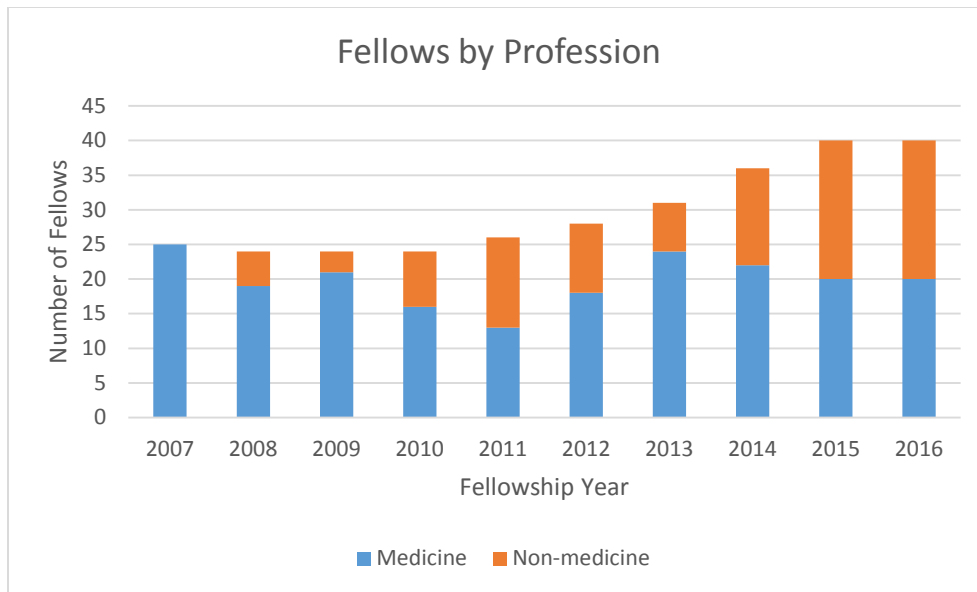


## **10 Years of the Brazil-FAIMER Regional Institute**

[Adapted from an editorial that appeared in the March 2016 issue of the Associação Brasileira de Educação Médica (ABEM) *Cadernos da ABEM* ]

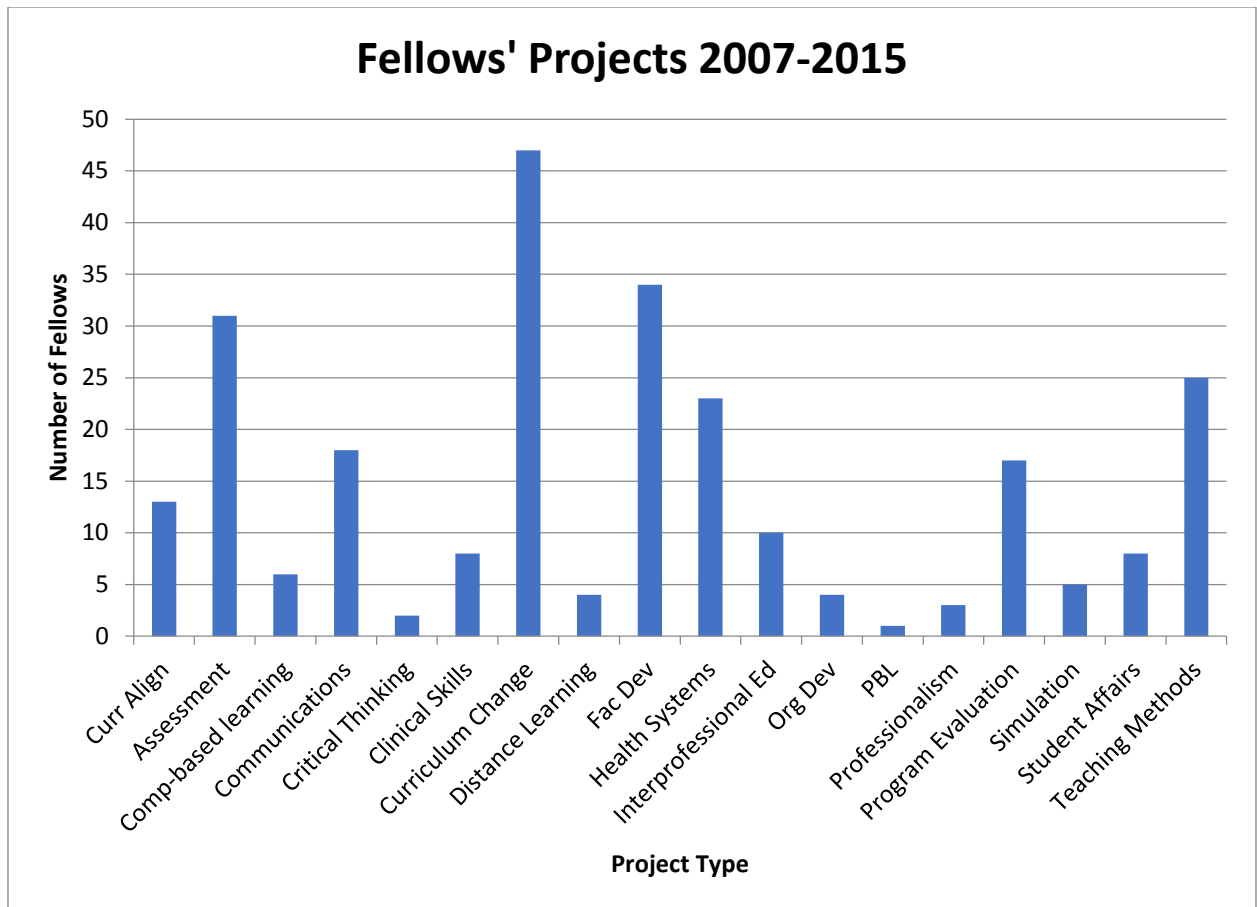
Beginning in 2002, four Fellows from Brazil participated in a faculty development program for health professions educators offered by the Foundation for Advancement of International Medical Education and Research (FAIMER), the FAIMER Institute, in Philadelphia, USA. Based on our experience, we realized the importance and impact such a program would have for faculty in Brazil. At that time, governmental support of training for medical education faculty as a strategy for facilitating change in professional development and quality of care was growing. It was in this favorable climate that we decided to organize and offer a program similar to the one developed by FAIMER in Philadelphia. The Brazilian program was adapted to meet the requirements of the Unified Health System (SUS) and higher education for the health professions in Brazil. Support from the Department of Labor Management and Health Education (SGTES), the Ministry of Health, FAIMER, and the Federal University of Ceará led to evaluation for feasibility of delivery of a program in Brazil. The initial meeting, *Leadership Workshop and Management in the Health Professions*, was held in Fortaleza, Brazil, in February 2005. This event was attended by 51 teachers of medical schools in Brazil, Uruguay, and Argentina and showed that the educational content and methods of the Philadelphia program were appropriate and of great interest to faculty of our universities.

