

**DEMOGRAPHIC INFORMATION****Current Appointments:**

University: Assistant Professor (full-time), Johns Hopkins University School of Medicine

**Personal Data:**

Work Address: Division of General Internal Medicine, Johns Hopkins Bayview Medical Center, Mason F. Lord Building, Center Tower, Suite 2300, 5200 Eastern Avenue, Baltimore, Maryland 21224

Fax: (410) 550-3403

**Education and Training:**

<b>Degree/Year</b>	<b>Institution</b>	<b>Discipline</b>
Bachelor of Science Degree 1971-1983	Johns Hopkins University Undergraduate School	Behavioral Sciences and Organizational Development
Doctorate of Science Degree 1983-1992	Johns Hopkins University School of Hygiene and Public Health	Health and Behavioral Sciences
Laboratory Education Certification 1986-1987, 1990	National Training Laboratories, Arlington, VA	Organizational Development
Facilitator Training Certification 1993-1997	American Academy on Physician and Patient	Medical Education
Diversity Training Certification June 2000	National Multicultural Institute, Washington, D.C.	Diversity
Intercultural Training Certification July 2000	Summer Institute for Intercultural Competence, Portland, OR	Intercultural Communication
Prejudice Reduction and Controversial Issue Process Training Certification Spring, Fall 2001	National Coalition Building Institute, Silver Spring, MD	Diversity
Diversity Leadership Training June, 2001; February, 2002 February, 2005	National Coalition Building Institute, Atlanta, GA	Multicultural Leadership Training
Relational Matrix Training October 2003	Atlanta, GA	Multicultural Leadership Training

**Professional Experience:**

<b>Dates</b>	<b>Position</b>	<b>Institution</b>
1978-1983	Research Coordinator	Johns Hopkins University, Division of GYN Endocrinology
1972-1974	Laboratory Technician	Johns Hopkins University School of Medicine, Department of Physiological Chemistry
1974-1978	Research Assistant	Johns Hopkins University, Division of GYN Endocrinology
1986-Present	Director/Faculty, Behavioral Sciences Curriculum and Med-Psych Intern Rotation, Johns Hopkins General Internal Medicine Residency	Johns Hopkins Bayview Medical Center, Division of General Internal Medicine
1986-1992	Instructor of Medicine	Johns Hopkins University School of Medicine
1992-Present	Assistant Professor of Medicine	Johns Hopkins University School of Medicine
1993-Present	Co-Director/Faculty, Johns Hopkins Faculty Development Teaching Skills Program for Clinician Educators	Johns Hopkins Bayview Medical Center, Division of General Internal Medicine
1993-Present	Director, Planning Consultant, and Faculty, Consultation Service, Johns Hopkins Faculty Development Program in Teaching Skills	Johns Hopkins Bayview Medical Center, Division of General Internal Medicine
1993-Present	Director/Mentor, Facilitator Training Program, Johns Hopkins Faculty Development Program in Teaching Skills	Johns Hopkins Bayview Medical Center, Division of General Internal Medicine
1996-2000	Co-Director, Facilitator Training Program	American Academy on Communication and Healthcare
1996-Present	Faculty	American Academy on Communication and Healthcare
2006	Director, Johns Hopkins Faculty Development Program in Teaching Skills and Curriculum Development	Johns Hopkins University, School of Medicine
2007-2008	Faculty, Johns Hopkins Faculty Development Longitudinal Program in Curriculum Development	Johns Hopkins University, School of Medicine
2007-2008	Director/Faculty, Johns Hopkins Faculty Development Limited Longitudinal Program in Curriculum Development	Johns Hopkins University, School of Medicine

**RESEARCH ACTIVITIES****Publications:****Peer Reviewed Articles**

1. Wentz AC, Jones GS, **Sapp\* KC**. "Pulsatile gonadotropin outpatient in menstrual dysfunction". *Obstet Gynec.* 1976; 47: 309-318.
2. Wentz AC, Jones GS, **Sapp\* KC**. "Pulsatile gonadotropin output and response to luteinizing hormone releasing hormone (LRB) in primary amenorrhea". *Obstet Gynec.* 1976; 47: 403-409.
3. Wentz AC, Jones GS, **Sapp\* KC**. "Investigation of danazol as a contraceptive agent". *Contraception.* 1976; 13: 619.

**Publications (Continued):****Peer Reviewed Articles (Continued)**

4. Wentz AC, Jones GS, **Sapp\* KC**. "Effect of clomiphene citrate on gonadotropin responses to LRH administration in secondary amenorrhea and oligomenorrhea. *Obstet Gynec*. 1976; 47: 677-683.
5. Wentz AC, Jones GS, **Sapp\* KC**, King T. "Progestational activity of danazol in the human female subject". *Amer J Obstet Gynec*. 1976; 126: 378-384.
6. Schoemaker J, Wentz AC, Jones GS, Dubin NH, **Sapp\* KC**. "Stimulation of follicular growth with 'pure' FSH in patients with anovulation and elevated LH levels". *Obstet Gynec*. 1978; 51: 270.
7. Adashi EY, Rock JA, **Sapp\* KC**, Martin EJ, Wentz AC, Jones GS. "Gestational outcome of clomiphene-related conception". *Fertil Steril*. 1979; 31: 620-626.
8. Hernandez E, **Sapp\* KC**, Rock JA. "Danazol in the treatment of recurrent or persistent endometriosis: a preliminary report". *Infertil*. 1981; 4: 29-35.

