Creating Teaching Excellence:

Developing a Prestige Faculty Development Program

Introductions

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What is your experience with teaching academies?

I'm an expert - I've created an academy

I've attended an academy

I've heard about academies

What's a teaching academy?

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Learning Outcomes

Identify the founding of a prestige longitudinal faculty development program

Describe a planning framework for planning such a program

Explore and troubleshoot potential barriers to founding a prestige faculty development program

What ***NOT*** to do

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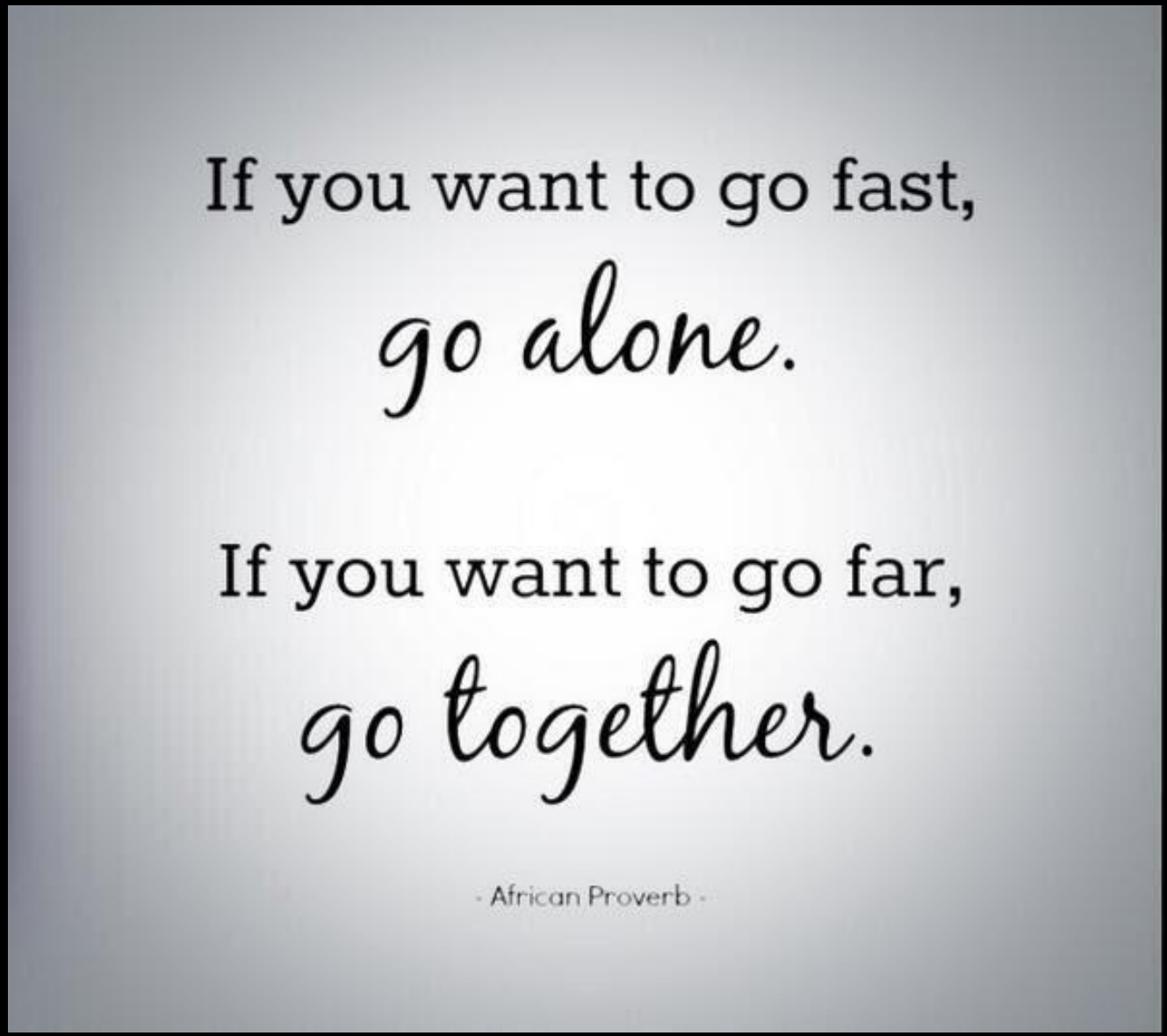
Don’t go it alone



Think big

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Don’t listen to nay-sayers

What kinds of objections should someone who is proposing the creating of a new academy expect?

