

Academy of Educators

ACTION ITEM 1.1. An Academy of Educators will be established to promote and support excellence in teaching and the work and career paths of excellent teachers, to promote and fund curricular innovation, evidence-based curricular change and a scholarly approach to the education mission; and to provide a forum for education leadership and advice for the Dean, Vice Dean for Academic Affairs, Executive Associate Dean for Medical Education and the leadership of the curriculum.

To promote and support excellence in teaching and the work and career paths of excellent teachers, fellows will mentor and guide faculty members who have made education a core part of their career, including Academy Associate Fellows. They will offer peer review of individual teachers and will review the teaching portfolios of faculty being considered for promotion with teaching as their focus. Each of the promotions and post-tenure review committees will include an Academy Fellow who would pay particular attention to the inclusion of teaching as one criterion in the review process. The Academy collectively, and the Fellows individually, will be expected to raise the visibility of teaching as an important function of the school.

Small grants from the Dean's Office will be available for Fellows or Associate Fellows to expand their knowledge in education through additional study with the expectation that such opportunities would be used to enhance the educational mission of the School, in addition to the skills of individual faculty members. These grants might be in the areas of curricular innovation with the advice and approval of the Curriculum Management and Policy Committee.

In order to provide a forum for education leadership and advice for the Dean, Vice Dean for Academic affairs and the Executive Associate Dean for Medical Education, Fellows will establish a set of *Guidelines for Excellence in Teaching*, which will be used to promote improved teaching as well as to judge the success of teachers in evaluating their performance. The Fellows will constitute a Council to provide advice and assistance to the school leadership in pursuit of its education mission. Advice will be offered in answer to questions raised by the School's leadership. Questions requiring rigorous study will be tackled by a subcommittee appointed for that purpose.

Details regarding the governance of the Academy and selection of members can be found in Appendix A.

METRICS FOR SUCCESS FOR ACTION ITEM 1.1. The Vice Dean for Academic Affairs and the Executive Associate Dean for Medical Education will issue a call for nominations for membership in the UNC Academy of Educators by December 1, 2006. Nominations will be submitted by January 1, 2007. The first members of the UNC Academy of Educators will be appointed by the Vice Dean for Academic Affairs by February 1, 2007.

The Leadership Team of the School of Medicine will determine a funding model for the Academy and provide appropriate resources to support it by February 1, 2007.

Goals for the Academy for the 2007 academic year will be set by the Chair and Executive Committee of the Academy in consultation with the Vice Dean for Academic Affairs and the Executive Associate Dean for Medical Education by July 1, 2007. This process will be repeated annually.

Continued funding of the Academy will depend upon the achievement of its goals as determined by annual review by the Vice Dean for Academic Affairs of a written report by the Academy Chair, due May 1st of every year.

APPENDIX A

Report of the Task Force on Medical Student Education

Educating medical students was the founding mission of the School of Medicine and our newly approved Mission Statement reiterates our commitment to achieving national leadership in medical student education. As a part of the Strategic Planning process, the Task Force on Medical Education was established to consider the creation of an Academy of Educators as one means of supporting and improving the medical student teaching mission of the School and the educators dedicated to this effort.

The Task Force met five times, reviewed available descriptions of academies at other medical schools and consulted with leaders from several schools to learn from their experiences. There was agreement that the Academy should be built gradually with a full review of the structure and function after five years of experience.

Recommendations

The Task Force puts forward the following recommendations:

1. An Academy of Educators should be established with sufficient funding budgeted to enable accomplishment of the goals cited below.
2. The Goals of the Academy should be to:
 - a) Promote and support excellence in teaching and the work and career paths of excellent teachers.
 - b) Promote and fund curricular innovation, evidence-based curricular change and a scholarly approach to the education mission.
 - c) Provide a forum for education leadership and advice for the Dean, Vice Dean, Executive Associate Dean for Medical Education and the leadership of the curriculum.
3. Academy membership would be phased in over several years.
 - a) There would be two categories of membership:
 - i. Fellows – limited to approximately 50 of the most involved faculty.
 - ii. Associate Fellows – up to 150 of the most dedicated teachers.