\*Please note that this work was performed while using the last name of Sapp.

**Dissertation**

**Cole KA**. The Personal and Social Context of Recovery During the First Year Following Myocardial Infarction in Male Patients. Doctorate of Science Dissertation, 1992.

**EDUCATIONAL ACTIVITIES****Educational Publications:****Peer Reviewed Articles**

1. Kern DE, Grayson M, Barker LR, Roca RP, **Cole KA**, Roter D, Golden AS. "Residency training in interviewing skills and the psychosocial domain of medical practice". *J Gen Intern Med*. 1989; 3: 98.
2. Barker LR, Parran T, Kern DE, **Cole KA**. "Chemical dependency education in an internal medicine residency program". *Substance Abuse*. 1989; 10: 16-18.
3. Roter DL, **Cole KA**, Kern DE, Barker LR, Grayson M. "An evaluation of residency training in interviewing skills and the psychosocial domain of medical practice". *J Gen Intern Med*. 1990; 5(4): 347.
4. Roter DL, Hall JA, Kern DE, Barker LR, **Cole KA**, Roter RP. "Improving physicians' interviewing skills and reducing patients' emotional distress: a randomized clinical trial". *Arch Intern Med*. 1995; 155: 1877-1884.
5. **Cole KA**, Barker LR, Kolodner K, Williamson P, Wright SM, Kern DE. "Faculty development in teaching skills: an intensive longitudinal model". *Acad Med*. 2004; 79(5): 469.
6. Knight AM, **Cole KA**, Kern DE, Barker LR, Kolodner K, Wright SM. "Long-term follow up of a longitudinal faculty development program in teaching skills". *J Gen Intern Med*. 2005 Aug;20(8):721-5.

**Commentaries**

1. Kern DE, **Cole KA**, "More than doctors' communication skills". *Medical Education*. 2005;39:442-7.

**Text Book Chapters**

Kern DE, **Cole KA**. "Patient education, behavior change, and compliance", Chapter 4 in Principles of Ambulatory Medicine, Williams and Wilkins, 5<sup>th</sup> Edition, Baltimore, MD, 1999.

**Educational Publications (Continued):**

**Text Book Chapters (Continued):**

**Cole KA**, Kern DE. "Patient education and the promotion of healthy behaviors", Chapter 4 in Principles of Ambulatory Medicine, Williams and Wilkins, 6<sup>th</sup> Edition, Baltimore, MD 2002.

**Cole KA**, Kern DE. "Patient education and the promotion of healthy behaviors", Chapter 4 in Principles of Ambulatory Medicine, Williams and Wilkins, 7<sup>th</sup> Edition, Baltimore, MD 2007.

**Editorial Activities:**

Reviewer (journals):

1. Journal of General Internal Medicine, November 2000
2. Journal of General Internal Medicine, September 2000
3. Annals of Internal Medicine, March 2000
4. Journal of General Internal Medicine, February 2000
5. Journal of General Internal Medicine, March 1998
6. Annals of Internal Medicine, June 1996
7. Annals of Internal Medicine, February 1996
8. Journal of General Internal Medicine, September 1994
9. Journal of Women's Health, February 1993
10. Annals of Internal Medicine, January 1993

**Educational Program Building/Leadership:****Johns Hopkins University, School of Medicine**

<b>Dates</b>	<b>Program</b>
1. 1990-1992	<i>Program Developer</i> , Yearly Simulated Patient Precepting Skills with Physician and Society Preceptors, Johns Hopkins University School of Medicine, Baltimore, MD
2. 1991-1992	<i>Program Developer</i> , Chemical Dependency Detection and Teaching, Adolescent Medicine Faculty Development Program, Department of Adolescent Medicine, Johns Hopkins University School of Medicine, Baltimore, MD
3. July, 1993 March-October 1994, June, 1995	<i>Program Developer</i> , Workshop for Feedback Skills with Firm Teams and Firm Faculty, Johns Hopkins University, School of Medicine, Baltimore, MD
4. May, December 1995	<i>Program Developer</i> , Teaching in Small Groups and Feedback Workshops for Robert Wood Johnson Clinical Scholars Faculty, Johns Hopkins University School of Medicine, Baltimore, MD
5. May-June 1997	<i>Program Developer</i> , Series of Workshops on Lecture Skills with Adolescent Medicine Faculty Development Program, Department of Adolescent Medicine, Johns Hopkins University School of Medicine, Baltimore, MD