In February 2007, with the financial support of the Ministry of Health, the Pan American Health Organization in Brazil, and FAIMER, a cooperative agreement was signed between FAIMER and the Federal University of Ceará. The first class of the “Instituto Regional de Educação Médica FAIMER Brasil” (Brazil-FAIMER Regional Institute) was held, with 25 participants and about 20 national and international facilitators. Although members of the first class already had significant teaching and academic management experience to start the program, they indicated that the program content was appropriate and added value to the formation of Brazilian medical educators. Two years later, it became clear that it would be beneficial to extend the program to faculty of all health professions. The program was renamed "Programa de Desenvolvimento Docente para Educadores das Profissões da Saúde – Instituto Regional FAIMER Brasil." Within a few years of this change, the FAIMER Institute in Philadelphia decided to adopt the same strategy and recruit educators from all health professions.



In 2016, the tenth class of the Brazil-FAIMER Regional Institute consists of 40 faculty members from public and private universities in all regions of the country. The core content of the program includes: foundation principles of adult education, project-based learning, and interprofessional group work. The collaborative nature of the work facilitates the formation of networks that produce learning in different ways and in different directions. These networks are supported by relationships established between participants and facilitators. The program lasts two years, including two onsite sessions, taking 24 days. The two-year program is interspersed with distance learning activities prepared and coordinated by the groups under the supervision of facilitators.

The curriculum of the Brazil-FAIMER Regional Institute includes design of educational strategies and implementation of curriculum, student assessment, educational programs, teaching-learning methods, leadership, conflict management, and change management in the academic environment. The distinguishing feature of the program is its focus on project-based professional development. Each Fellow plans a project that concentrates on the implementation of an educational project at their institution. Based on these projects, Fellows develop leadership skills essential for their work in different settings in higher education for the health professions in the country.



The structural core of the Brazil program started with four graduates of the program in Philadelphia who joined a select group of other faculty recognized for their commitment and performance in medical education in Brazil. From the beginning, we have had the participation of international facilitators and researchers in medical education and health professions. Gradually, the program has incorporated Fellows who participated in the Brazilian program as facilitators, creating continuing education opportunities through what could be called "FAIMER-Brazil teaching careers." During session planning and preparation, new teachers at the Brazil Institute discuss the activities and essential concepts and formats with experienced facilitators. Newer faculty are given the opportunity to plan and participate in the sessions. To date, about 30% of the graduates of the Brazil Institute have served as facilitators voluntarily, enabling them to be multipliers on similar projects in their schools or in regional and national initiatives.

Today, even after they have completed the program, 300 Fellows remain connected by an electronic list, the "Brazil-FAIMER Community of Practice." This group has participated in numerous initiatives that seek to implement changes in the training of health professionals in Brazil, such as curriculum changes required by the National Curriculum Guidelines, revalidation, Pro-Education in Health Expansion of Medical Schools, and preceptor training, among others.

In celebration of 10 years of this faculty development program, a special issue of the Notebooks of the Associação Brasileira de Educação Médica (ABEM) provided an extraordinary opportunity to share this success story. The program has attained results that were unimaginable,

even for those who believed in this initiative 10 years ago. From the reports and experiences included in this edition, you can learn more about the program profile, proposals, and the work of the Fellows who dared to be agents of change, and through the implementation of educational projects, impacted their institutions and the communities they serve.

Through the support received for the development and implementation of this program, not only have we been able to contribute to the professional development of participants, but the influence on educational institutions and the training of health professionals in Brazil is clear. We are proud to be able to document our accomplishments over the last 10 years.

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