

Award: Outstanding Resident Teacher Application Form

Basic Information

Your name:

Brenessa Lindeman

Your title:

Associate Professor of Surgery and Medical Education

Your institution:

University of Alabama at Birmingham

Your email address:

blindeman@uabmc.edu

Name of nominee:

Samantha Baker

Nominee's institution:

University of Alabama at Birmingham

Nominee's title:

General Surgery Administrative Chief Resident

Nominee's email address:

sjbaker@uabmc.edu

Has the nominee completed at least two years of surgical residency?

Yes

Short Essays

Why do you think the nominee deserves this award?

It's not often that you run across a trainee that is intentional about maximizing every opportunity they are given, but Dr. Samantha Baker fits that mold perfectly. Sam, as she prefers to be called, has had a laser focus on improving the education and training for those around her for as long as I have known her. We met my first year on the faculty as she was designing a curriculum in quality improvement for our surgical residents, and has extended that desire to enhance the learning of others beyond her colleagues in training to her medical students and the education of all surgical trainees more broadly through her work as UAB's Education Chief, an Administrative Chief, and earning a Master's of Education in the Health Professions. While focus and initiative alone don't make one a great teacher, Sam is the total package. She applies the theory she has learned to ensuring that all who interact with her take something away from the interaction. She strives to meet learners where they are and elevate them from there, which has endeared her to all of the medical students and residents alike. It has been a privilege to behold, and I cannot think of anyone who meets the criteria and spirit of this award better than Dr. Samantha Baker.

How has the nominee demonstrated passion and enthusiasm for teaching?

Sam's enthusiasm for teaching is readily on display every time she is able to engage with learners, and it is infectious! This is demonstrated through her engagement with curriculum development at every stage of her training, even as a junior resident she designed and did the hard groundwork of implementing a QI curriculum among her peers. Shortly thereafter, she also enrolled in a Master's of Education in the Health Professions program and complemented her natural abilities with links to theory and practical strategies. She additionally has displayed her enthusiasm for teaching by completing an overhaul of the general surgery resident curriculum as the program's first Education Chief Resident (as a PGY-4!), implementing a modular system where residents take a deep dive into an area of general surgery over 3 weeks - beginning with didactics, moving to oral boards scenarios, and also incorporating some type of hands-on experience (simulation, cadaver lab, etc.). She has received high praise from peers and faculty alike related to these efforts, and as demonstrated in the upload, consistently receives positive comments from students about her teaching abilities.

How has the nominee demonstrated a commitment to maintaining a positive, productive learning environment?

In spite of all of her achievements and contributions, creation of a positive learning environment is where Dr. Baker has shined the brightest. On a student level, she attempts to understand their future career plans and takes great efforts to demonstrating how to foster multi-disciplinary communication and collaboration. For her junior residents, she tries to normalize challenges that everyone faces by discussing areas that she struggled previously and needed to apply deliberate practice in order to encourage them. As an Administrative Chief Resident, she additionally worked to make sweeping rotation schedule changes to help maximize both adequate timing and experiences on a particular service as well as their ability to apply for and interview at fellowships and permanent positions. Finally, she has been a tireless advocate for female trainees and a stellar example to students and residents, that it is possible to have a family and be an effective resident simultaneously. She has led department efforts to raise awareness about breastfeeding/pumping during training and ways to seamlessly integrate the two.

How has the nominee demonstrated being able to provide effective feedback to learners?

Dr. Baker is one who strongly believes - and models - that providing good feedback begins with intentionality. She consistently sets a time with students halfway through their rotation to formally discuss feedback (always asking for a self-

assessment to help guide her), and she also makes a point to set up opportunities for feedback less formally over the course of the rotation. She is intentional about having students see consults under her supervision, and asking them to formulate a presentation and plan (despite knowing this adds extra time to her day), and always closes the loop once they are finished with at least one teaching pearl and suggestions for how they can keep advancing their progress. Watching her in action inspires me to be a better educator!

Please give an example of the nominee role modeling professionalism.

