

**Professor Della Fish MA MEd PhD Dip Ed FAcadMed**

**CURRICULUM VITAE**



**June 2010**

**Professor Madelaine Ann Fish MA MEd PhD Dip Ed FAcadMed (known as Della)**

### **Quick Summary**

**Professor Della Fish** is Professor of Education in the School of Health Science, Swansea University and in the Education for Practice Institute, Charles Sturt University, North Paramatta, Australia. She is an elected Fellow of the Academy of Medical Educators and of the Royal Society of Medicine.

She has in the last twenty years worked with almost every healthcare profession to raise standards in curriculum design and development and in the activities of teaching, learning and assessment for postgraduates in the clinical setting, working with nurses, occupational therapists, physiotherapists, dietitians, podiatrists, surgeons, physicians, and medical and surgical assistants.

Her work on 'The Invisibles', (elements of clinical practice that drive it but often go un-noticed and therefore un-developed), was first published in Fish and de Cossart (2006), and is currently being taken up nationally by the medical profession. The Royal Society of Medicine hosted a day on this on 20<sup>th</sup> April 2010.

Since 1980 she has taught on and been an external examiner for a range of masters degrees for healthcare professionals in the UK.

The following is a selection from her bibliography.

- Fish, D. and Twinn, S. (1997) *Quality Clinical Supervision in the Health Care Profession*. Oxford: Butterworth Heinemann.
- Fish, D. and Coles, C. (1998) *Developing Professional Judgement in Health Care: learning through the critical appreciation of practice*. Oxford: Butterworth Heinemann.
- De Cossart, L. and Fish, D. (2002) 'Membership of a profession: what it means and why it is important' and 'The nature of professional knowledge in medical clinical practice' *Newsletters 2 and 3*: Merseyside Deanery.
- Fish, D. (2003) 'Education in a community of professional practice: a new approach to curriculum design' in *Report of Research for CR-UK on a base line of education for Cancer Care*, London: CR-UK.
- de Cossart, L. and Fish, D. (2005) *Cultivating a Thinking Surgeon: new perspectives on clinical teaching, learning and assessment*. Shrewsbury: Tfm Publications Ltd.
- Fish, D. and Coles, C. (2005) *Medical Education: Developing a Curriculum for Practice*. Maidenhead: Open University Press.
- de Cossart, L. and Fish, D. (2006) So just how do surgeons think? *Hospital Doctor*, 27th April 2006
- Fish, D. and de Cossart, L. (2006) Thinking outside the [tick] box: reasserting professionalism and professional judgement. *Medical Education* Vol 40 (5) 403-405
- Fish, D. and de Cossart, L. (2007) *Education for Medical Practice: Developing the Wise Doctor*. London: Royal Society of Medicine.
- Three chapters in Higgs, J. Jones, M. Loftus, S, and Christensen, N. (2008) *Clinical Reasoning in the Health Professions*. Edinburgh: Butterworth Heinemann: Elsevier. (3<sup>rd</sup> edition of what is now a classic text)
- Fish, D. (2009) Research as a pragmatic practice in B. Green, (ed) *Understanding and Researching Professional Practice*. Rotterdam: Sense Publications.
- Higgs, J., Fish, D., Goulter, I., Loftus, S. and Trede, F. (eds) (2010) *Education for Future Practice*. Rotterdam: Sense Publications (3 chapters) forthcoming.
- In preparation: Fish, D. (ed) *Doctors becoming better teachers*.

**Madelaine Ann Fish MA MEd PhD Dip Ed FAcadMed**

**Known professionally as Professor Della Fish**

(Date of birth: 27.7.43)

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**1. Main Qualifications**

1965	BA Hons. English , University of Wales, (Swansea)
1966	Diploma of Ed., University of Wales, (Swansea)
1974	MA by dissertation, University of Wales, (Swansea) (The poetry of George Herbert)
1978	PhD, University of Birmingham (A definitive edition of The Life of Donne by Izaak Walton)
1980	MEd, University of Exeter In Curriculum Design and Development

Fellow of the Academy of Medical Educators and Fellow of Royal Society of Medicine

**Previously: Professor of Education, KILT, King's College, London UK**

**Currently: Professor of Education, School of Health Science, Swansea University, Wales, UK  
Adjunct Professor, Education for Professional Practice Institute, Charles Sturt Uni.,  
Sydney, Australia**

**Currently teaching on the Swansea University Masters in 'Professional Education in the  
clinical setting' (which I also designed)... now handing over to university staff.**

**Lead educator for PG Cert, Countess of Chester NHS Foundation Trust and Chester University.  
Lead educationist for a service improvement initiative for South London Healthcare NHS  
Trust, June 2010 to April 2011.**

## **2. Major publications (last ten+ years: in chronological order)**

Fish, D. and Twinn, S. (1997) *Quality Clinical Supervision in the Health Care Profession*. Oxford: Butterworth Heinemann.

