

# Award: Outstanding Resident Teacher Application Form

## Basic Information

Your name:

David Hughes

Your title:

Program Director Surgery Residency Program, Associate Professor of Surgery

Your institution:

University of Michigan

Your email address:

[davhughe@med.umich.edu](mailto:davhughe@med.umich.edu)

Name of nominee:

Brian Fry

Nominee's institution:

University of Michigan

Nominee's title:

PGY4 General Surgery Resident

Nominee's email address:

[brianfry@med.umich.edu](mailto:brianfry@med.umich.edu)

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

Yes

## Short Essays

Why do you think the nominee deserves this award?

On behalf of the students, residents, and faculty at the University of Michigan Department of Surgery I have the honor of nominating Dr. Brian Fry, MD for the Association of Surgical Education Outstanding Resident Teacher Award for 2022. Brian is a categorical general surgery resident who has completed 3 clinical years of training and is currently completing the first of his two research years here at Michigan after which he will complete the final two clinical years of training. As the Program Director of the General Surgery Residency Program, I have had the distinct pleasure of personally watching Brian grow into an extraordinary teacher and mentor of others since I first met him as a M2 clerkship student.

How has the nominee demonstrated passion and enthusiasm for teaching?

As you can see from Brian's teaching statement included in this nomination, Brian teaches because he cares deeply about everyone around him. He has the amazing ability to bring medical students and junior residents into the sometimes scary and often intimidating realm of surgery and he helps them become more comfortable and immediately feel that they are an important part of the care team. I sincerely believe that Brian has single handedly doubled the number of Michigan medical students interested in surgery solely because of their positive interactions with him. His approach to teaching begins with meeting the students where they are, then he tailors his teaching style and content perfectly for each and every type of learner.

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

Brian has been recognized as a superb teaching multiple times by our residency program and our medical school. He has won the Arnold G. Coran award which is given to the best junior surgery resident teacher in both the PGY2 year and again his PGY3 year. Brian also has won the Bronze Beeper Award which is awarded annually by the medical students to the best teaching residents across the institution of more than 1400 residents. He is also deeply involved in the mentoring of other residents and students and spends a large amount of time doing this in both the formal and informal setting. He has worked extensively in our Doctors of Tomorrow program which helps high school underrepresented minority students be introduced to careers in medicine and surgery. Dr. Fry is also focusing his academic research interests in the field of surgical education and in the first year of his research time he is evaluating whether surgical coaching can improve technical operative skills and ultimately patient outcomes.

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

Brian is an absolute stellar example of how to provide effective feedback to people he teaches. He always takes the time to explain concepts to students in a clear and understandable manner and in a way that recognizes gaps in their knowledge or understanding and fill these in with teachable moments. Brian also recognizes that in order to give good feedback to learners he first needs to create a psychologically safe space for them to be vulnerable, take risks with offering up treatment plans without having a complete knowledge of the subject, and for them to ask for help or clarification when they don't know something. Brian is an absolute pro at this and can even maintain that positive learning environment in stressful environments like the operating room and with difficult patient scenarios or interactions. With Brian the learning never takes a back seat and because of that the students and junior residents on his service learn at a higher level than in any other rotation they've ever been on.

Please give an example of the nominee role modeling professionalism.

Brian also teaches up the hierarchy better than any resident I have ever worked with. For example, Brian recently led one of

our Cultural Complications conferences. We have these monthly as part of our Thursday morning teaching conferences and these focus on some very difficult and sometimes personal challenges we encounter as health care providers in our daily work. He talked for 45 minutes about imposter syndrome, feelings of inadequacy during surgical training, the challenging episodes of training that can be draining to psyche and then offered ways to address these issues using practical and proven methods that held everyone's attention and interest throughout, a big challenge for such topics. It was truly a breakthrough moment for both Brian because of his superb delivery of such a talk. It was also transformative for the faculty, residents and students who all identified with what Brian was speaking about and multiple people opened up about their own personal experience during the Q&A session afterwards. Overall, its things like this that Brian leads so well that improve the culture of our program. Ultimately, I think this work will allow Brian to be at the forefront of improving the culture of surgery nationally in the future.

## Please complete the following:

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

1. Bronze Beeper Medical Student Teaching Award 2022
2. Arnold G Coran Junior Resident Teaching Award 2021
3. Arnold G Coran Junior Resident Teaching Award 2020

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

Published works in education-related research:

1. Kemp MT, Rivard SJ, Anderson S, Audu CO, Barrett M, Fry BT, Lane M, Vu JV, Young BAC, Englesbe MJ, Sandhu G, Coleman DM. Trainee Wellness and Safety in the Context of COVID-19: The Experience of One Institution. *Acad Med.* 2021;96(5):655-660. doi:10.1097/ACM.0000000000003853
2. Walle KAV, Quamme SRP, Beasley HL, Levenson GE, Ghousseini HN, Dombrowski JC, Fry BT, Dimick JB, Wiegmann DA, Greenberg, CC. Development and Assessment of the Wisconsin Surgical Coaching Rubric. *JAMA Surg.* 2020;155(6):486-492. doi:10.1001/jamasurg.2020.0424
3. Byrnes ME, Engler TA, Greenberg CC, Fry BT, Dombrowski J, Dimick JB. Coaching as a Mechanism to Challenge Surgical Professional Identities. *Annals of Surgery.* E-published ahead of print December 2, 2019.
4. Salari S, Klapman S, Fry B, Hamel S. Interprofessional Education: in silo, ineffective. *Medical Science Educator.* 2017; 27(4): 831-833.
5. Byrnes ME, Engler TA, Greenberg CC, Fry BT, Dimick JB. A qualitative study of surgical coaching as a mechanism to challenge the surgical "personality." Oral presentation at the 14th Annual Association for Academic Surgery Academic Surgical Congress in Houston, TX, Feb 5-Feb 7, 2019.
6. Klapman S, Salari S, Fry B, Hamel S. Health U: Providing the platform for interdisciplinary education in medical undergraduate training. In American Medical Association, ed. *Turn Med Ed on its Head: American Medical Association Medical Education Innovation Challenge.* Chicago, IL: American Medical Association; 2016: 21-22.

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.

1. University of Michigan Department of Surgery Education Fellow:. Selected as one of two fellows who serve as resident members of the surgical clerkship leadership team. Attend weekly clerkship logistics meetings, help teach and plan Friday clerkship lecture and simulation sessions, among other clerkship- and medical student-specific duties.
2. Mentor, Doctors of Tomorrow (DoT): Mentored a 9th grade boy from Cass Tech High School through the DoT program. Through clinical immersion, academic preparation, and longitudinal mentorship, DoT helps provide high school students from underrepresented communities the resources and skills to pursue careers in medicine.
3. Director, SCRUBS (Surgery Interest Group): Served as the main medical student leader and primary liaison to the University of Michigan Department of Surgery. SCRUBS runs clinical simulation and skill sessions, longitudinal research experiences, and hosts faculty lunches and dinners to promote continued exposure and mentorship opportunities.

## File Uploads

Please upload the nominee's CV

- [Brian\\_Fry\\_CV\\_8.31.22.pdf](#)

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

- [Brian-Fry-Teaching-Statement.pdf](#)

Please upload a letter of recommendation from a learner.

- [Brian-Fry-LOR.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.

- [Fry-Brian-July-2021-present.pdf](#)