**Educational Program Building/Leadership (Continued):****Johns Hopkins University, School of Medicine (Continued)**

<b>Dates</b>	<b>Program</b>
6. 1998-2000	<i>Program Developer</i> , Strategic Planning and Faculty Development in Teaching Skills, Renal Division, Johns Hopkins Bayview Medical Center, Baltimore, MD
7. December 2003	<i>Program Developer</i> , Workshop on Cultural Diversity for the Johns Hopkins School of Medicine Fellowship Directors, Baltimore, MD
8. January-May 2005 to present	<i>Program Developer</i> , Part 2 of the Johns Hopkins Faculty Development Program in Teaching Skills, Johns Hopkins Bayview Medical Center, Baltimore, MD
9. September 2006	<i>Program Developer</i> , Workshop on Professionalism and the 'Informal Curriculum' for the Preventive Medicine and Rehabilitation Faculty, Johns Hopkins University School of Medicine, Baltimore, MD
10. September-November 2006	<i>Program Developer</i> , Series of Workshops on Providing Effective Feedback for the Renal Division, Johns Hopkins School of Medicine, Johns Hopkins Bayview Medical Center, Baltimore, MD
11. November, 2006	<i>Program Developer</i> , Workshop on Cultural Diversity for the Colleges Faculty, Johns Hopkins School of Medicine, Baltimore, MD
12. January, 2007	<i>Program Developer</i> , Workshop on Facilitating Small Groups of Medical Students: Utilizing the 'Harvard Implicit Assessment Test' for Patient, Physician, and Society Faculty, Johns Hopkins School of Medicine, Baltimore, MD
13. March, 2007	<i>Program Developer</i> , Workshop on Small Group Learning for JHSOM Curricular Reform Faculty, Johns Hopkins School of Medicine, Baltimore, MD
14. March, 2007	<i>Program Developer</i> , Workshop on Small Group Learning for the Pathology Faculty, Johns Hopkins School of Medicine, Baltimore, MD.
15. April-July, 2007	<i>Program Developer</i> , Series of Workshops on Providing Effective Feedback for JHUSOM Faculty, Johns Hopkins School of Medicine, Baltimore, MD.
16. April, 2007	<i>Program Developer</i> , Workshop on Small Group Learning for the Preventive Medicine and Rehabilitation Faculty, Johns Hopkins University School of Medicine, Baltimore, MD
17. August, 2007	<i>Program Developer</i> , The Johns Hopkins Limited Longitudinal Curriculum Development Program, Johns Hopkins Bayview Medical Center, Baltimore, MD.
18. February, 2008	<i>Program Developer</i> , Workshop for JHSOM Medical Student Peer Advisors on Managing Differences When Working With Peer Advisees, Johns Hopkins University School of Medicine, Baltimore, MD.
19. February-June, November-December, 2008	<i>Program Developer</i> , Teaching Skills 4-Workshop Symposium for Child Psychiatry Faculty, Johns Hopkins University School of Medicine, Baltimore, MD.
20. April, 2008	<i>Program Developer</i> , Workshop for JHSOM Colleges Faculty on Managing Differences When Working with Medical Student Advisees About Issues of Balance and Well-Being, Johns Hopkins University School of Medicine, Baltimore, MD.

**Educational Program Building/Leadership (Continued):**

**Johns Hopkins University, School of Medicine (Continued)**

<b>Dates</b>	<b>Program</b>
21. September- November, 2008	<i>Program Developer</i> , Workshop Series for Nephrology Faculty on Providing Effective Feedback, Johns Hopkins Bayview Medical Center, Baltimore, MD.
22. September- December, 2008	<i>Program Developer</i> , Workshop Series for CME Office Staff on Curriculum Development, Johns Hopkins University School of Medicine, Baltimore, MD.
23. April, May 2009	<i>Program Developer</i> , Two, 2 Hour Workshops on Planning and Facilitating Small Group Learning, Johns Hopkins School of Medicine Office for Faculty Development, Baltimore, MD.
23. June-July, 2009	<i>Program Developer</i> , Workshop Series for Otolaryngology Faculty on Providing Effective Feedback, Johns Hopkins University School of Medicine, Baltimore, MD.
24. August , 2009	<i>Program Developer</i> , Workshop for Colleges Faculty: Using Family of Origin Personal Awareness as a Tool for Cultural Competence, Johns Hopkins University School of Medicine, Baltimore, MD.

**Regional/ National**

<b>Dates</b>	<b>Program</b>
1. October 1993	<i>Program Developer</i> , Feedback and Small Group Teaching, three-day Program for Faculty, St. Luke's/Roosevelt Hospital, New York City, NY
2. May, October 1995, December, January 1996	<i>Program Developer</i> , Train the Trainers Feedback and Small Group December, Teaching, Three-day Program for Faculty, Henry Ford Hospital, Detroit, MI
3. July, October, 1995	<i>Program Developer</i> , Train the Trainers Teaching Skills two-day Program and Planning Retreat with Firm Chiefs and Faculty, Albert Einstein Medical Center, Philadelphia, PA
4. May 1996	<i>Program Developer</i> , Feedback and Precepting, Series of Four Workshops, York Hospital, York, PA
5. May 1996	<i>Program Developer</i> , Development of Evaluation Tools, University of Chicago, Chicago, IL
6. November 1996	<i>Program Developer</i> , Train the Trainers Program on Facilitating Behavior Change with Hypertensive Patients, COMSORT, Baltimore, MD
7. June 1998	<i>Program Developer</i> , Scholarship, Time Management and Teaching Portfolio for Internal Medicine and OB/GYN Faculty, Eastern Virginia Medical School, Norfolk, VA
8. December 1998	<i>Program Developer</i> , Whether and How to Form a Primary Care Faculty Development Program, Carolinas Medical Center, Charlotte, NC
9. March, May 1999	<i>Program Developer</i> , Series of Leadership Workshops for Geriatric Medical Coordinators, Baylor Medical Center, Dallas, TX
10. May-June 2000	<i>Program Developer</i> , Cross-Cultural Competence Initiative for PREMIER Staff at Prohealth, Baltimore, MD
11. November 2001	<i>Program Developer</i> , Faculty and Housestaff Retreat on Human Sexuality in the Context of Multiculturalism, Atlantic City Medical Center, Atlantic City, NJ