Fish, D. and Coles, C. (1998) *Developing Professional Judgement in Health Care: learning through the critical appreciation of practice*. Oxford: Butterworth Heinemann.

Fish, D. (1998) *Appreciating Practice in the caring professions*, Oxford: Butterworth Heinemann.

De Cossart, L. and Fish, D. (2002) 'Membership of a profession: what it means and why it is important' and 'The nature of professional knowledge in medical clinical practice' *Newsletters* 2 and 3: Merseyside Deanery.

Fish, D. (2003) 'Education in a community of professional practice: a new approach to curriculum design' in *Report of Research for CR-UK on a base line of education for Cancer Care*, London: CR-UK.

Higgs, J., Andresen, L., and Fish, D. (2004) Chapter 4: 'Practice knowledge – Its nature, sources, and contexts', And Higgs, J., Fish, D., and Rodwell, R., (2004) Chapter 6: 'Practice knowledge – critical appreciation', both in Joy Higgs, Barbara Richardson and Madeleine Abrandt Dahlgren (Eds) *Understanding and Developing Practice Knowledge in the Health Sciences*. Oxford: Butterworth Heinemann.

Fish, D. (2004) 'The UK Commentary on Chapter 1; 'Final UK Commentary on Chapter 21: and Chapter 20: The Anatomy of Evaluation: all in Rose, M. and Best, D. (Eds) *Understanding Supervision in Health Science Education and Practice*. Edinburgh: Elsevier.

de Cossart, L. and Fish, D. (2005) *Cultivating a Thinking Surgeon: new perspectives on clinical teaching, learning and assessment*. Shrewsbury: Tfm Publications Ltd.

Fish, D. and Coles, C. (2005) *Medical education: Developing a Curriculum for Practice*. Maidenhead: Open University Press.

de Cossart, L. and Fish, D. (2006) So just how do surgeons think? *Hospital Doctor*, 27th April 2006

Fish, D. and de Cossart, L. (2006) Thinking outside the [tick] box: reasserting professionalism and professional judgement. *Medical Education* Vol **40** (5) 403-405

Fish, D. and de Cossart, L. (2007) *Developing the Wise Doctor*. London: Royal Society of Med.

Fish, D et al (2008) Three chapters in Higgs, J. and Jones et al. (2008) *Clinical Reasoning in the Health Professions*. Edinburgh: Elsevier. (3<sup>rd</sup> edition of what is now a classic text): Chapter 2 (The context), Fish and Higgs; Chapter 15 (Knowledge generation and clinical reasoning in practice) Higgs, Fish and Rodwell; and Chapter 44 (educating surgeons) Fish and de Cossart.

Fish, D. (2009) Research as a Pragmatic Practice: Unpredictable Means, Unforeseeable Ends' (Chapter 9) in Bill Green (ed) *Understanding and Researching Professional Practice*. Rotterdam: Sense Publications

Higgs, J., Fish, D., Goulter, I. Loftus, S. and Trede, F (eds) (2010) *Education for Future Practice*. Rotterdam: Sense Publications (3 chapters) forthcoming before end of 2010.

In preparation: Fish, D. (ed) *Doctors becoming better teachers*. (probably Royal Society of Medicine Press). Available from 2011.

