The Office of Academic Affairs

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

October 2022
First Few Years on Faculty Series

**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

- 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
  - Experient 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?
Choose Your Breakout Group

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

- **UME**
  - with Horace DeLisser

- **GME**
  - with Jeff Berns

- **BGS**
  - with Kelly Jordan-Sciutto

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