**Educational Program Building/Leadership (Continued):**

**Regional/ National (Continued)**

<b>Dates</b>	<b>Program</b>
12. October 2005	<i>Program Developer</i> , Faculty Development Retreat, Department of Medicine, Howard University Medical School, Washington, D.C.
13. November 2009	Program Developer, Diversity Workshop Track for Faculty Development Retreat. American Academy on Communication and Healthcare, Monterey, California.

**Teaching:****Classroom-type Instruction**

<b>Learners</b>	<b>Course/Dates</b>	<b>Role</b>
PGY-1 Residents, Johns Hopkins Internal Medicine Residency Program	Behavioral Sciences Curriculum for the Med-Psych Rotation, (1986-Present)	Core Faculty
Scholarly Educators	Consultation Service for Special Programs of the Johns Hopkins Faculty Development Program in Teaching Skills (1989-Present)	Core Faculty
Scholarly Educators	Johns Hopkins Faculty Development Program in Teaching Skills (longitudinal program 1989-Present)	Core Faculty
Third Year Medical Students, Johns Hopkins University, School of Medicine	Communication Skills Training 1997-2000	Co-Facilitator
Scholarly Educators	Johns Hopkins Faculty Development Program in Curriculum Development (longitudinal and limited programs and workshops, 2007 to present)	Core Faculty
First Year Medical Students, Johns Hopkins University, School Of Medicine	Cultural Diversity (August, 2009)	Facilitator

**CME Instruction****Johns Hopkins University, School of Medicine**

<b>Dates</b>	<b>Course/Presentation/Workshop</b>
1. February 1988	<i>Training Preceptor</i> , Feedback Workshop for Residents, Johns Hopkins Bayview Medical Center, Baltimore, MD
2. 1989	<i>Training Preceptor</i> , Chemical Dependency Detection by Medical Students, Johns Hopkins University School of Medicine, Baltimore, MD
3. 1989-1990	<i>Training Preceptor</i> , Continuing Medical Education Curriculum for Primary Care Physicians, Johns Hopkins University School of Hygiene and Public Health, Baltimore, MD

**CME Instruction (Continued)****Johns Hopkins University, School of Medicine (Continued)**

<b>Dates</b>	<b>Course/Presentation/Workshop</b>
4. Fall 1990	<i>Training Preceptor</i> , Workshop for Conflict Negotiation with General Internal Medicine Residents, Johns Hopkins Bayview Medical Center, Baltimore, MD
5. 1990-1992	<i>Training Preceptor</i> , Yearly Feedback Skills with Clinical Preceptors, Johns Hopkins University School of Medicine, Baltimore, MD
6. 1991-1992	<i>Training Preceptor</i> , Chemical Dependency Detection and Teaching, Adolescent Medicine Faculty Development Program, Department of Adolescent Medicine, Johns Hopkins University School of Medicine, Baltimore, MD
7. July, 1993 March-October 1994, June, 1995	<i>Training Preceptor</i> , Workshop for Feedback Skills with Firm Teams and Firm Faculty, Johns Hopkins University, School of Medicine, Baltimore, MD
8. March 1995	<i>Training Preceptor</i> , Planning Meeting for Adolescent Medicine for Curriculum Development Committee, Johns Hopkins University School of Medicine, Baltimore, MD
9. May, December 1995	<i>Training Preceptor</i> , Teaching in Small Groups and Feedback Workshops for Robert Wood Johnson Clinical Scholars Faculty, Johns Hopkins University School of Medicine, Baltimore, MD
10. September 1996	<i>Training Preceptor</i> for two Workshops on Providing Effective Feedback, Johns Hopkins Department of Medicine Faculty Retreat, Baltimore, MD
11. May-June 1997	<i>Training Preceptor</i> , Series of Workshops on Lecture Skills with Adolescent Medicine Faculty Development Program, Department of Adolescent Medicine, Johns Hopkins University School of Medicine, Baltimore, MD
12. 1998-2000	<i>Training Preceptor</i> , Strategic Planning and Faculty Development in Teaching Skills, Renal Division, Johns Hopkins Bayview Medical Center, Baltimore, MD
13. December 2003	<i>Training Preceptor</i> , Cultural Diversity Workshop for Johns Hopkins School of Medicine Fellowship Directors, Baltimore, MD
14. September, 2004	<i>Training Preceptor</i> , Retreat to Address the Hidden Curriculum as it Relates to the Psychosocial and Humanistic Aspects of Patient Care, JHBMC Medical Housestaff Practice Attendings, Residents, Nurses, Administrators, Baltimore, MD
15. May 2005	<i>Training Preceptor</i> , Providing Effective Feedback for Geriatrics Mini-Fellowship, JHBMC Geriatrics Division, Baltimore, MD
16. June 2006	<i>Facilitator</i> , Johns Hopkins School of Medicine Curricular Reform Retreat, Mt. Washington Conference Center, Baltimore, MD
17. September 2006	<i>Training Preceptor</i> , Professionalism and the 'Informal Curriculum' for the JHSOM Physical Medicine and Rehabilitation Department, Mt. Washington Conference Center, Baltimore, MD
18. September- November 2006	<i>Training Preceptor</i> , Series of Workshops on Providing Effective Feedback, Johns Hopkins School of Medicine, Renal Division, JHBMC, Baltimore, MD

