

Flexible and predictable scheduling

Cross-train and shared competencies across team members with simulation and practice

Succession plan

Institutional Resilience

Build strong relationships with other groups

Engage community stakeholders

Develop mutual aid agreements and disaster protocols

Professional Pathways in Rural EM



Academic



Administrative



**EM
Subspecialty**

Internal Professional Development Opportunities

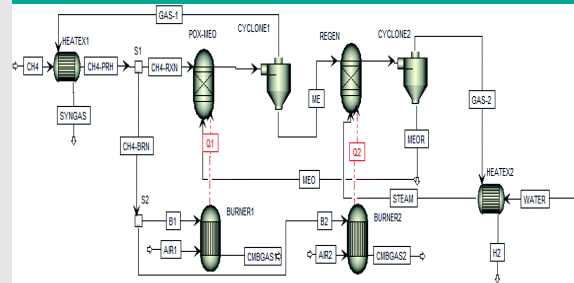
Administrative



Quality Improvement



Operational



External Professional Development Opportunities

**Academic
Affiliations**



Global Health



Targeted CME





Featured Program: EM Boot Camp



Intensive, simulation-based CME focused on HALO events

Featured Programs: Leadership Development

EDDA

ACEP Emergency Department Directors Academy

IEDLI

Institute for Emergency Medicine Leadership & Innovation

RCCBC Leadership Scholarship

Rural Coordination Centre of British Columbia

*These programs
provide key
networking
opportunities for
rural leaders*

How Leaders Can Support Professional Development

- 1 Know Your Team's Goals**
- 2 Provide Active Support**
- 3 Advocate Within the System and Beyond**

Drive one's own development



Reflect



**Intentional
Pursuit**

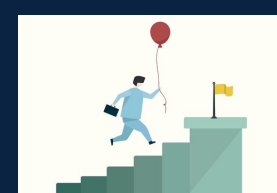


Advocate



Mentor

Visualizing Your Career Trajectory



Career Stage	Focus	Key Opportunities
Early (0–5 yrs)	Clinical mastery, orientation, and team integration	Boot camp, mentorship, committee involvement, basic QI, pursue leadership training
Mid (5–10 yrs)	Subspecialty development and department leadership	Department leadership, EMS Director, POCUS, QI leadership, EDDA, academic affiliation, consider hospital leadership
Established (10+ yrs)	Health system leadership, legacy building, teaching	Hospital leadership, consider system leadership, academic partnership, faculty roles

*Career development in rural EM is not linear – it is **iterative**, **opportunistic**, and **deeply personal***



Key Takeaways

Professional development IS patient care

Rural EM leadership is complex, impactful, and underserved in the professional development space

Unique challenges demand intentional, unique approaches to leadership and clinician growth

Professional development opportunities exist across clinical, local, regional, national and global spaces

Leaders have a responsibility to create cultures that foster clinician growth and sustainability

Clinicians have a responsibility for professional development and systems advocacy

Thank You

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Questions & Discussion

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Developed for rural EM education and professional development advocacy