Don’t go in unprepared

Other don’ts?

Snowball

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Planning

Clarify your purpose

Write a proposal

Provide executive summary with mission statement

Establish clear goals/expectations

Planning Activity #1 - Vision

Write a response to this question:

- If the success of our academy could be guaranteed, what would be the end results?

Share with your table

Record on flip chart (if available)

Planning Activity #2 - Goals

Write a response :

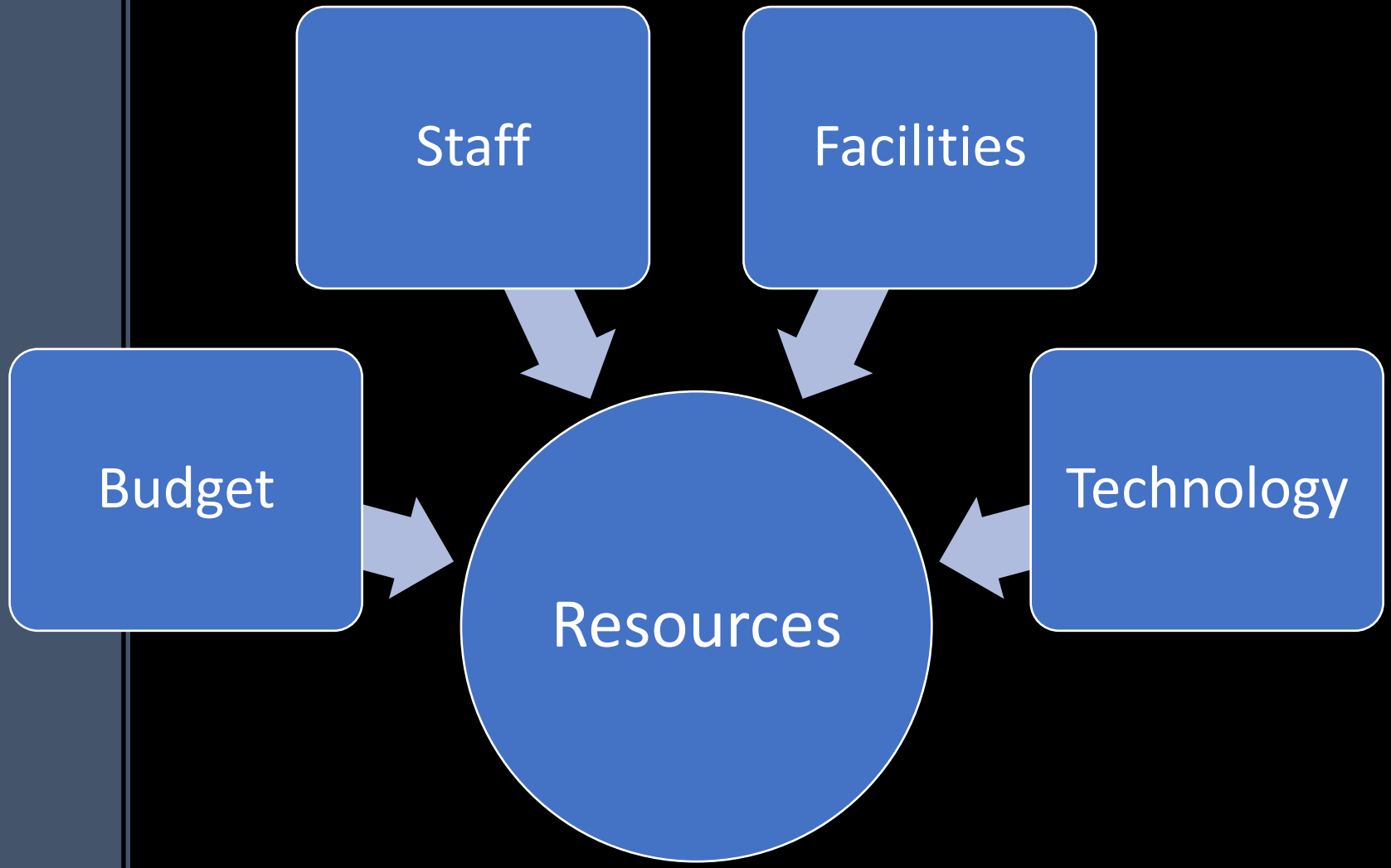
- Our academy will do what?
- For whom?
- Why?