**CME Instruction (Continued)**

**Johns Hopkins University, School of Medicine (Continued)**

<b>Dates</b>	<b>Course/Presentation/Workshop</b>
19. November, 2006	<i>Training Preceptor</i> , Cultural Diversity for the Colleges Faculty, Johns Hopkins School of Medicine, Baltimore, MD
20. January, 2007	<i>Training Preceptor</i> , Facilitating Utilization of the 'Harvard Implicit Assessment Test' for Patient, Physician, and Society Faculty, JHSOM, Baltimore, MD
21. March, 2007	<i>Training Preceptor</i> , Small Group Learning for JHSOM Curricular Reform Faculty, Johns Hopkins Homewood Campus, Baltimore, MD
22. March, 2007	<i>Training Preceptor</i> , Small Group Learning for the JHSOM Pathology Faculty, Mt Washington Conference Center, Baltimore, MD.
23. March, 2007	<i>Training Preceptor</i> , Professionalism: Caring for the Learner for the JHSOM DOM General Medical Education Retreat, Mt. Washington Conference Center, Baltimore, MD
24. April-May, 2007	<i>Training Preceptor</i> , Series of Workshops on Providing Effective Feedback for JHSOM Faculty, Johns Hopkins School of Medicine and JHBMC, Baltimore, MD.
25. April, 2007	<i>Training Preceptor</i> , Small Group Learning for the JHSOM Preventive Medicine and Rehabilitation Faculty, Mt Washington Conference Center, Baltimore, MD
26. April-July, 2007	<i>Training Preceptor</i> , Series of 2- Hour Workshops on Providing Effective Feedback, Johns Hopkins School of Medicine, JHH and JHBMC, Baltimore, MD.
27. October, 2007	<i>Training Preceptor</i> , Two-Day Introductory Workshop on Curriculum Development, Johns Hopkins Bayview Medical Center, Baltimore, MD.
28. February, 2008	<i>Training Preceptor</i> , Workshop for Medical Student Peer Advisors on Managing Differences with Peer Advisees, Johns Hopkins School of Medicine, Baltimore, MD.
29. April, 2008	<i>Training Preceptor</i> , Workshop for JHSOM Colleges Faculty on Managing Differences When Working with Medical Student Advisees About Issues of Balance and Well-Being, Johns Hopkins University School of Medicine, Baltimore, MD.
30. May-June, November-December, 2008	<i>Training Preceptor</i> , Teaching Skills 4-Workshop Symposium for Child Psychiatry Faculty, Johns Hopkins University School of Medicine, Baltimore, MD.
31. September-November, 2008	<i>Training Preceptor</i> , Workshop Series for Nephrology Faculty on Providing Effective Feedback, Johns Hopkins Bayview Medical Center, Baltimore, MD.
32. September-December, 2008	<i>Training Preceptor</i> , Workshop Series for CME Office Staff on Curriculum Development, Johns Hopkins University School of Medicine, Baltimore, MD.
33. January, 2009	<i>Training Preceptor</i> , Two-Day Introductory Workshop on Curriculum Development, Johns Hopkins Bayview Medical Center, Baltimore, MD.
34. April, 2009	<i>Training Preceptor</i> , Two, 4 Hour Introductory Workshops on Curriculum Development, Johns Hopkins Bayview Medical Center, Baltimore, MD.
35. April, May 2009	<i>Training Preceptor</i> , Two, 2 Hour Workshops on Planning and Facilitating Small Group Learning, Johns Hopkins School of Medicine Office for Faculty Development, Baltimore, MD.

**CME Instruction (Continued)**

**Johns Hopkins University, School of Medicine (Continued)**

<b>Dates</b>	<b>Course/Presentation/Workshop</b>
36. June-July, 2009	<i>Training Preceptor</i> , Workshop Series for Otolaryngology Faculty on Providing Effective Feedback, Johns Hopkins University School of Medicine, Baltimore, MD.
37. August , 2009	<i>Training Preceptor</i> , Workshop for Colleges Faculty: Using Family of Origin Personal Awareness as a Tool for Cultural Competence, Johns Hopkins University School of Medicine, Baltimore, MD.
38. September, 2009 January, 2010	<i>Training Preceptor</i> , Two-Day Introductory Workshop on Curriculum Development, Johns Hopkins Bayview Medical Center, Baltimore, MD.
39. January, April 2010	<i>Training Preceptor, Two</i> , 4 Hour Introductory Workshops on Curriculum Development, Johns Hopkins Bayview Medical Center, Baltimore, MD.

