

ABSTRACT: 2014 ELAM Institutional Action Project Poster Symposium

Project Title: Summary of the Teaching Contribution of Faculty during the Appointments and Promotions Process at the Yale School of Medicine: A Pilot Study

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Background, Challenge or Opportunity: Appointments and Promotions Committees in medical centers often have difficulty appraising faculty contributions of teaching as there are not well developed guidelines for what constitutes adequate and exemplary teaching. This stands in contrast to research contributions, which are well defined and widely understood by promotions committees. Yet teaching is required in most tracks, and educational scholarship is a key area for promotion within the Clinician Educator track

Purpose/Objectives: The Yale School of Medicine Teaching and Learning Center (T & LC) was established in 2012 to provide expertise and innovation in educator development in order to foster excellence in education at the Yale School of Medicine. This pilot study is designed to capitalize on the expertise of the T & LC, which in conjunction with the academic department, will evaluate the teaching contribution of faculty members who are being considered for promotion. A summary letter about the applicant's teaching will be provided to the Chair and be used in the package presented to the Appointments and Promotion committee.

Methods/Approach: A qualitative research design will be used to analyze the evidence for appointments and promotion purposes regarding teaching performance. *Sample:* A convenience sample of 4 departments was selected, including 3 clinical departments and a basic science department. The Chair of each department was contacted and asked to identify one faculty member who was being considered for promotion during this academic year. *Analysis:* A document analysis according to Miles and Haberman will be conducted. *Results:* A summary letter will be generated for each faculty member for the Chairman to include in the appointment and promotion package.

Outcomes and Evaluation Strategy: This pilot includes (1) an assessment of the time and resources required to analyze teaching data and compile the letters, and (2) consideration of the usefulness of this letter to the Chair and to the appointments and promotions committee. The next step would be to expand the pilot to more candidates and to other departments during the next academic year.

Summary of the Teaching Contribution of Faculty During the Appointments and Promotions Process at the Yale School of Medicine: A Pilot Study



Background

- Teaching is required for promotion in many Medical Centers.
- There are a lack of well developed guidelines for what constitutes adequate and exemplary teaching.
- The Yale School of Medicine Teaching and Learning Center (T & LC) was established in 2012 to provide expertise and innovation in educator development in order to foster excellence in education at the Yale School of Medicine.

Objectives

- Conduct a pilot study to evaluate whether providing a summary of the teaching contribution of faculty members who are being considered for promotion helps the Chairman of the department.
- Evaluate whether the summary helps the Appointments and Promotions Committee.

Approach

- A pilot study capitalizing on the expertise of the T & LC will be conducted.
- A qualitative research design will be used to analyze the evidence for appointment and promotion purposes regarding teaching performance.

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Teaching Activities



Teaching Assessments



Teaching Awards



Faculty Development

Summary Letter

Teaching Activities
 Activities per type of learner
 Teaching role of the candidate

Teaching Assessments
 Type of Assessment
 An account of learners

Teaching Awards
 National and Local awards received

Faculty Development
 Faculty development and activities

Appointments and Promotions Committee

Methods

Sample:

- Four (4) departments were selected:
 - 3 clinical departments
 - 1 basic science department
- The Chair of each department was contacted and asked to identify one faculty member who was being considered for promotion during this academic year.

Analysis:

- A document analysis according to Miles and Huberman¹.

Results:

- A summary letter will be generated for each faculty member for the Chairman to include in the Appointments and Promotions package.

Outcomes

- Time study of the time and resources required to analyze teaching data and compile the letter.
- Usefulness of this letter to the Chairman.
- Usefulness of the letter to the Appointments and Promotions Committee.

Summary

We are currently conducting the first phase of this pilot study **Next steps would be to expand the pilot over the next academic year:**

- To include more candidates.
- To include more academic departments.

Acknowledgments:

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¹ Miles, M. B. & Huberman, A. M. (1984) *Qualitative Data Analysis: A Sourcebook of New Methods* (London, Sage).