Planning Activity #3 - Resources

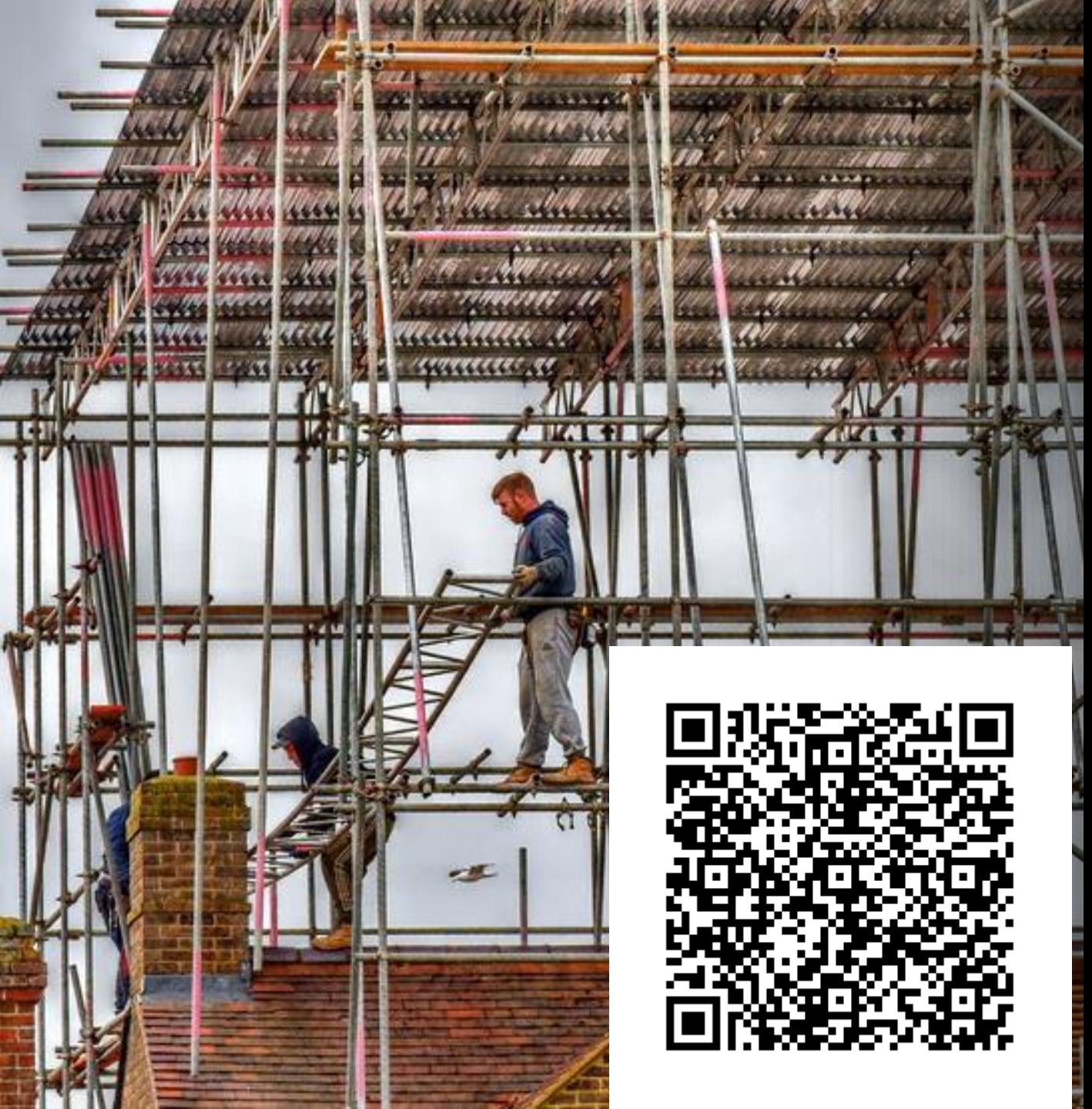
In small groups

- Brainstorm a list of resources you will need for your academy based on your vision statement
- Put a star next to the top 5
- Explain why you selected those 5
- Report out

What resources will you need?



