Academy of Educators

Selection of the Inaugural Fellows and Associate Fellows
Presentation to the Department Chairs and Course Committees


The Goals of the Academy are to:

1) Promote and support excellence in teaching and the work and career paths of excellent teachers.

2) Promote and fund curricular innovation, evidence-based curricular change and a scholarly approach to the education mission.

3) 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.

The Role of the Fellows and Associate Fellows would be:

1) Promote and support excellence in teaching and the work and career paths of excellent teachers.
   a. Fellows will mentor and guide faculty who have made education a core part of their career, including Academy Associate Fellows.
   b. Fellows will offer peer review of individual teachers as well as review the teaching portfolios of faculty being considered for promotion with teaching as their focus.
   c. 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.
   d. The Academy collectively, and the Fellows individually, will be expected to raise the visibility of teaching as an important function of the school.

2) Promote and fund curricular innovation, evidence-based curricular change and a scholarly approach to the education mission.
   a. Funds will 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.
   b. 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, as well as the individual faculty member.

3) Provide a forum for education leadership and advice for the Dean, Vice Dean and Associate Dean for Medical Education.
   a. Fellows would establish a set of *Guidelines for Teaching Excellence* which would be used to promote improved teaching as well as to judge the success of teachers in evaluating their performance.
   b. 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.
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 of Students and Mentoring Other Teachers
b) Instructional Development and Curriculum Design
c) Student Advising and Mentoring
d) Educational Administration and Leadership
e) Educational Research

Academy membership would be phased in over several years. Members would be:

a) In two categories:
   i. **Fellows** - limited to approximately 50 of the most involved faculty. Will choose ~25 now, the rest in later years.
   ii. **Associate Fellows** – up to 150 of the most dedicated teachers. Will choose ~75 now and the rest in later years.

b) Selected for 5 year terms based on activities over the most recent 5 years.

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.

**Fellows** will be faculty who dedicate a significant portion of their career to medical student education with recognized expertise and leadership roles in teaching, curriculum development and education scholarship.

**Associate Fellows** may be junior faculty on a medical student education career path who have yet to achieve the recognition or position of leadership that would qualify them to be a Fellow.

or **Associate Fellows** may be more senior faculty noted for their dedication to teaching but who only play a limited role in medical student education

**Selection Process and Timeline**

Dec. 12 – Inform and Consult with department chairs
Dec. 12 – Inform CC-1 and CC-2
Dec. 13 – email to all faculty, including AHEC
All nominations will come from department chairs
Interested faculty should speak with their chair
Jan. 15 – deadline for nominations
Jan. 31 – Deadline for applications
Early March – Selections announced
Elite but not Exclusive
Walk the fine line between elite and exclusive
We want to minimize rejections by nominating the right faculty
Dept Chairs to help us screen – run names by us – limit your nominations
25 Fellows and 75 Associate Fellows

Questions, Concerns and Advice on Nominations:
Contact Alan Cross at across@unc.edu (there is no “med”)
Or Kathleen Rao at kwrao@med.unc.edu
Department Chairs will send nominations to either Dr Rao or Dr. Cross before Jan 15.
Application instructions will be sent to nominees and will appear on a soon-to-be-developed website

(To the medical faculty in Chapel Hill and in the AHECs)
(From Etta Pisano and Cheryl McCartney)

Subject: Academy of Educators - Soliciting nominations for Fellows

The recently released Strategic Plan for the School of Medicine (http://www.med.unc.edu/admin/documents/UNCSOM_strategicplan_2006.pdf) calls for the creation of an Academy of Educators “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.” Kathleen Rao, PhD, Professor of Pediatrics, Pathology, and Genetics and Alan Cross, MD, Professor of Social Medicine and Pediatrics have agreed to serve as the inaugural co-directors of the new Academy. We are now soliciting nominations for Fellows and Associate Fellows of the Academy.

Ultimately the Academy will have about 50 Fellows and up to 150 Associate Fellows, but in this first solicitation we anticipate appointing approximately 25 Fellows and 75 Associate Fellows. The Fellows will be faculty who dedicate a significant portion of their career to medical student education with recognized expertise and leadership roles in teaching, curriculum development and education scholarship. Associate Fellows may be junior faculty on a medical student education career path who have yet to achieve the recognition or position of leadership that would qualify them to be a Fellow. Alternatively, Associate Fellows may be more senior faculty noted for their dedication to teaching but who only play a limited role in medical student education. Pages 7-8 and Appendix A beginning on page 27 of the Strategic Plan provide greater detail about the role of the Academy and its Fellows. Fellowship is an honor, but also an opportunity to help shape the future of our education mission and will include expectations of some service responsibilities.

Faculty interested in being nominated should speak with their department chairs. The chairs will make the actual nominations which should be submitted to Drs. Cross and Rao by the 15th of January. Nominees will be sent an application packet which will be due by January 31st. A selection committee will recommend nominations to Vice Dean Pisano by February 28th. The first meeting of the Fellows and Associate Fellows will be in March.

Questions should be directed to Alan Cross at across@unc.edu (there is no “med”) or Kathleen Rao at kwrao@med.unc.edu.
(To department chairs)
(From Etta Pisano and Cheryl McCartney)

Subject: Nominating faculty for Academy membership

A memo went out today to all faculty of the School of Medicine soliciting nominations for Fellows and Associate Fellows for the newly created Academy of Educators. We are requesting that faculty express their interest in being nominated to their chairs who will in turn be the ones to make the actual nominations. Please review the relevant sections of the Strategic Plan (pages 7, 8 and Appendix A beginning on page 27) (http://www.med.unc.edu/admin/documents/UNCSOM_strategicplan_2006.pdf) and consider which faculty in your department should consider seeking nomination. For this round of annual nominations, we expect to appoint 25 Fellows and 75 Associate Fellows, half the eventual numbers. The Fellows will be faculty who dedicate a significant portion of their careers to medical student education with recognized expertise and leadership roles in teaching, curriculum development and education scholarship. Associate Fellows may be junior faculty on a medical student education career path but who have yet to achieve the recognition or position of leadership that would qualify them to be a Fellow. Alternatively, Associate Fellows may be more senior faculty noted for their dedication to teaching but who only play a limited role in medical student education. At this time, our focus is on faculty who teach medical students and not graduate student or resident education. Later in the life of the Academy, we may expand the membership to faculty involved in graduate student or residency education.

We hope that every department will eventually be represented in the Academy in proportion to their quantity of medical student teaching. Because membership in the Academy will not only be an honor, but also imply some service responsibility, excellent teachers whose major job duties are in research or clinical care may not seek or be selected for membership. However the resources of the Academy will be available to all faculty. We would like to make sure that the faculty who get nominated are the ones who will most likely qualify so that we are not turning down a lot of applicants.

Alan Cross, MD, Professor of Social Medicine and Pediatrics and Kathleen Rao, PhD, Professor of Pediatrics, Pathology, and Genetics have agreed to serve as the inaugural co-directors of the new Academy.

Nominations (including faculty name, e-mail address, and primary teaching role) should be submitted to Drs. Cross and Rao by the 15th of January 2007. Nominees will then be sent an application packet which will be due by January 31st. A selection committee will review these submissions and forward the names of recommended faculty to Vice Dean Pisano by February 28th. The first meeting of the Fellows and Associate Fellows will be in March 2007.

If you have questions about the process or wish to discuss an individual faculty member’s prospects, please feel free to contact Alan (across@unc.edu - no “med”) or Kathleen (kwrao@med.unc.edu).

Thank you.