



Suggested Ground Rules for Grand Rounds (GRGR)

The Learning Environment Office (LEO) has received several reports of mistreatment* incidents occurring during Grand Rounds and other educational conferences. The following Ground Rules for Grand Rounds (**GRGR**) guide these discussions to ensure respectful, supportive, and inclusive learning environments. LEO and the Office of Graduate Medical Education (GME) have constructed these guidelines based directly on feedback from faculty and learners.

These ground rules are designed to be applicable to a variety of educational conferences, including but not limited to M&M, Tumor Boards, etc. Please share these at the beginning of each Grand Rounds and other educational conferences.

When someone deviates, the facilitator or moderator(s) of the event is expected to step in with an appropriate reminder about adhering to these expectations.

Ground Rules

- Listen with an open mind. Be prepared to learn something new.
- Engage in a supportive, respectful, and constructive manner.
- Do not engage with the intent to tear down or humiliate the presenter or other attendees.
- Do not interrupt; raise your hand (or for virtual conferences, use the raise your hand feature or comment in the chat).
- One person speaks at a time.
- Do not criticize or be disrespectful of other services.
- Be mindful and respectful of learners.
- Speak clearly and with enough volume for virtual attendees to hear. This may require the moderator/facilitator to repeat questions from the in-person audience, identifying the speaker and summarizing the question.
- Virtual attendees should identify themselves verbally or in the virtual meeting platform when adding comments or questions.
- Follow the guidance of the moderator.
- Approach differences of opinion with curiosity – ask for clarification of differing viewpoints and present your viewpoint as an alternative approach.
- Ensure that all of your comments are relevant, constructive, and respectful. Discourse is encouraged, but disagreement must be communicated in a respectful and educational manner.
- Stigmatizing language will not be tolerated and must be corrected by the moderator.

- All participants have the right to call a “time out” if the discussion is harmful or no longer productive.
- Be mindful of power dynamics. For example, if only senior faculty are questioning/commenting, make space for junior faculty and/or learners to participate.
- When learners are presenting, the faculty role is to teach, support, and provide constructive feedback and questioning. If there are fundamental concerns or reservations with something a learner presented, this should be discussed with the learner (and their mentoring faculty member) offline rather than confronting the learner publicly.
- Your behavior should be guided by UNM, HSC, and SOM policies, codes of conduct, and expectations, as well as LCME and ACGME standards and requirements.

Feel free to add other ground rules as appropriate per specific environment or event. Ensure that all expectations are communicated clearly.

Facilitator/Moderator Guidelines

This is a predetermined faculty member who is responsible for ensuring:

- Zoom or other virtual platform is appropriately operational when applicable
- Virtual participants are able to interact in conference
- All voices, particularly learners, are heard
- Conference begins and ends on time
- Remind attendees to fill out evaluations, if applicable
- Conference etiquette is followed, and if not, steps in appropriately

Presenter Guidelines

- Be conscientious of time and remain within allotted time
- Whenever possible, allow for audience participation and active learning
- Allow breaks in the talk for audience questions/clarifications

*LEO uses the AAMC definition of mistreatment, which occurs, either intentionally or unintentionally, when behavior is disrespectful to the dignity of another *and* unreasonably interferes with learning. Mistreatment can be personally experienced or observed mistreatment of another, including faculty, staff, patients, and/or other learners.