Planning Activity #4 - Recruitment Strategies



Planning Activity #5 - Structure

- Meetings
- Service
- Scholarly output
- Compensation

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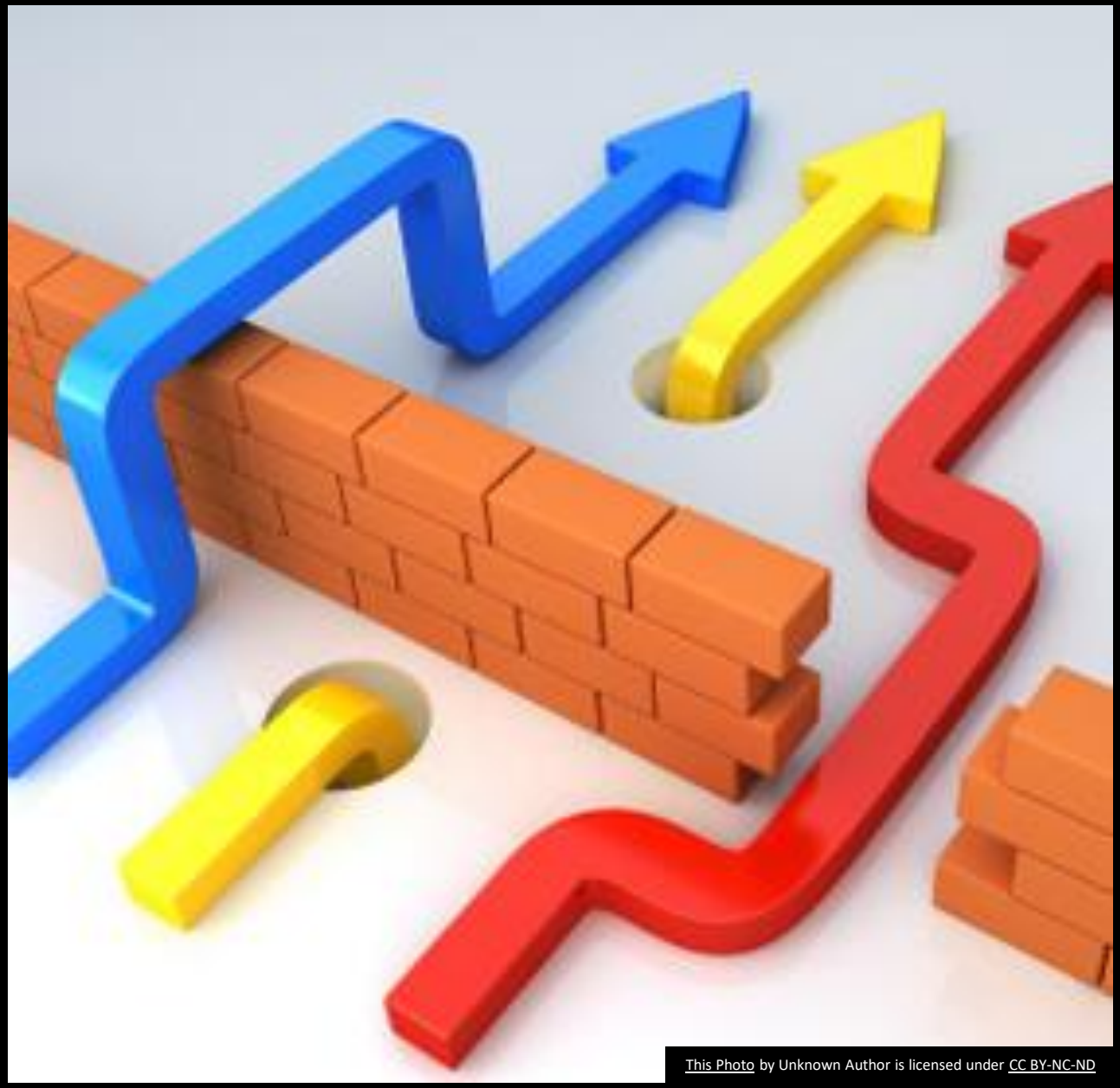
Planning Activity #6 Overcoming Barriers



