Education as a Pathway for Career Advancement

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Overview

The retention, promotion, and tenure process is evolving to allow accomplishments in education and teaching to contribute more significantly to professional advancement in academic health science centers. This breakout session will address the thoughtful identification of appropriate education related opportunities and ongoing development of an education portfolio suitable for career advancement in an academic health science center. We will discuss how the School of Medicine created clear criteria for advancement based on educational excellence.

Workshop Goal

Workshop participants will employ a strategic process for career advancement in education by:

- Understanding the criteria for promotion in education.
- Maintaining a record of accomplishments in education.
- Setting goals for achievement in education.

Agenda

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>10:50</td>
<td>Introductions</td>
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<tr>
<td>11:00</td>
<td>Educators in the FARA Process</td>
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<tr>
<td>11:20</td>
<td>Mapping Activities</td>
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<tr>
<td>11:35</td>
<td>Measuring Accomplishment</td>
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<td>Impact</td>
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<td></td>
<td>Dissemination</td>
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<td>11:55</td>
<td>Setting Goals</td>
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<td></td>
<td>Identify Gaps in Portfolio</td>
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<td>Set SMART Goals</td>
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<td>12:10</td>
<td>Wrap-Up</td>
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Recommended Reading & Resources


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<td></td>
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<td>(Learner Numbers, Effort)</td>
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<td>(Evaluation, Learner Outcome)</td>
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<td>Scholarly Approach</td>
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<td>(Ed Lit, Best Practice)</td>
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<tr>
<td>Teaching</td>
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<td>Scholarship</td>
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<td>(Peer Review, Public, Platform)</td>
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(Patient Education also considered CLINICAL PRACTICE ADVANCEMENT)

Learner Assessment

Curriculum Development

(Also considered SCHOLARSHIP)

Advising & Mentoring

Educational Leadership & Administration

(Also considered ADMINISTRATION)
Goals

Career Advancement Goal
Promotion to: Assistant Professor, Associate Professor, Professor
Timing:
Areas of Accomplishment: Investigation, Education, Clinical Practice Advancement, Administration/Service

Gaps in Education Accomplishment

Education Goals:
Goal #1:
S
M
A
R
T

Goal #2:
S
M
A
R
T

Goal #3:
S
M
A
R
T
Framework for Evaluating Quality

Glassick Quality Indicators

- Goals
- Preparation
- Methods
- Results
- Presentation
- Reflective Critique

Kirkpatrick Assessment Levels

- Satisfaction
- Learning
- Application
- Impact

Bolman & Deal Leadership Frames

- Symbolic
- Structural
- Human Resources
- Political

References

Education: A Pathway for Career Advancement

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University of Utah SOM

Adapted in part from: Gusic M et al www.mededportal.org/publication/9313
Career Advancement in Education

Workshop Goal

- Promote Career Advancement in Education
  - Understand FARA (RPT) Criteria
  - Maintain Record of Accomplishment
  - Set Goals in Education
# Career Advancement in Education

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Career Advancement in Education

Recommended Reading & Resources


Career Advancement in Education

Educators in the FARA Process
Educators in the FARA Process
Areas of Accomplishment

- Education
- Investigation
- Clinical Practice Advancement
- Administration / Service in Support of a Mission

- Excellence = external facing
- Effectiveness = internal facing
What is Education?

- Learner Assessment
- Curriculum Development
- Advising & Mentoring
- Teaching
- Educational Leadership & Administration

*Patient Education is also considered CLINICAL PRACTICE ADVANCEMENT
#Curriculum Development is also considered SCHOLARSHIP
%Educational Leadership is also considered ADMINISTRATION

Simpson, DE. Academic Medicine 74:1296-1299, 1999
What is Education?

- Activity in the myriad educational domains that could improve patient care, individual and population health and well-being, or advancement of knowledge

- Dissemination of knowledge, skills, & attitudes to trainees, faculty members, clinicians, staff, colleagues, patients, and the public
Where is Education Valued? (I)

**Education:**
- Participation in education at an administrative, development, scholarly, or investigational level
- Scholarship related to these efforts

**Investigation:**
- Efforts by the faculty member that generate or advance creation or development of new knowledge (educational scholarship)
Educators in the FARA Process
Where is Education Valued? (II)

- Clinical Practice Advancement:
  - Oversight of patient care
  - Efforts to improve clinical education
  - Scholarship related to these efforts

- Administration / Service (educational mission):
  - Substantial administrative and / or service effort and impact, generally in a leadership role
  - Scholarship related to these efforts
Educators in the FARA Process

What is Scholarship?

- High quality work that has an impact:
  - Made public
  - Peer-reviewed based on the standard of the field at the time
  - Built on by others

Glassick, CE. Academic Medicine 75:877-80, 2000
Career Advancement in Education
Mapping Activities
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Career Advancement in Education
Measuring Accomplishment
Measuring Accomplishment

Measures

- Quantity
- **Quality**
- Scholarly Approach
- Scholarship  Dissemination

Impact
Evaluating Quality

Glassick Quality Indicators
(Teaching, Assessment, Curriculum)
- Goals
- Preparation
- Methods
- Results
- Presentation
- Reflective Critique

Kirkpatrick Assessment Levels
(+Advising/Mentoring)
- Satisfaction
- Learning
- Application
- Impact

Bolman & Deal Leadership Frames
(Leadership & Administration)
- Symbolic
- Structural
- Human Resources
- Political

Bolman, LG; Deal, TE Reframing Organizations. 2003.
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Career Advancement in Education

Setting Goals
Setting Goals

Identify Gaps & Set SMART Goals

- Gaps in the Grid
- Appointment, Reappointment, Advancement
- SMART Goals
  - **Specific**
  - **Measurable**
  - **Attainable**
  - **Relevant**
  - **Time Related**

Doran, GT Management Review 70; 35-36, 1981
Career Advancement in Education

Wrap Up
Wrap Up

Questions...
Wrap Up

Remember

Education can be a Pathway for Career Advancement!
Career Advancement in Education

References