**Regional/ National**

<b>Dates</b>	<b>Course/Presentation/Workshop</b>
1. April 1987	<i>Training Preceptor</i> , Short-Term Counseling with 'Demoralized' Patients. Johns Hopkins University/Johns Hopkins Bayview Medical Center, Topics in Ambulatory Medicine III, Baltimore, MD
2. March 1988	<i>Training Preceptor</i> , Using Role-Play to Teach Residents Alcoholism Screening, Confrontation and Treatment. Regional SGIM Meeting, Bethesda, MD
3. 1989-2001	<i>Training Preceptor</i> , Yearly Intern Retreat, Franklin Square Hospital, Baltimore, MD
4. April 1989	<i>Training Preceptor</i> , The Spouse of the Alcoholic Patient: Confrontation and Management. Johns Hopkins University/Johns Hopkins Bayview Medical Center, Topics in Ambulatory Medicine IV, Baltimore, MD
5. April 1991	<i>Training Preceptor</i> , Counseling Skills for Office Practice. Johns Hopkins University/Johns Hopkins Bayview Medical Center, Topics in Ambulatory Medicine V, Baltimore, MD
6. May 1991	<i>Training Preceptor</i> , Conflict Management. 14 <sup>th</sup> Annual Meeting, Society for General Internal Medicine, Washington, DC
7. April 1992	<i>Training Preceptor</i> , All Day Pre-course: Interpersonal Skills for Clinician Educators. 15 <sup>th</sup> Annual Meeting, Society of General Internal Medicine, Washington, DC
8. February 1992	<i>Training Preceptor</i> , Teaching Communication Skills: Generics and Specifics. 11 <sup>th</sup> Annual Mid-Atlantic Regional Conference, Society of General Internal Medicine, Washington, DC
9. September 1993	<i>Training Preceptor</i> , Working with Families Utilizing Family Systems Model for Physicians of the American Academy for the Physician and Patient, National Course, Sepulveda, CA
10. September 1993	<i>Training Preceptor</i> , Medical Interviewing and Teaching, five-day National Course for the American Academy for Physician and Patient, Sepulveda, CA
11. October 1993	<i>Training Preceptor</i> , Team-Building, Feedback Skills and Small Group Precepting Skills for St. Luke's/Roosevelt Hospital, New York, NY

**CME Instruction (Continued)****Regional/ National (Continued)**

<b>Dates</b>	<b>Course/Presentation/Workshop</b>
12. November 1994	<i>Training Preceptor</i> , Management of Family Members, Johns Hopkins University/Johns Hopkins Bayview Medical Center, Topics in Ambulatory Medicine VI, Baltimore, MD
13. September 1994	<i>Training preceptor</i> , Working with Families Utilizing Family of Origin for Physicians of the American Academy for the Physician and Patient, National Course, Sepulveda, CA
14. May, October 1995, December, January 1996	<i>Training preceptor</i> , Train the Trainers Feedback and Small Group December, Teaching, three-day Workshop for Faculty, Henry Ford Hospital, Detroit, MI
15. June 1995	<i>Training preceptor</i> , Feedback Skills, five-day National Course for the American Academy on Physician and Patient, Cleveland, OH
16. July, October, 1995	<i>Training preceptor</i> , Train the Trainers Teaching Skills two-day Workshop and Planning Retreat with Firm Chiefs and Faculty, Albert Einstein Medical Center, Philadelphia, PA
17. September 1995	<i>Training preceptor</i> , Spirituality and Medicine, AAPP Regional Course, Kalamazoo, MI
18. October 1995	<i>Training preceptor</i> , Feedback and Precepting, two-day Workshop for Faculty, Franklin Square Hospital, Baltimore, MD
19. November 1995	<i>Training preceptor</i> , Cross-Cultural Diversity, Johns Hopkins University/Johns Hopkins Bayview Medical Center, Topics in Ambulatory Medicine VII, Baltimore, MD
20. March 1996	<i>Training preceptor</i> , "Stepping Stones Exercise", AAPP Winter Training Course, Madison, WI
21. April 1996	<i>Training preceptor</i> , Feedback and Precepting, One-Day Workshop, Temple University, Philadelphia, PA
22. May 1996	<i>Training preceptor</i> , Feedback and Precepting, Series of Four Workshops, York Hospital, York, PA
23. October 1996	<i>Training Preceptor</i> for a one-day Faculty Development Workshop on Providing Effective Feedback, Medical Center of Delaware, Queenstown, MD
24. November 1996	<i>Training preceptor</i> , Train the Trainers Workshop on Facilitating Behavior Change with Hypertensive Patients, COMSORT, Baltimore, MD
25. February 1997	<i>Training preceptor</i> , Movement and Music as a Means to Facilitate Personal Awareness, AAPP Winter Training Course, Madison, WI
26. February 1997	<i>Training preceptor</i> , Adult Learning, AAPP Winter Training Course, Madison, WI
27. February 1997	<i>Training preceptor</i> , Providing Effective Feedback, AAPP Winter Training Course, Madison WI
28. June 1997	<i>Training preceptor</i> , Medical Interviewing and Teaching, five-day National Course for the AAPP, Boston, MA