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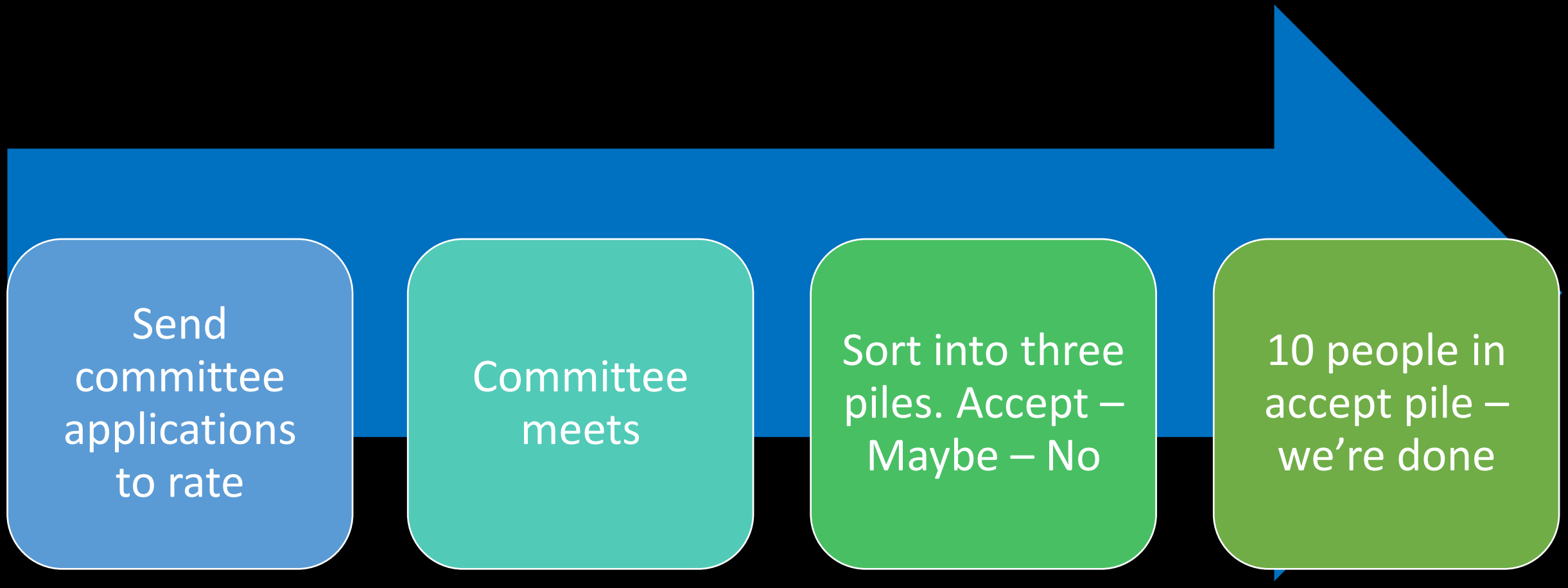
Teaching Excellence Academy

