

The Office of Academic Affairs

# First Years on Faculty: October: Education: Expectations, Evaluations, & Opportunities

October 2022

# First Few Years on Faculty Series

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## Fall 2022

- September: Faculty Tracks
- **October: Education: Expectations, Evaluations, & Opportunities**
- November: Diversity, Inclusion, & Health Equity Initiatives to Join
- December: Research Resources and Support

## Spring 2023

- January: Penn Perks & Your Well Being
  - February: Professionalism
- March: Preparing for Reappointment
  - April: Networking Virtually
    - May: Mentoring Up

# Agenda

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- Overview of Expectations & Holistic Evaluation: Lisa Bellini, MD, Professor of Medicine, Senior Vice Dean of Academic Affairs [~15]
- Resources & Opportunities for Improving Your Teaching: Meryl Cohen, MD, Professor of Pediatrics, Associate Professor of Faculty Professional Development [~10]

## **Choose Your Breakout Group [~20]**

- UME, Horace DeLisser, MD, Associate Professor of Medicine, Associate Dean for Diversity and Inclusion
- GME, Jeff Berns, MD, Professor of Medicine, Vice President for GME, UPHS
- BGS, Kelly Jordan-Sciutto, PhD, Professor of Dental Medicine, Director/PSOM Assoc Dean Grad Ed
- Postdoc, Maja Bucan, PhD, Professor of Genetics, Associate Dean for Postdoctoral Research Training & Ana-Rita Mayol-Cabassa, Director of Biomed Postdoc Office



# Expectations & Evaluations of Faculty Educators

## PSOM MISSION STATEMENT

Our mission is to advance knowledge and improve health through research, patient care, and the ***education of trainees*** in an inclusive culture that embraces diversity, fosters innovation, stimulates critical thinking, supports lifelong learning, and sustains our legacy of excellence.



## THE TRIPARTITE MISSION

# Education Activities & Required Education Credits

## Education Impact Categories

- Teaching
- Learner Assessment
- Curriculum/course development
- Mentoring and advising
- Education leadership and administration
- Education scholarship

# High Quality Engagement

- All faculty must meet the min required teaching effort
- Examples:
  - Leadership roles in teaching or educational programs
  - Innovation in teaching methods/novel application of methods
  - Development of educational products (curriculum, assessment tools or programs, policy statements, technologies etc)
  - Leading/substantive participation in education committees
  - Involvement in local mentoring programs, particularly related to IDE
  - Participation in development of ed related scholarly products

# Education Impact and Trajectory

- Internal and external evaluations for teaching
- Outcomes of successful mentorship: trainee scholarly products, regional/national presentations, trainee career trajectory, etc
- Course/program evals reflecting educational leadership roles
- Awards for teaching, mentoring, etc
- Invited lectures to disseminate knowledge
- Funding or scholarship in education
- National leadership roles in education/training committees and professional societies



# Education Activities & Required Education Credits

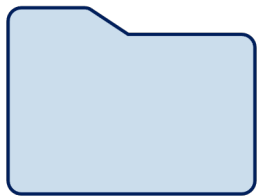
## The Education Credit System

- ▶ Requirement: 100 credits/Year for AC, CE, Tenure
- ▶ Principles
  - Diversity in types of educational effort
  - Parity
  - Penn-Affiliated Learners
- ▶ Best Practices
  - Experiment with opportunities to teach in as many areas as you can
  - Find your niche
  - Track your education effort in the PSOM Education Activities Workbook
  - Meet with your Education Officer

# Holistic Evaluation & Categories of Education Impact

## Principles

- ▶ Evaluation within the context of overall career focus
- ▶ Totality of impact of a faculty's educational activities
- ▶ Considerations of contributions to recognized education categories
- ▶ Measured by high-quality engagement and a trajectory of excellence over time
- ▶ Evidenced by materials provided by department, learners, and faculty's own self-reflections of growth as educator



At time of promotion review, faculty will be evaluated holistically via an Education Portfolio, a component of the dossier, which includes the PSOM Education Activities Workbook (quantifying credits), the Education Impact Statement, the EO Report, and learner evaluation data.



Questions?



# Faculty Professional Development Opportunities for Improving Your Education Effort

# Improving Your Effectiveness as an Educator

## Online & Hybrid Courses (Examples)

- ▶ Teaching @PSOM 101 (Required for all new Assistant Professors, AC, CE, Ten)
  - Writing Goals & Objectives
  - Establishing Effective Learner Environments
  - Providing Feedback
- ▶ Writing Letters of Recommendation for Clinical and/or Basic Science Trainees
- ▶ Providing Effective Feedback (Advanced)
- ▶ Strategies for Minimizing Gender and Racial Bias While Teaching
- ▶ Managing Discriminatory Patient Encounters in the Clinical Learning Environment

# Improving Your Effectiveness as an Educator

## Enduringly Available Digital Resources

- ▶ **The Online Mentoring Center**
  - Tools box for mentoring learners and/or colleagues
  - Toolbox for maximizing your mentee experience with your own faculty mentor
- ▶ **Just-in-Time Micro Learning Videos & Print-and-Go Best Practices Tip Sheets**
  - Teaching medical school student teams
  - Feedback
  - Learning environments
  - Rounding and precepting
  - Building and delivering an effective didactic lecture
  - Facilitating small groups and seminars

# Improving Your Effectiveness as an Educator

## Reach Out to Your Education Support System

### ▶ School-Level Contacts

- Meryl Cohen, Associate Dean of Professional Development
- Jennifer Kogan, Vice Dean of Student Success and Professional Development
- Jessica Dine, Associate Dean of Assessment
- Stephanie Taitano, Director of Learning, Communications, and Faculty Professional Dev
- ... *too many to list*

### ▶ Dept-Level Contacts

- Vice Chair of Faculty Affairs / Faculty Professional Development
- Vice Chair of Education
- Education Officer
- ... *too many to list*



Questions?





**UME**  
with Horace DeLisser

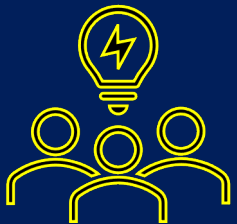


**GME**  
with Jeff Berns

**Choose Your Breakout Group**  
*Which Learner Groups Are Most Relevant To Your Teaching Now?*



**BGS**  
with Kelly Jordan-Sciutto



**Post Docs**  
with Bucan and Mayol-Cabassa

