

Abstract: 2023 ELAM Institutional Action Project

Project Title: Launching an Inclusive Academy of Educators at a Community Based Medical School

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Topic Category: Faculty Development

Background/Project Significance: Many teaching academies exist at medical schools nationwide, and induction has been, historically, a pinnacle of career achievement. Community-based medical schools, however, are challenged by differences among employers, the lack of a dedicated academic medical center, and varying commitments to teaching among its partners. Studies demonstrate attrition among community faculty as engagement with the medical school decreases, and the COVID-19 pandemic only accelerated this phenomenon. Faculty in all aspects of health professions education are being asked to do more to innovate and to activate learners without clear guidance, opportunities to practice, or a community of support.

Purpose/Objectives: We sought to build an inclusive Educator Academy for faculty and staff at our new community-based medical school at a land-grant university. We aimed to encourage collaborative education across the health education continuum, to raise the profile of our health professions educators, and to foster relationships leading to improved engagement of our statewide faculty to try new and evidence-based teaching and assessment strategies. The short-term objective over the 2022-23 academic year was to engage in the overall strategic planning of the WSU College of Medicine Educator Academy, with a planned launch in the Fall of 2023.

Methods/Approaches/Strategies:

- Engage a COM-wide inclusive set of stakeholders as the Leadership Advisory Group (LAG).
- Conduct a needs assessment among the members of the LAG.
- Develop the mission and vision of the COM Educator Academy
- Determine the governance structure and support for the Academy.
- Design the initial year's initiatives for the Academy.
- Develop the structural model for the Academy (Cohort Model).
- Define the selection process for inaugural Academy members.
- Approve the program requirements and curriculum for the Educator Academy members.
- Launch the COM Educator Academy.

Outcomes/Results: We successfully recruited a leadership team, developed a comprehensive plan for the mission, vision, and determinants of success for the first College of Medicine Educator Academy at WSU, to launch in September 2023. Program requirements will include a Plan-Learn-Reflect-Respond model, and will focus on the building of skills, rather than recognition of past achievement.

Discussion and Impact: The COM Educator Academy has the potential to enhance the knowledge, skills, and most importantly community-of-practice among faculty and staff in UME, GME, and other COM-health education programs. In launching a program for skill-building, we hope to eventually develop an alumni group of peer-mentors who support the growth and development of educators across the continuum, ultimately impacting learner success and the recruitment and retention of a world-class faculty.