**CME Instruction (Continued)****Regional/ National (Continued)**

<b>Dates</b>	<b>Course/Presentation/Workshop</b>
29. September 1997	<i>Training preceptor</i> , Conflict Management for Internal and Family Medicine Faculty, Franklin Square Hospital, Baltimore, MD
30. January 1998	<i>Training preceptor</i> , Providing Effective Feedback, AAPP Winter Training Course, Memphis, TN
31. May 1998	<i>Training preceptor</i> , Teaching the Medical Interview from a Multicultural Perspective, AAPP National Course, Atlanta, GA
32. June 1998	<i>Training preceptor</i> , Scholarship, Time Management and Teaching Portfolio for Internal Medicine and OB/GYN Faculty, Eastern Virginia Medical School, Norfolk, VA
33. November 1998	<i>Training preceptor</i> , Short-term Counseling with Patients for Generalists, Topics in Ambulatory Medicine X, Baltimore, MD
34. January 1999	<i>Training preceptor</i> , Providing Effective Feedback, AAPP Winter Training Course, Portland, OR
35. March, May 1999	<i>Training preceptor</i> , Series of Leadership Workshops for Geriatric Medical Coordinators, Baylor Medical Center, Dallas, TX
36. May 1999	<i>Training preceptor</i> , Teaching Relationship-Centered Care, AAPP National Course, Worcester, MA
37. December 1999	<i>Training preceptor</i> , From Cultural Clash to Cultural Competence, Topics in Ambulatory Medicine XI, Baltimore, MD
38. January 2000	<i>Training preceptor</i> , An Appreciative Approach to Providing Effective Feedback, AAPP Winter Training Course, Portland, OR
39. February 2000	<i>Focus Group Leader</i> , Weight Loss Practices, Johns Hopkins University School of Medicine, Baltimore, MD
40. March 2000	<i>Training preceptor</i> , Leadership for Medstar (formerly Helix) Health Systems Administrators, Franklin Square Hospital, Baltimore, MD
41. May-June 2000	<i>Training preceptor</i> , Cross-Cultural Competence Initiative for PREMIER Staff at Prohealth, Baltimore, MD
42. February 2001	<i>Training preceptor</i> , Dialogue Skills for Difficult Interactions with Patients and Learners Across Difference, AAPP Winter Course, Burlington, VT
43. February 2001	<i>Training preceptor</i> , Six Stages of Intercultural Sensitivity, AAPP Winter Course, Burlington, VT
44. November 2001	<i>Training preceptor</i> , Faculty and Housestaff Retreat on Human Sexuality in the Context of Multiculturalism, Atlantic City Medical Center, Atlantic City, NJ
45. June 2001	<i>Training preceptor</i> , Healthcare on the Border, AAPP National Course on Faculty Development, Albuquerque, NM
46. June 2001	<i>Training preceptor</i> , White Awareness, AAPP National Course on Faculty Development, Albuquerque, NM

**CME Instruction (Continued)****Regional/ National (Continued)**

<b>Dates</b>	<b>Course/Presentation/Workshop</b>
47. June 2001	<i>Training preceptor</i> , Cultural Diversity and Health Benefits, AAPP National Course on Faculty Development, Albuquerque, NM
48. June 2001	<i>Training preceptor</i> , Introduction to Cultural Diversity: Cultural Identity and Memories of Difference, AAPP National Course on Faculty Development, Albuquerque, NM
49. June 2001	<i>Training preceptor</i> , Faculty Precourse on Facilitating Cultural Competence, AAPP National Course on Faculty Development, Albuquerque, NM
50. February 2002	<i>Training preceptor</i> , Communicating Across Gender Lines, Annual AAPP Winter Training Course, Augusta, GA
51. November, 2003	<i>Poster Presentation</i> , <b>Cole, KA</b> , Barker RB, Kern DE, Kolodner K. "Evaluation of a longitudinal, transformative model of faculty development for clinician educators". RIME, AAMC, Washington, DC.
52. February, 2005	<i>Training preceptor</i> , Exploring Guide/FIT Relationships Workshop, Annual AAPP Winter Training Course for Faculty, Santa Fe, NM
53. January, 2010	<i>Training preceptor</i> , 3 Workshop Diversity Track for Faculty Development Retreat. American Academy on Communication and Healthcare, Monterey, California.

**Mentoring:****Mentees**

1. Leah Wolfe, M.D. 2009: Facilitator in Training, JHFDP in Teaching Skills. (Currently: GIM Faculty)
2. Danelle Cayea, M.D. 2008: Facilitator in Training, JHFDP in Teaching Skills. (Currently: Geriatrics Faculty)
3. Fenny Lin, M.D. 2007: Facilitator in Training, JHFDP in Teaching Skills Part 1. (Currently: GIM Medical Education Fellow, Year 2)
4. Rosalyn Stewart, M.D. 2006-2007: Certification as Facilitator in JHFDP Teaching Skills. (Currently: Faculty, Department of Medicine, Johns Hopkins University School of Medicine. Patient and Physician Curriculum and Colleges faculty.)
5. Lauri Roberts Reamer, M.D., 2002-2003: Certification as Facilitator in JHFDP Teaching Skills. (Currently: Faculty, Department of Anesthesiology, Johns Hopkins University School of Medicine. Has developed and implemented a teaching skills curriculum for residents.)
6. Eric Fromme, M.D., 2001-2002: Certification as Facilitator in JHFDP Teaching Skills. (Currently: Assistant Professor of Medicine and Senior Scholar in the Oregon Health and Science University Center for Ethics in Health Care, Oregon Health and Science University)
7. Nicholas Fiebach, M.D., 2000-2001: Certification as Facilitator in JHFDP Teaching Skills. (Currently: Assistant Professor of Clinical Medicine, Director of Medical House Staff Training Program, Columbia University Medical Center, New York Presbyterian Hospital)
8. Sary Beidas, M.D., 1999-2000: Certification as Facilitator in JHFDP Teaching Skills. (Currently: Assistant Professor of Medicine, University of Maryland; Medical Officer, Food and Drug Administration)