Professionalism is a trait that most of us assume is present until we are proven otherwise. With Sam, I have had the opportunity to witness her professionalism in action in truly difficult circumstances. As an Administrative Chief Resident, junior residents came forward to express concerns about a negative learning environment on a particular service. While the easy thing would have been to provide placation and false assurances, Sam and her co-chief felt compelled to investigate further. They did the hard work of holding resident meetings, conducting surveys, and putting themselves consistently in front of leadership to express concerns despite negative perceptions from some faculty and members of the leadership team. To be clear, Dr. Baker had no personal interest to satisfy or benefit to gain from serving as the banner-carrier as she no longer had to rotate on this specific service and subjected herself to the potential for ill will from some members of the community. However, she did it without complaint, as she and her co-chief felt that the message of fostering a positive environment, being a good example, and doing the right thing – even when difficult – were the true definition and example of what it means to be a surgeon, a leader, and a professional. Truly, our organization is better for it.

Please complete the following:

Please list any education or teaching awards the nominee has received.

- o Dr. Leonick A. Ahumada Junior Resident Teaching Award (2020)
- o Emergency Medicine Consultant of the Year (2021)
- o Resident Award for Clinical Instruction in Undergraduate Medical Education (2021)
- o Dr. Laurence Rosenberg Senior Resident Teaching Award (2021)

Please list the nominee's education-related activities (e.g., lectures, programs, presentations, curricula, innovations for teaching or assessment, education-related research).

Curricula:

- General Surgery Resident Quality Improvement Curriculum (2017-)
- Module-based General Surgery Resident Curriculum (2021-)

Instructor/Teaching Experience:

- Geriatric Quality Scholars Quality Improvement Coach (2017-2018)
 - Curriculum developed for general surgery residents to improve QI activities. Served as lead coach for peers.
- School of Nursing, Code Blue training (2017-2019)
 - Participated in a multi-disciplinary team simulation of code events.
- Learning Communities Mentor (2017-2020)
 - One of 12 residents selected across the health system to serve as a mentor to medical students; conducted monthly meetings with learning community students.
- UAB General Surgery Residency Interviewer (2017-Present)
 - Participate in interviews and selection of general surgery residency candidates at least 3x per year.
- School of Medicine, Step II CS Mock Sessions (2018-2019)
 - Provided feedback to medical students preparing to take USMLE Step II CS.
- School of Medicine, Mock Residency Interviews (2019)
 - Conducted mock interviews and provided feedback to medical students preparing to interview for residency (all disciplines).
- Advanced Trauma Life Support (ATLS) Instructor (2019- Present)
 - Teach ATLS skills in a formal course at least annually.

Mentorship:

- 2018 Pre-College Research Internship for Students from Minority Backgrounds (PRISM) Mentor
- 2018 Summer Undergraduate Research Experience (SURE) Mentor

Invited Presentations and Workshops:

- Local: 3
- Regional: 1
- National: 1

Scholarship:

- Published manuscripts & commentaries related to surgical education: 5
- Manuscripts in preparation related to surgical education: 1
- Book chapters: 2

Poster presentations: 3

Oral presentations: 2

Please list the nominee's leadership roles in courses or groups related to surgery and surgical education, including involvement in national committees related to surgical education.

COMMITTEE MEMBERSHIPS AND PROFESSIONAL SOCIETIES

National/Regional

Accreditation Council of Graduate Medical Education (ACGME)

2019-2021 Resident Member, Residency Review Committee (RRC)-Surgery

2019-2021 Leadership Committee, Council of Review Committee Residents (CRCR)

2019 Baldwin Awards Committee

Association of Surgical Education (ASE)

Gold Humanism in Medicine Honor Society

Local/Institutional

Program Evaluation Committee

Research and Innovation in Medical Education (RIME)

2017-2019 Abstract Selection Committee

2018 Conference Planning Committee

Resident Education Committee, UAB

LEADERSHIP POSITIONS - Residency

Chair, Leadership Committee, Council of Review Committee Residents, (ACGME) (2019-2021)

Education Chief (2021-2022)

Administrative Chief Resident (2022)

Editorial Board, Journal of Graduate Medical Education (JGME), Resident Member (2020-Present)

File Uploads

Please upload the nominee's CV

- [Samantha-Baker-CV-updated-2022.pdf](#)

Please upload a teaching statement from the nominee about their passion, enthusiasm, and commitment to teaching.

- [Teaching-Statement-S.-Baker.pdf](#)

Please upload a letter of recommendation from a learner.

- [SBLOR.pdf](#)

Please upload documentation of teaching competency in the form of an aggregate evaluation report (from MedHub, New Innovations, etc) from learners over the past year.

- [Samantha-Baker-Aggregate-Medhub-Clerkship-June-21-Oct-22.pdf](#)