

Evaluating faculty members' achievements in medical education: the UCSF experience

Elena Fuentes-Afflick, MD, MPH
Professor and Vice Chair of Pediatrics
Vice Dean for Academic Affairs
University of California, San Francisco



University of California
San Francisco

Disclosures

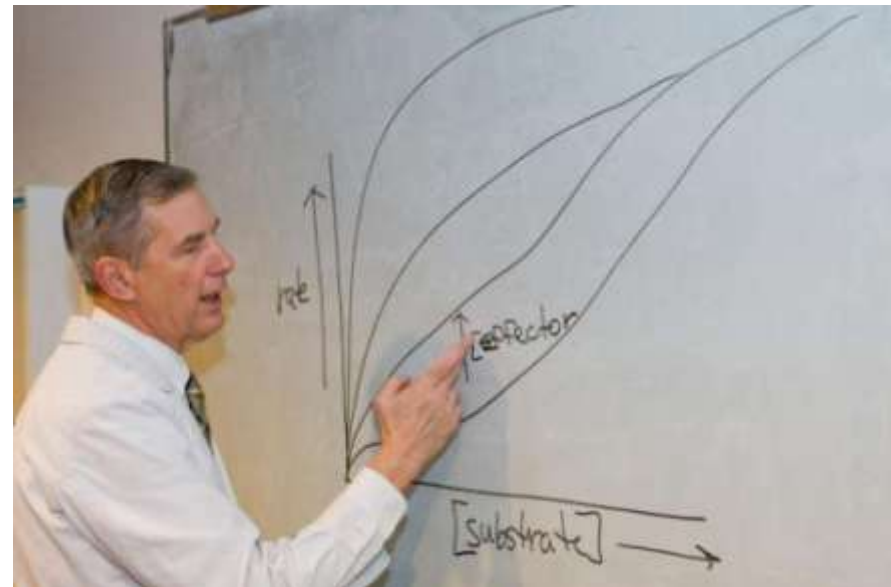
None





1. To review the criteria used to assess academic advancement for medical educators at UCSF.
2. To understand the value of the academic packet's narrative sections.
3. To describe the UCSF Academy of Medical Educators.

Who is a medical educator?









**BEST
HOSPITALS**

& WORLD REPORT
U.S. News

**HONOR ROLL
2017-18**

UCSF Medical Center

#1 in California

#5 in United States

At UCSF, education is
a core commitment for all faculty



Academic Advancement



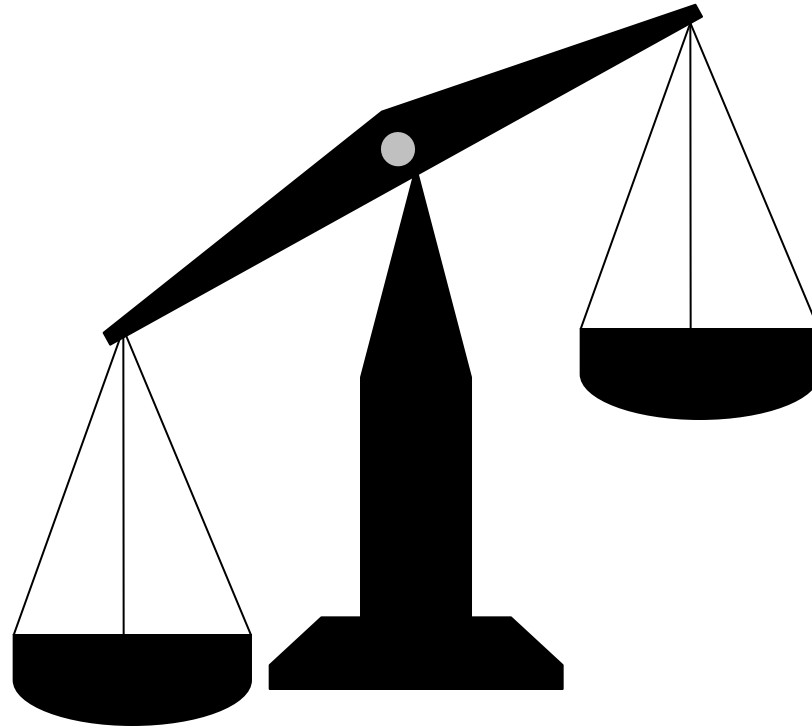
4 Criteria:

- Teaching and mentoring
- Research and/or creative activities
- Professional competence
- University & public service

Weighting of Criteria:

- Varies by series
- Department-defined

HEALTH SCIENCES CLINICAL PROFESSOR

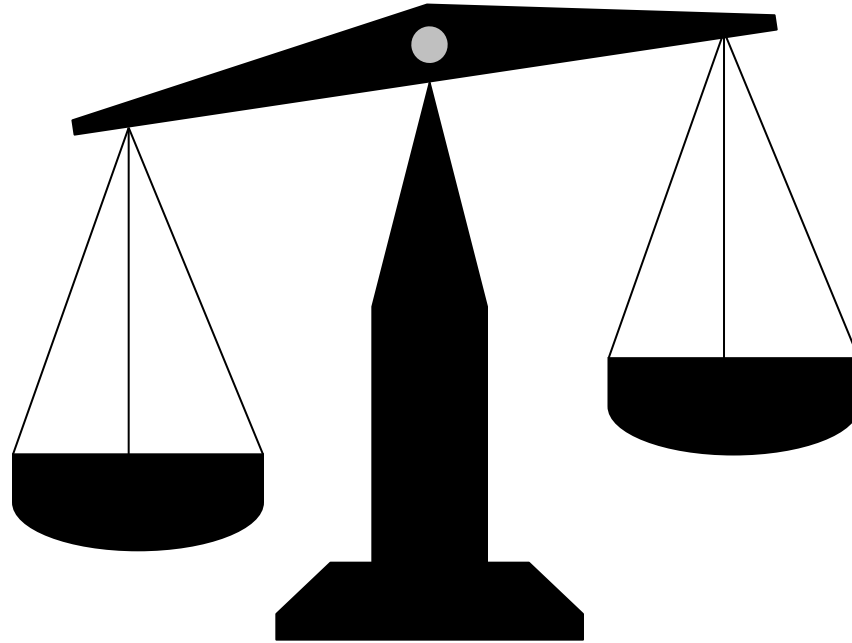


Scholarly /
Creative activity

Outstanding:

- Clinical competence
- Teaching
- Service

CLINICAL X PROFESSOR



Scholarly /
Creative
activity,
Dissemination

Outstanding:

- Clinical competence
- Teaching
- Service

Data sources

- CV
- Teaching evaluations
 - Students
 - Residents/fellows
 - Colleagues
- Reference letters
 - Internal
 - External



Teaching and Mentoring

	Not Applicable	Needs Improvement	Favorable	Outstanding
Teaching and Mentoring Overall				
Student/trainee/mentee evaluations				
Peer Evaluations				

Evaluation of Teaching

- Direct teaching: Students, graduate students, residents, fellows
- Course / Program Administration
 - Program design, curricular innovations
 - Textbooks, other teaching materials
- Educational scholarship
- Advising and mentoring: Trainees, faculty



Challenges

- Teaching is hard to define
- Teaching contributions are difficult to document
 - Teaching effort varies
 - E-value assessments may be limited
 - What is the ‘gold standard?’
- “All UCSF faculty are excellent teachers”



Scholarly / Creative Activities

Research and/or Creative Activities	Not Applicable	Needs Improvement	Favorable	Outstanding
Overall				
Productivity				
Independence				
Significance of research				
Collaborative research (not a requirement)				
Peer-reviewed research support				

Professional Competence

	Not Applicable	Needs Improvement	Favorable	Outstanding
Overall				



Teaching Narrative



“My teaching activities largely consist of bedside teaching and supervision of residents. I also conduct brief teaching sessions or case **conferences.**”

Teaching Narrative



“My formal teaching during the past academic years has been in the context of the medical student core curriculum course. In this course, I lead 20 medical students in small group sessions.”

Clinical Narrative



“My clinical work focuses on outpatient care for a primarily Spanish-speaking, publicly insured population. I supervise residents, medical students and nurse practitioner students in the clinic approximately 10 hours per week.”

University Service



“Much of my service to the Medical School was initially through work in the clinical arena, serving on numerous committees to improve patient care and patient satisfaction.”

Professional Service



“Service to my specialty, nationally, is performed primarily in two areas: service to publications and to my specialty society.

I am a member of the Editorial Board of the Annals of [Specialty], having previously served as a consulting editor and reviewer. I continue to review as **well.**”

Mentoring Narrative



“In my role as Mentoring Liaison, I meet yearly with each faculty member to review their career goals and progress with regard to teaching, research, scholarly activity, and service, as well as to explain differences between series and criteria for promotion.”

Summary

- Accomplishments in education and teaching are essential for all UCSF faculty members.
- At UCSF, medical educators are expected to contribute with distinction through clinical care, education, creative activity, and dissemination.
- The academic review process at UCSF allows medical educators to highlight their academic accomplishments and creative contributions.