Nomination process

Selection process



Commitment process

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Requirements

- Attendance
- Complete pre-work before sessions
- Produce scholarly project
- Present project
- Submit project
- Identify as a TEA member in communications

Introduction to TEA and Foundations of Curriculum

Teaching and Learning Theory and SoTL

Instructional Strategies in Medical Education

Assessments, Feedback, and Grading

Learning Climate

Inclusive Teaching

Developing Leadership and Mentoring Skills

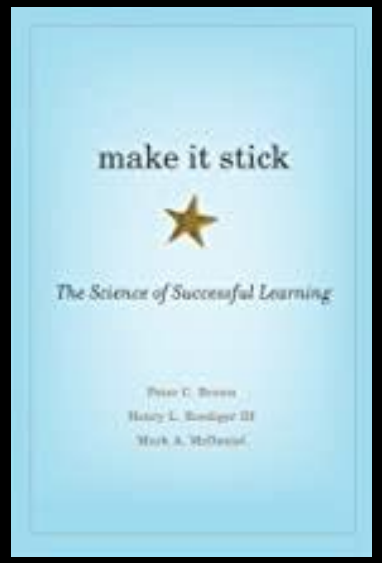
Sessions

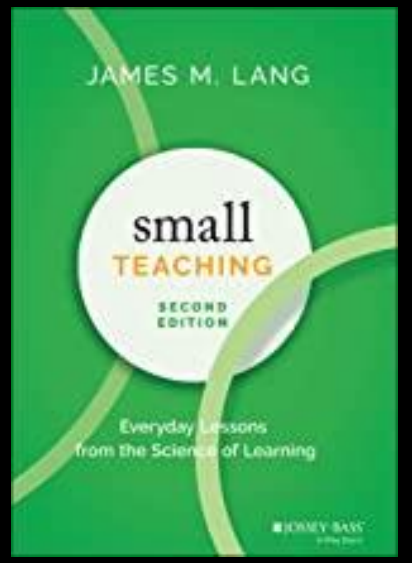
Events

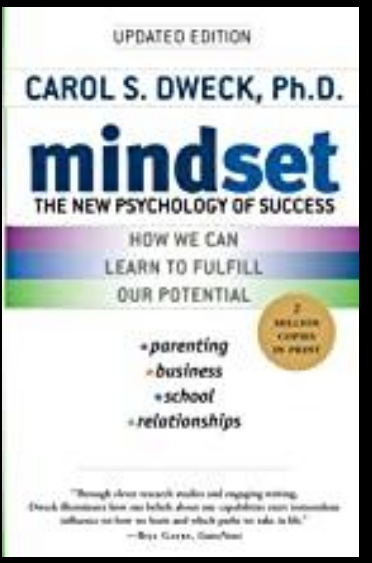
- Graduation
- Conference on Teaching and Learning

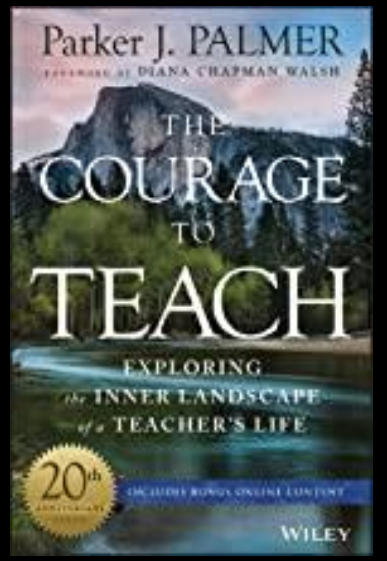
Details

- Books
- Notebooks
- Virtual Materials
- Pins









Remaining a member in good standing

- Travel grants
- Operations committee
- New faculty orientation
- Co-facilitating sessions
- Graduation speaker
- MedEd scholarship

What will and won’t work for you?

Snowball

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Lessons Learned

What will be your biggest challenge in starting an academy at your institution?