### **3. Key appointments**

1966	<b>English Teacher</b> , Marlborough Grammar School
1969	<b>English Lecturer</b> , Hereford College of Education
1974	<b>Senior Lecturer</b> , Hereford College of Education
1979	<b>English Teacher</b> , Hereford 6th Form College and Education Advisor, Hereford Teachers' Centre
1980	<b>Senior Lecturer in Education</b> , West London Institute of Higher Education
1984	<b>Principal Lecturer in Education</b> , West London Institute of Higher Education later Brunel University <b>Co-director integrated Degree Scheme</b> <b>Responsible for three Masters degrees + PhD sup.</b>
1994	<b>Practic/se Appreciation: Educational Development for the Professions</b> (Consultancy) Formed 1994
1995 - 2000	<b><u>Key appointments within Consultancy</u></b> <b>Accreditation Officer and latterly acting Chief Executive</b> , British Acupuncture Accreditation Board.
1995 — 1997; 1997 — 2002	<b>Honorary Research Fellow</b> , Exeter University.
2000	<b>Education Adviser to South Thames Postgraduate Dean for Medical and Dental Education</b>
2001	<b>Senior Staff appointment with London University (0.5) working as Ed Advisor to KSS Deanery / PGMDE</b>
2001—2004	<b>Education Adviser to Royal College of Surgeons for the SHO Curriculum Project (GPPS)</b>
January 2004	<b>Member of the Professorial Consultancy Panel, Centre for Professional Education Advancement, Faculty of Health Sciences, The University of Sydney, Australia</b>
December 2003 —	<b>Elected Fellow of Royal Society of Medicine</b>
2004 - 2007	<b>Honorary Professor of Education (Post-Graduate Medicine), King's College, London 3 yr contract</b>
March 2007— March 2012	<b>Honorary Professor (postgraduate studies), School of Health Science, University of Wales, Swansea. (5 year contract)</b>
April 2007 — 2009 - 2012	<b>Adjunct Professor, Education for Professional Practice Institute, Charles Sturt University, Sydney, Australia</b>
March 2010	<b>Elected Fellow of the Academy of Medical Educators</b>

#### **4. Teaching experience in Higher Education professional courses**

(Detailed experience of developing and teaching on all forms of teacher education courses

primary and secondary, undergraduate and postgraduate.)

Note that this includes major 'pre-registration courses' ('pre-service courses') and 'post-registration courses' ('in-service' courses) (CPD is referred to as "in-service work" in the teaching profession)

#### **A: Pre-service teacher education courses**

**BEd Primary:** at West London (1988- 1992) and at Hereford (1969- 71)

**BEd Secondary:** responsible for major work in English teaching and in curriculum studies 1985-7.

**PGCE Primary:** work in early 1980s combined with PGCE secondary.

**PGCE Secondary:** ran core group and worked with English graduates 1980-85 and at Hereford 1976-9.

#### **B: In-service teacher education courses**

**BEd In-service: (course director 1984-7)** I developed and managed this new CNA A course to provide CPD and updating for practising teachers.

**MEd in curriculum studies :** ( the London University validated Masters course at West London. 1980-1990).

#### **MEd in Primary Maths and English:**

I designed and taught the Curriculum Studies core of this course 1991-1994.

#### **MEd in the supervision of professional practice:**

(a cross-professional course, which I designed, developed, directed and taught on). 1992-1994.

#### **Supervision of PhD and MPhil students.**

Wide range of postgraduate and staff seminars and workshops run for most health care professions – on topics like reflective practice, research, assessment, curriculum design, supervision and marking of postgraduate dissertations.

**5. Consultancy work across Health Care professions**

**5A) whilst still at West London Institute / Brunel**

**Occupational Therapy**

Worked for **College of Occupational Therapy** throughout the 1980s. Member of the **National Validation (accreditation) Committee** for 3 years followed by 3 year membership of the (national) **Joint Validation Committee** (COT + the CPSM).

**Occupational Therapy** Provided consultancy — for a range of OT colleges /universities and staff development in teaching, reflective practice and curriculum design.

**Dietetics**: **Dietetics** Have worked for the **British Dietetic Association** (as consultant) and for the **Rowatt Research Institute**, Aberdeen (a two day workshop on practitioner research).

**Physiotherapy**: Worked with a range of Physiotherapy college staff on reflective practice.

**Medicine/surgery** Work for RCS Eng and KSS Deanery (see below)

**RESEARCH**

**Nursing**: **Contract Research for ENB** (bid for and directed **externally funded** two- term project, with research assistant): "An Evaluation of practice-based learning in continuing professional education in nursing, midwifery and health visiting". (This led to publication).

**RESEARCH**

**HELPP pilot project** (a cross-profession investigation into how supervisors might help students to learn through practice). This led to two publications, was Institute funded and employed a **research assistant** for four terms.

**RESEARCH**

**Member of 2 steering committees for major research projects for Kings College London Manchester University / ENB**: 1) **1992-4**, on the support, supervision and role-modeling of students in clinical areas in Project 2000; and 2) 1994-6 an investigation into the changing needs of community nurses with regard to needs assessment & quality of care in the context of the Community Care Act 1990.

**RESEARCH**

Member of steering committee Cancer Research UK (RC-UK) national project on education for cancer care (**2000-2003**)

**RESEARCH**

Member steering committee evaluation research for RCS Eng on new curriculum piloted (**2002-3**).

## **5B) Since running own consultancy**

See also publications; and final sheet

## **RESEARCH**

A wide range of educational development work for university staff & professional bodies: OTs; PTs; Nurses; Social Workers; physicians, Surgeons etc

A major project for a very large Hospital Trust 'scoping nurse education'

Contribute to masters degree courses in Brunel and Exeter (MEd in education; MSc in health care).