- b) Members would be selected for 5-year terms using very specific criteria.
 - c) Faculty of all departments involved in medical student teaching and in all venues including AHEC would be eligible with the expectation that all departments would strive to have faculty selected.
 - d) A decision would be made later regarding possible additional categories for residents as teachers and whether to add residency and graduate student education to the Academy agenda
4. Academy funding would be generated through tuition, grants and donations and would be used to support:
- a) The time and effort of faculty who are selected to provide substantial and significant involvement in medical student education.
 - b) Awards that recognize excellence in teaching, with attention to include those less visible teachers who may only teach a small number of any class but do it exquisitely well. Such awards could range from a recognition plaque to a time-limited professorship.
 - c) Innovations in teaching and curriculum as determined by the Fellows.
 - d) Faculty development activities to promote improvements in teaching and learning, which could range from a series of seminars and presentations to short-term continuing education experiences off campus.
5. The Academy would elect a chair who would serve a 2-year term, report to the Vice Dean and be a member of the Dean's Advisory Committee and the Curriculum Management and Policy Committee. The Chair would be selected one year prior to taking office, during which time she/he would serve as Chair-Elect.
6. An Executive Committee of the Academy would include the Chair, Chair-Elect, Past-Chair and two selected Fellows. This committee would meet regularly to consider daily business and to prioritize what issues were brought to the full Academy membership, who would meet as a whole approximately six times per year.
7. The Academy would not have direct responsibility for monitoring or administrating the curriculum but would serve as a council to the leadership of the curriculum. The current governance structure would remain unchanged. The Academy would collaborate with existing Dean's Office resources to coordinate their efforts with curriculum priorities and make efficient use of existing expertise. The Executive Associate Dean for Medical Education would serve as a member [or ex officio member] of the Academy.

8. Faculty would be encouraged to apply for membership by demonstrating their superior achievement in one or more of the following five categories:
 - a) Direct Teaching and Mentoring Other Teachers
 - b) Instructional Development and Curriculum Design
 - c) Student Advising and Mentoring
 - d) Educational Administration and Leadership
 - e) Educational Research

9. The selection process and criteria for Fellows would include the following:
 - a) Application forms would be reviewed to assess the applicant's accomplishments in one or more of the areas described in 8 above.
 - b) A letter of endorsement and support from the applicant's department chair as well as one or two additional letters demonstrating the qualifications of the applicant.
 - c) Applicants would need to demonstrate substantial commitment to education as documented in their application and the letters from the chair and others.
 - d) Fellowship would be awarded to faculty renowned for their excellence in teaching over the course of the most recent five years based on student and peer assessments.
 - e) Fellowship would be awarded to faculty who play a major role in curriculum management and innovation such as chairing major committees as well as directing courses and/or engaging in education scholarship.

10. The selection process and criteria for Associate Fellow would be the same as that for Fellows; however the criteria would be somewhat less rigorous with the expectation that many Associate Fellows might earn Fellow status in the future.

11. The functions of the Academy and the expectations for Fellows and Associate Fellows are listed below under each of the three goals that are stated in section 2 above. Fellows and Associate Fellows are expected to actively participate in the work of the Academy, attend meetings and serve on committees. We anticipate that the functions described below would evolve as the Academy gains experience:
 - a) Promote and support excellence in teaching and the work and career paths of excellent teachers.

- i. Fellows will mentor and guide faculty who have made education a core part of their career, including Academy Associate Fellows.
 - ii. Fellows will offer peer review of individual teachers as well as review the teaching portfolio of faculty being considered for promotion with teaching as their focus.
 - iii. Each of the promotions and post-tenure review committees would include an Academy Fellow who would pay particular attention to the inclusion of teaching as one criterion in the review process.
 - iv. The Academy collectively, and the Fellows individually, would be expected to raise the visibility of teaching as an important function of the school.
- b) Promote and fund curricular innovation, evidence-based curricular change and a scholarly approach to the education mission.
- i. Funds should be made available to the Academy to support innovations in education with careful evaluation to assess effectiveness. Proposals may be submitted by any faculty member.
 - ii. Limited funds would be available for Fellows or Associate Fellows to expand their knowledge in education through additional study with the expectation that such opportunities would be used to enhance the education mission, not just the individual faculty member.
- c) Provide a forum for education leadership and advice for the Dean, Vice Dean and Associate Dean for Medical Education.
- i. Fellows would establish a set of *Guidelines for Excellence in Teaching* that would be used to promote improved teaching as well as to judge the success of teachers in evaluating their performance.
 - ii. The Fellows would constitute a Council to provide advice and assistance to the school leadership in pursuit of the education mission. Advice would be offered in answer to questions raised by the school's leadership. Questions requiring rigorous study would be tackled by a subcommittee appointed for that purpose.