

ABSTRACT: 2019 ELAM Institutional Action Project

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

Name and Institution: Mary E. Klingensmith, MD; Washington University School of Medicine (WUSM)

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:

1. 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.



Establishing an Academy of Educators at Washington University School of Medicine

Mary E. Klingensmith, MD



Background

Establishing the Need

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



Methods

- Benchmarking
- Stakeholder interviews
- Established Administrative, Branding and Marketing support
- Formed Steering Committee:
 - Mission/Vision
 - Programming
 - Membership criteria
- Recruited/collaborated with program leads

Results

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

Conclusions and next steps

- The Academy concept has been embraced in its early stages
- Membership selection for first cohort of Academy fellows is underway
- Certificate programs have met early success
- 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 Agaard, 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

Sources:

Academies Collaborative: <https://www.academiescollaborative.com/>
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