## **RESEARCH**

Major cross-profession project leading to publication (Fish and Coles, 1998).

Advised British Acupuncture Accreditation Board as Accreditation Officer and then acting Chief Executive.

Designed framework for a Masters degree in Education for Hospital Consultants for KSS Deanery 2002

## **6. National Committees and public bodies**

Worked for **Health Care Professions Ed. Forum**

**Validation work on behalf on CNAA**

**Accreditation work for OT and Acupuncture**

**Curriculum design for RCS England**

## **7. European Experience**

Worked for a **Tempus** funded project for teacher trainers in the colleges in Poland Sept 1991.

**Ran a project for the Universities in Poland** on closer contact between schools and universities, 1992.

Project in Poland (1997-99) **setting up a national accreditation system for teacher education** (9 visits as the project's EU "expert" on curriculum studies).

Invited as key speaker on **British Council** run international conference in **Romania 2000**

Invited as key speaker to **Monash, La Trobe and Deakin Universities in Australia 2000**

Invited keynote speaker at **7<sup>th</sup> International Reflective Practice Conference, Holland. 2002.**

**8. Work focused on Medical Education 2000 - 2010**

I have since 2000 been working extensively within Medical Education.

**2002-4**

I worked with Royal College of Surgeons of England (RSC Eng) as their advisor on a new curriculum for SHOs which has substantially influenced more recent run-through curricula for surgery.

See also de Cossart and Fish (2004) A first curriculum framework for surgical SHOs designed by the Royal College of Surgeons of England, Annals of Royal College of Surgeons, Vol 86, July 309 – 312; and Fish, D 2004, The educational thinking behind the Royal College of Surgeons of England's first curriculum framework, Annals of RCS, Vol 86, July, 312-315

**2000 - 2006**

Educational Advisor to Kent, Surrey and Sussex Postgraduate Deanery designed their masters in medical education for Hospital Consultants for Brighton University and ran two of its modules

**2005 - 7**

Worked in Mersey Deanery on the major pilot of RSC Engs new curriculum and in many other Deaneries in England running major education workshops

**2000 - present**

I have also worked at Trust level and have a special dispensation to work in the clinical setting with senior doctors and surgeons as they teach their juniors.

**2004 - present**

Research in theatre on use of the multi-professional team in educating & assessing surgeons

Many invitations to address national and international conferences of medical specialties

**9. Examining duties**

**MEd in Curriculum Studies** full time course, Exeter university 1985 –89 and part-time course, Exeter University 1987 - 91

**MPhil & PhD students** at Exeter 1986 -93

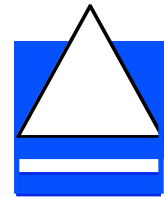
**PGCE Primary** Chester College 1991-94

**BSc in Occupational Therapy and in Physiotherapy** at University of East Anglia, 1992-96.

**MSc in Advanced Clinical Practice, Swansea**  
**2002 - 6**

# PRACTIC/SE APPRECIATION

## Educational development for the professions



### **Madelaine A. Fish (known professionally as Professor Della Fish)**

#### **Extract from Personal Statement (to be read in conjunction with CV)**

**This statement expands on: 1. my existing research and publications; 2. my recent teaching; 3. my current educational and administrative activities; 4. my current research and publications**

#### **1. Existing research and publications**

Since 1994, when I left full time university work, I have gained national and international recognition as a leader in research and publications on: professional judgement, professional artistry, clinical supervision and reflective practice, in health care, medicine and education, (see especially the following books: Fish 1995; Fish (ed) 1995; Fish and Twinn 1997; Fish and Coles, 1998; Fish 1998; de Cossart and Fish 2005; and Fish and Coles 2005). My primary interests are in:

- ways of researching these subjects in clinical settings (see section 4 below and also Fish 2001; Fish 2002)
- encouraging others to engage in such practitioner research by running writing development sessions for contributing authors (see section 4 below)
- ways of reconceiving teaching and curriculum design for postgraduate doctors such that the demands of service are seen and utilized as educational opportunities (see below )

In my consultancy I have also conducted small scale research for Trelisk Hospital Trust, (in the educational opportunities for nurses employed throughout the Trust), and KSS Deanery (on the induction of postgraduate doctors new in post.) Both reports were for internal consumption only.