The Haile T. Debas
Academy
of **Medical**
Educators
established in 2000

Dean Haile Debas



History of the Academy

About Us ▾

Overview

History

Mission

Organization
Chart

Contact the
Academy

Membership
Directory ▶

Membership
Benefits &
Eligibility ▶

Committees
and ▶



Dan Lowenstein, MD; David Irby, PhD; Haile T. Debas, MD; and Molly Cooke, MD

Throughout the 1990s, the School of Medicine at UCSF faced challenges that adversely impacted medical student education. By the late '90s, clinician-educators found themselves expected to generate their total income through their clinical efforts while volunteering to teach medical students and house officers, time permitting.

The Academy Timeline at-a-glance

- In 1997, David Irby, PhD, newly recruited vice-dean for Education, was expressly charged with reinvigorating the undergraduate medical curriculum at UCSF. Dean Irby appointed two committees to generate contrasting visions for a new UCSF curriculum. One committee was charged to design a curriculum for the 21st century, building on current strengths and addressing areas of weakness. The second committee, chaired by Daniel Lowenstein, MD, came to be known as "Blue Skies". Charged with re-envisioning medical education at UCSF, one of Blue Skies' creative

About the Academy

Dr. Dan Lowenstein and the "Blue Skies" curriculum task force conceived of the academy idea in 1998, as a means to revitalize the teaching mission of the UCSF School of Medicine.



Within two years, then-Dean Haile T. Debas secured the endorsement of department chairs and committed funding for operations and the matched endowed chair program. The Academy was among the first cross-departmental programs in the country designated to broadly support and advance the teaching mission. Founding director Molly Cooke, MD was appointed in 2000, and the first class of 24 members was inducted in 2001. Helen Loeser, MD, MSc, succeeded Dr. Cooke in 2012, with an Academy of 127 members, serving until June 2016. In 2016, Ann Poncelet, MD (*pictured*), was named the new director and also holds the Academy's William G. Irwin Endowed Chair.

Working closely with the [Office of Medical Education](#), the AME delivers ambitious programs to teachers across the medical education continuum at UCSF. AME members play a leading role in medical education locally and nationally.

■ [Academy Overview](#)

■ [Mission](#)

■ [History](#)

Academy Mission

Share:   

VISION *(aspirational; what we want to be)*

An organizational culture that values educators and accelerates advances in teaching and learning to improve health.

VALUES *(what's important to us)*

Community, diversity, advocacy, service, innovation

MISSION *(enduring purpose)*

To support the people who carry out and advance the education mission of UCSF.

STRATEGY *(positioning)* and **Implementation** *(action)*

The AME will be:

- A nucleus for innovation in education
- An essential resource for career development in education, by promoting and rewarding teaching excellence
- A stimulus for scholarship in medical education, by encouraging and nurturing scholarly work
- A vital voice for educators at UCSF and beyond, by enhancing the status of teachers

• Survey
• Distributed to 27 attendees
- 81% (22) responses
• PEM 100% (11) responses

Academy's Class of 2017 Announced

Share:   

Subscribe 

The Haile T. Debas Academy of Medical Educators is pleased to announce our new members:

- Nima Afshar, MD, Medicine, SOM
- Amy B. Garlin, MD, Medicine, SOM
- Michelle Guy, MD, Medicine, SOM
- David Jull-Patterson, PhD, Psychiatry, SOM
- Ryan Laponis, MD, MSci, Medicine, SOM
- Ellen Laves, MD, Pediatrics, SOM
- Erin Mathes, MD, Dermatology, SOM
- Bradley Monash, MD, Medicine, SOM
- Alissa Peterson, MD, Psychiatry, SOM





60 ANIVERSARIO

Asociación Mexicana de Facultades y Escuelas de Medicina, A.C.

- INICIO
- ACERCA
- ACADEMIA
- DIRECTORIO
- PUBLICACIONES
- ACTIVIDADES
- CONTACTO

Buscar...

CONTENIDOS

[Consejo Directivo](#)

[Mensaje del Presidente](#)

[Presidencias](#)

[Misión y Visión](#)

CALENDARIO

◀ ◀ **Octubre 2017** ▶ ▶

Lu	Ma	Mi	Ju	Ví	Sa	Do
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

Misión y Visión

Ser una organización líder en Medicina Académica, que impulsa el desarrollo permanente de la educación médica de calidad con el objetivo de responder a las necesidades de salud de la sociedad y fomentar la innovación de modelos articulados de formación, atención e investigación, utilizando conocimientos científicos, tecnológicos, bioéticos y ecológicos de vanguardia que vincule lo local con lo global.

Visión

Al 2025 ser una organización líder a nivel global en la transformación de la Medicina Académica y la educación médica.



SUMMARY

- Medical educators are valued and celebrated at UCSF, a research-intensive university.
- The UCSF Academy of Medical Educators provides a valuable academic “home” for distinguished medical educators.