- Finding the necessary resources
- Participation from faculty
- Time needed to create a new program
- Lack of support from leadership
- Keeping momentum going until the academy is launched
- Other

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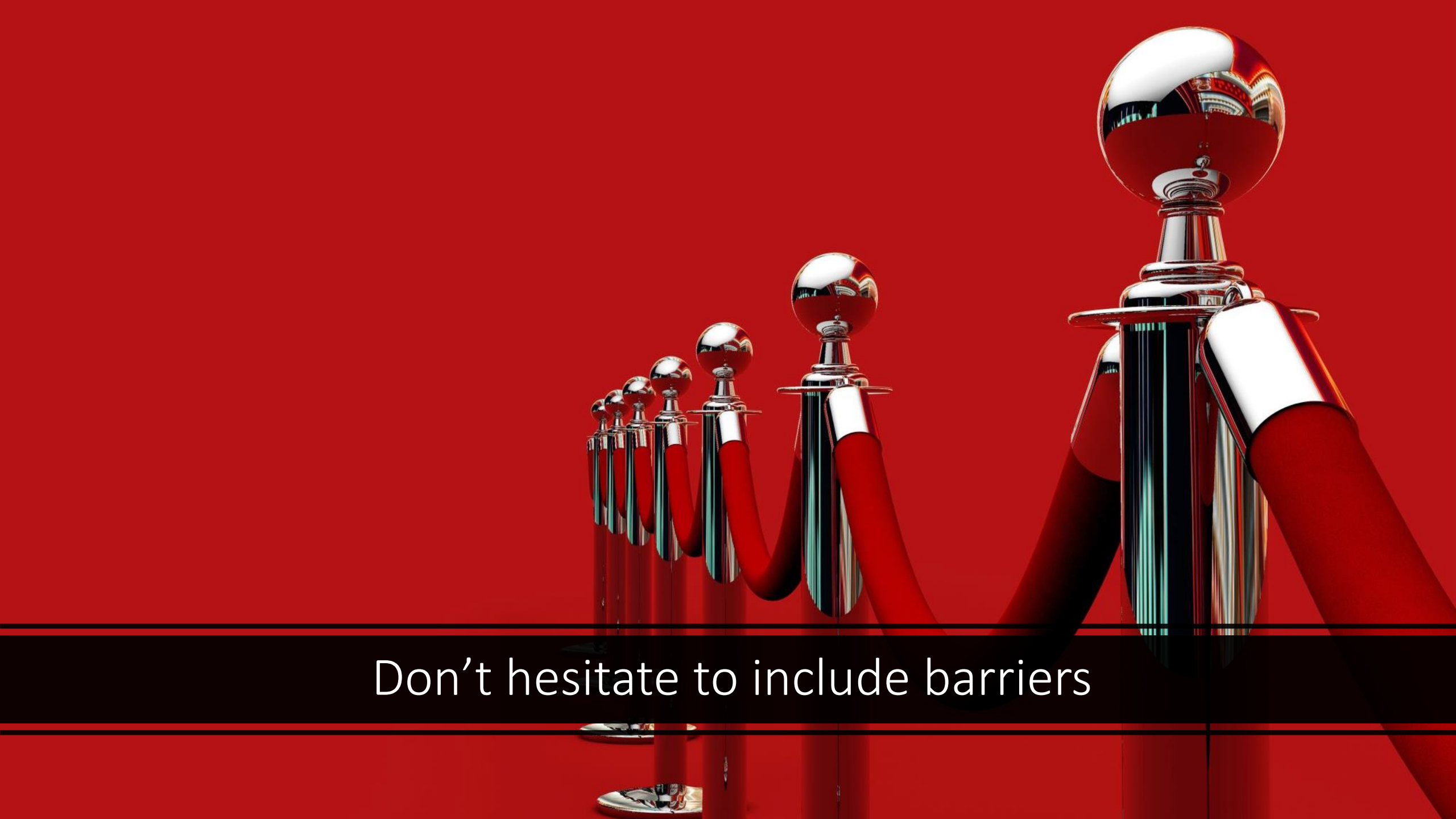
Make it prestigious