**Mentoring (Continued):****Mentees (Continued)**

9. Anna Reisman, M.D., 1999-2000: Certification as Facilitator in JHFDP Teaching Skills. (Currently: Assistant Professor of Medicine, Clinician/Educator, Yale University School of Medicine)
10. Joseph Carrese, M.D., 1995-1996: Certification as Facilitator in JHFDP Teaching Skills. (Currently: Associate Professor of Medicine, Clinician/Investigator/Educator, Division of General Internal Medicine, Johns Hopkins Bayview Medical Center)
11. Lisa Cooper, M.D., 1994-1995: Certification as Facilitator in JHFDP Teaching Skills. (Currently: Professor of Medicine, Clinical Researcher/Medicine Educator, Johns Hopkins University School of Medicine)

**Extramural Sponsorship:****Grants**

- 1987-1999**      **HRSA/Johns Hopkins Bayview Residency Training Program in General Internal Medicine, Johns Hopkins University. USPHS, Health Resources and Services Administration, Bureau of Health Professions, David E. Kern (PI).**
- 1987-1990      50% FTE Core Faculty, 1-D28-PE13215-01 to 03, total direct costs approximately \$750,000.
- 1990-1993      50% FTE Core Faculty, 5-D28-PE53014-04 to 07, total direct costs approximately \$500,000.
- 1993-1996      50% FTE Director Med-Psych Rotation, Core Faculty, 2-D28-PE13215-04 to 06, total direct costs approximately \$480,000.
- 1996-1999      50% FTE Director Med-Psych Rotation, Core Faculty, 2-D28-PE13215-07, total direct costs approximately \$499,000.
- 1987-2006**      **HRSA/Johns Hopkins Faculty Development Program in General Internal Medicine, Johns Hopkins University. USPHS, Health Resources and Services Administration, Bureau of Health Professions, L. Randol Barker (PI).**
- 1987-1996      50% FTE Core Faculty, 1-D28-PE53014-01 to 09, total direct costs approximately \$2,021,000.
- 1997-2000      50% FTE Co-Director Teaching Skills, Director Consultation Service, Director Facilitator Training Program, Evaluator, 1-D28-PE50086-01 to 03, total direct costs approximately \$473,793.
- 2000-2003      67% FTE Core Grant Developer for Teaching Skills section, Co-Director Teaching Skills, Director Consultation Service, Director Facilitator Training Program, Evaluator, 1-D14-HP00049-01 to 03, total direct costs approximately \$854,895.
- 2004-2006      54% FTE Co-Director Teaching Skills, Director Consultation Service, Director Facilitator Training Program, Evaluator, 1-D14-HP00049-01 to 03, total direct costs approximately \$854,895.

**ORGANIZATIONAL ACTIVITIES****Professional Societies:**

- 1992-Present      *Member, American Academy on Communication and Healthcare (AACH) (Formerly, the American Academy on Physician and Patient)*
- 1987-Present      *Member, Society of General Internal Medicine (SGIM)*
- 1996-Present      *Faculty, American Academy on Communication and Healthcare (AACH) (Formerly, the American Academy on Physician and Patient (AAPP))*

**Conference Organizer:**

- 2001, 2002      *Committee Member, Design Team for the Annual AAPP Winter Training Course in Faculty Development, Augusta, GA*

**ORGANIZATIONAL ACTIVITIES (Continued)**

**Conference Organizer (Continued)**

2001, 2002 1996-1999	<i>Committee Member</i> , Planning for each Annual AAPP National Faculty Development Course on Doctor-Patient Relationship
1994-2000	<i>Committee Member</i> , Planning for each Annual AAPP Winter Training Course in Faculty Development

**Advisory Committees:**

2007-08	<i>Sub-Committee Member</i> , JHSOM Organizational Excellence and Infrastructure, JHSOM
2007-08	<i>Board Member</i> , Office of Student Affairs/Office of Diversity for Medical Students, JHSOM
2006-08	<i>Committee Member</i> , LCME Cultural Competence Assessment, JHSOM
2005 to 2008	<i>Sub Committee Member</i> , Diversity Climate and Culture Change, JHSOM DOM Diversity Council
April 2004 to Present	<i>Committee Member</i> , Johns Hopkins School of Medicine DOM Diversity Council
October, 2002 to Present	<i>Faculty Board Member</i> , The Osler Center for Clinical Excellence at Johns Hopkins.
September, 2002	<i>Consultant</i> , Bioethics Institute Subcommittee for Proposal to Implement JHU Residency Curriculum for ACGME Competencies in Professionalism and Communication Skills
February 2000	<i>Working Group Member</i> , Diversity and Communication in Health Care: Addressing Race/Ethnicity, Language, and Social Class in Health Care Disparities, U.S. Department of Health and Human Services

**RECOGNITION****Awards:**

American Academy on Physician and Patient (Now called the American Academy on Communication and Healthcare), Honorary Fellowship, 1997.