

Career Development for Academic Educators in Health Professions and Biomedical Sciences

1. Entering the academy and knowing why you've been recruited

- 1.1. Clinical practice
- 1.2. Science community

2. Negotiating and defining your focus as an educator

- 2.1. Academic course work
- 2.2. Clinical education and training
- 2.3. Community based and/or patient education

3. Building an educator portfolio for promotion

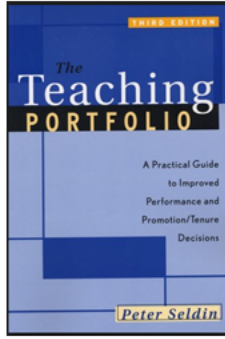
- 3.1. What to include and how to organize
- 3.2. Start now

Teaching portfolios

- Philosophy of teaching and learning
- Goals
- Responsibilities, percentage of effort
- Synopsis of course/modules/presentations
- Examples of teaching-learning materials, innovation ...

Evidence

- Student learning
 - Characteristics and assessment of the learners
- Teaching effectiveness
 - Aggregate course evaluations
 - Aggregate teaching evaluations
 - Peer evaluations
 - Awards
- Dissemination
 - Publications, presentations ...
- Funding
- Mentoring



4. Developing requisite skills as an educator

- 4.1. Instructional design, delivery methods, technology
- 4.2. Instructional assessment (tests, measurement, evaluation)

5. Building expertise and niche

- 5.1. Content knowledge and keeping current
- 5.2. Instructional prowess
- 5.3. Collaborative work

6. Laying down a foundation for the scholarship of teaching and learning (SOTL)

- 6.1. Identifying your areas of interest in the educational enterprise
 - 6.1.1. Teaching effectiveness, signature pedagogies
 - 6.1.2. Learning processes, outcomes (knowledge, skills, attitudes)
- 6.2. Recognizing the SoTL sequence and where you currently fit

	Teaching	Scholarly teaching	Scholarship of teaching and learning	Educational research
	Based on expertise Academic need	Individual passion Thoughtful work	Individual initiatives that explore efficacy or effectiveness of the teaching-learning process	Programmatic initiatives that generate new evidence for enhancing teaching practice and learning
Funding sources	Tuition \$\$ Overhead	Tuition \$\$ Overhead	Tuition \$\$ Overhead Seed money Internal/External	Grants/Contracts Private/Public

7. Exploring funding for educational scholarship

- 7.1. Internal funding sources: seed money, pilot grants
- 7.2. External funding sources: government agencies, private foundations

8. Developing a trajectory for educational scholarship

- 8.1. Solo, partnership, and team work
- 8.2. Interprofessional and interdisciplinary work
- 8.3. Identifying suitable research methodologies from your field (quantitative, qualitative, mixed)
- 8.4. Looking for publication outlets
- 8.5. Disseminating your work for critique

9. Developing large programs of educational research

9.1. Additional research training

9.2. Planning and execution

9.3. Multi-institutional sites

10. Getting promoted and tenured

10.1. Know the institutional rules

10.2. Tell a good story in your promotion portfolio

College	Educator track option
Dental Medicine	Academic non-clinical educator
Health Professions	Academic educator
Library Science and Informatics	
Medicine	Academic investigator/educator Clinician educator
Nursing	Educator/researcher Educator/clinician
Pharmacy	Academic educator clinician

Exercise

For each of the above 10 bullets ...

Put a check by the areas in which you feel comfortable.

Flag areas where you feel you need more help.

Write out the one pressing question you have for this session.

References

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- Streveler, R., Borrego, M. and Smith, K.A. 2007. Moving from the “Scholarship of Teaching and Learning” to “Educational Research:” An Example from Engineering. *To Improve the Academy*, 25, 139-149.

Useful websites

Carnegie Foundation for the Advancement of Teaching

<http://www.carnegiefoundation.org>

Center for the Integration of Research, Teaching and Learning

<http://cirtl.net>

Center for Research on Learning and Teaching, University of Michigan

<http://www.crlt.umich.edu>

International Society for the Scholarship of Teaching and Learning

www.issotl.org

Indiana University/Scholarship of Teaching and Learning

<http://ctl.iupui.edu/programs/sotl.asp>

Lilly Conferences on College and University Teaching and Learning

<http://lillyconferences.com/>