Invite people to nominate

- Dean
- Chairs and associate deans
- TEAM
- Self



Don’t hesitate to include barriers

Reduce barriers where you can

Keep nomination process simple

Make application process easy

Creates preferences – not rules

Embrace diversity

Be Clear
&
Get it in writing

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Embrace Community of Practice

Keep it active

- Discussion
- Active learning
- Games
- Competitions
- Sharing of experiences
- Small group work
- Brainstorms
- Process mapping
- Participant teaching

Be reasonable about homework

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Plan for sustainability from the start

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Outcomes

Fifth cohort

Dean supports

Graduates have:

- Become our advocates
- Risen to leadership positions
- Co-teach sessions with me
- Ensure faculty attend
- Nominate for new cohorts
- Published papers based on TEA project

Lessons Learned

What is one take away from today's session?

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Where to start?

Conduct a Needs Analysis

Conduct Research

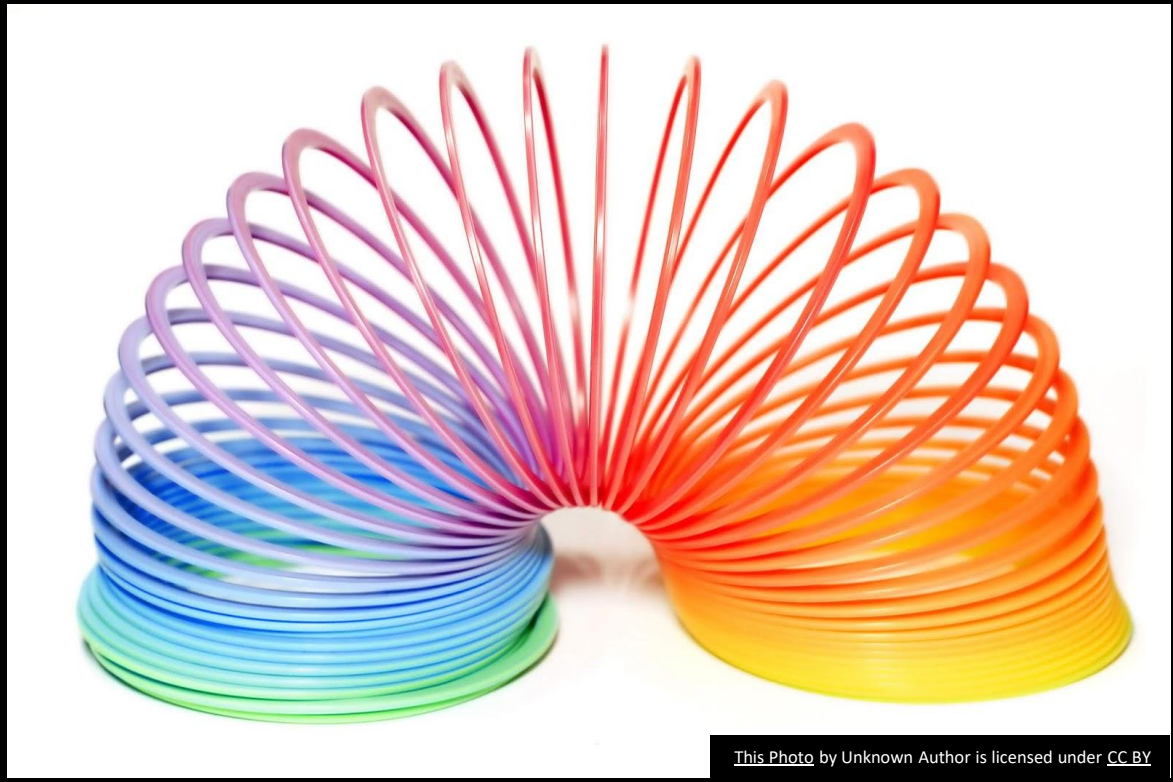
Develop a listening tour

Create survey, interview, focus groups

Establish a Mission

- Consider your purpose
- Form advisory group
- Join professional organizations

Be flexible on curriculum



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Any
Questions

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