### **ABSTRACT: 2019 ELAM Institutional Action Project**

### Project Title: Establishing an Academy of Educators at Washington University School of Medicine

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### Collaborators and Mentors: Eva Aagaard, MD, Dominique Cosco, MD, Steve Taff, PhD/OT

### **Topic Category: Faculty Development**

### Background, Significance of project:

At my school, a small core group of educators provides the bulk of the teaching and education program leadership. These dedicated educators are often under-recognized and are inadequately prepared to be excellent teachers, curriculum developers and leaders. Additionally, during our last LCME review (2015) concerns were raised for inadequate faculty support for education. These concerns led to a recommendation to form an Academy of Educators to recognize, promote best practices, and reward educators at WUSM. In fall 2018, I was selected as the inaugural director of the Academy and am working to organize and launch the Academy.

### Purpose/Objectives:

- 1. Provide greater recognition of our Education Mission and its Educator-Faculty
- 2. Provide faculty development to maximize potential of teachers and education leaders
- 3. Promote Education Scholarship through a small grants innovation program and deliberate mentorship of education research.

### Methods/Approach/Evaluation Strategy:

- Develop branding/marketing materials, selection criteria and process for selection of Academy members; membership will facilitate formation of a cohesive community of educator-faculty. Induction event will celebrate education, concurrent to celebration of certificate program graduates.
- 2. Develop and host faculty development certificate programs (Fundamentals of Teaching Skills FITS and Teaching Scholars Program--TSP) and "drop-in" workshop series.
- 3. Develop process for small grants program: call for proposals, vetting procedure, mentoring/advising group for grantees.

Each of the above to be evaluated through faculty engagement numbers, as well as participant surveys of certificate programs, drop-in workshops, and Academy meetings and events.

### Outcomes/Results:

As of late March 2019: branding/marketing materials are under final development; selection criteria for membership developed and will launch early April. TSP has launched with 14 participants. FITS will have call for applications summer 2019. Drop-in faculty development activities launched in early March 2019. Small grants program is anticipated to launch summer 2019.

### Discussion/Conclusion with Statement of Impact/Potential Impact:

Academy formation and programming is well underway. We anticipate greater faculty engagement, improved use of teaching and leadership best practices, and improved camaraderie and 'culture' as the years progress due to Academy presence.

## Washington University in St. Louis

SCHOOL OF MEDICINE

## Background

## Establishing the Need

- Small group of dedicated faculty do majority teaching and education leadership
- Faculty under-recognized and ulletinadequately prepared for excellence
- LCME review (2015): inadequate ulletsupport for education faculty

## Proposal

- Establish Academy of Educators to:
  - Provide community of excellence for expanded pool of educators
  - Promote best practices and innovation in teaching and education
  - Deliver faculty development programs in Education

## Logistics

- Proposal and funding approved by dean and Executive Faculty early 2018
- Author named founding director in August 2018

### Presented at 2019 ELAM leaders forum

- Stakeholder interviews
- Established Administrative, Branding and Marketing support
- Formed Steering Committee:
- Recruited/collaborated with program leads



- Teaching Scholars Program (TSP) Certificate program Launched Sept 2018 Goal: develop excellent Educators

  - Academy Membership Select "fellows" for membership Form of honors for education Leaders Service obligations to Academy Underway April/May 2019
- Small grants program Promote Education Scholarship and Innovation; TBD Dean has committed funds





## Establishing an Academy of Educators at Washington University School of Medicine

# Mary E. Klingensmith, MD

## Methods

Benchmarking

- Mission/Vision
- Programming
- Membership criteria

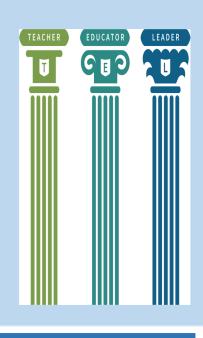
## Results

- Fundamentals in Teaching Skills (FITS)
  - Certificate program
    - Will launch fall 2019
    - Goal: develop excellent Teachers

- underway
- Certificate programs have met early success



Sources Academies Collaborative: https://www.academiescollaborative.com/ The UCSF Academy of Medical Educators. Cooker, Irby, et al. Acad Med 2003; 78:666 The Academy at Harvard Medical Schoool. Thibault, et al. Acad Med 2003; 78: 673. The Academy Movement. Irby, et al. Acad Med 2004; 79: 729. The Emergence of Academies of Educational Excellence Dewey, et al Acad Med 2005; 80: 358.



## Conclusions and next steps

The Academy concept has been embraced in its early stages Membership selection for first cohort of Academy fellows is

- Additional work needed to develop programming in
  - mentorship, non-clinical classroom-based teaching for basic
  - science/graduate school faculty, and to launch small grants
  - program for education innovation

## Acknowledgements

Mentor: Eva Aagaard, MD (ELUM '15) Collaborators: Dominique Cosco, MD and Steve Taff, PhD

> Be the spark that lights a fire:

## We are the Academy.

education.med.wustl.edu/academy