My work on surgical education in collaboration with a surgeon (de Cossart and Fish 2005) has attracted highly complimentary reviews across the international scene (America, Australia, UK, Europe) These are viewable on [www. ED4MEDPRAC.co.uk](http://www.ED4MEDPRAC.co.uk)

#### ***The level of influence of my research and publications is evidenced by:***

(i) the frequency and depth of citation in current literature on these subjects (see, for example: Davies, Finlay and Bullman, 2000, — an Open University Reader, which presents a slightly edited version of part of Fish and Coles 1998; Driscoll, 2000, which quotes extensively from Fish and Twinn 1997; Eraut and Boulay, 2000, which cites Fish and Coles 1998 as the only substantial work on professional judgement: See Section 2.5)

(ii) the number of universities which list my books as key texts for masters degree courses (For example: Brighton; Exeter; Southampton; Wales, Swansea; Wales, Cardiff; Open University)

(iii) the number of PhD candidates across health care who have explored and developed my work as central themes (Dr Ann Hopper: senior nurse educator, PhD, Exeter University; Susan Ryan (Professor of OT, University College, Cork) registered at East London University, Dr Rosemary Richardson, (ex Senior Nurse educator, Southampton University) PhD, Exeter University; Felicity Moir,

Course Leader, Acupuncture, Westminster University (Masters dissertation) Westminster University; Janet Daoud, (Consultant Psychiatrist, Hampshire) PhD at Bournemouth University.

(iv) invitations to sit on the steering committees for major research — those accepted have included two major projects run by Kings and Manchester University (the second of which acknowledges my particular contribution: see CV. p. 5 section 5), as well as educational research for CR-UK and the evaluation of the pilot for the Royal College of Surgeons of England (RCS Eng)

(v) the opportunity to engage in directing research in clinical settings in surgery with an entire multi-disciplinary theatre team (see below, section 4)

(vi) invitations to collaborate and contribute to international publications (in Higgs, Richardson and Abrandt Dahlgren); and in Rose and Best in preparation (see page 3 of this statement)

(vii) invitations to present and teach in universities in Britain and around the world.

(viii) My membership of the Professorial Consultancy Panel of the Centre for Professional Education Advancement, Faculty of Health Sciences, The University of Sydney, Australia (See CV.)

(ix) My election as Fellow of the Royal Society of Medicine in December 2005

## 2. Recent Teaching

The reputation of my work has also attracted invitations to teach at postgraduate level (seminars for hospital Consultants and university staff, and many contributions to masters degree courses and PhD supervision, as well as lead speaker at international conferences, for example: in Melbourne 2000; in Romania, via the British Council, in 2001; and in Holland (June 2002); Newcastle / Annual Education for Anaesthesia Conference (2004); Brighton / Annual Neurologist conference, May 2006. My extensive work in Poland with Polish universities was as the European Union's Lead Expert on curriculum design for professional education. (See section 7 of CV.)

## 3. Educational and administrative activities

In my work for KSS Deanery for postgraduate medical and dental education, where I taught Consultants in seminars and individually in clinical settings as they work with their Juniors, and where I have been centrally involved in the design of a Master's degree in education for such consultants. I also worked at Deanery-wide level on piloting the new Foundation Year (F2).

Much of my time between 2002 and 2004 was as the key educational advisor to the Royal College of Surgeons of England in the design and development of a new curriculum for SHOs in surgery, which was piloted, and became an inter-collegiate enterprise, and for which I ran the entire set of educational seminars to prepare the Consultant Surgeon educators (6 seminars in each of 4 Trusts across 2 Deaneries). The SHO curriculum is now being adapted for Higher Surgical Training and has been a model for the department of health's curriculum for surgical assistants..

Since 2008 I have been teaching on a Masters course I designed for doctors and senior healthcare practitioners for Swansea University.

## 4. Current research activities and publication proposals

I was joint director, of a recently completed a two-year multi-disciplinary research project focused on teaching in theatre and the role of the entire theatre team in the education *and assessment* of young surgeons. Funding is from the Ursula Keyes Foundation (a medical charity). Publications pending.

## References for the above personal statement

Davies, C. Finlay. L. and Bullman, A.. (Eds) (2000) *Changing Practice in Health and Social Care*, London: The Open University in association with Sage Publications: London.

(This Reader forms part of the OU Course: Critical Practice in Health and Social Care)

Driscoll, J (2002) *Practising Clinical Supervision: a reflective approach*, Baillière Tindall: Edinburgh

Eraut, M. and du Boulay, B. (2000), *Developing the Attributes of Medical Professional Judgement and Competence: A literature Review*, University of Sussex: Sussex (<http://www.cogs.susx.ac.uk/users/bend/doh>)