Achieving Success as an Educator

- You may rename yourself on Zoom to include your School/Program and your pronouns
- Materials for this session are at http://tiny.ucsf.edu/FDDClinicalHandout2022
- We will be using breakout rooms and Polleverywhere (https://pollev.com/angelpnp) during the session.

Denise M. Connor, MD
Stephanie Hsia, PharmD
Angel Kuo, CPNP
Cindy Lai, MD
Sept 21, 2022
What School/Program are you from?

- School of Dentistry
- School of Medicine
- School of Nursing
- School of Pharmacy
- Dept of Physical Therapy
- Graduate Division
- Other
How many years have you been on faculty at UCSF?

0-1 yr
2-5 yr
6-10 yr
>10 yr
Roadmap

• Introductions (Breakout group)
• Clinician Educator
• How do I get started?
• How do I gain skills and experience?
  • Mentorship
• How to show my value?
  Educator Portfolio
• Set your own (SMARTIE) goals
• Questions
Breakout Group Activity

• In Groups of 4
• Introductions:
  • Name, Pronouns, School/Dept
  • Type of teaching
  • What is your role at UCSF
  • What is one thing you love about being a clinician educator?

• As a group, submit questions you have on https://tinyurl.com/FDDCE-QA
What is a Clinician Educator?

- Clinical Work
- Curriculum Design
- Ed Leadership
- Teaching

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Education
Lifecycle of a Clinician-Educator

- Mentorship
- Networking
- Volunteer teaching
- Collaborate on mini-grants
- Skills building

Start - Early

Early - Mid Career
- Mentorship
- Apply for leadership positions
- Develop brand/identify

Mid- Late Career
- Leadership
- Mentoring
- Focus
### How do I get started on this pathway?

<table>
<thead>
<tr>
<th>Make interests known</th>
<th>Volunteer</th>
<th>Join</th>
<th>Find</th>
<th>Apply</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share with colleagues, leaders, mentor(s)</td>
<td>What setting do you enjoy teaching in? Volunteer to teach!</td>
<td>Join a project, or talk with a leader about idea</td>
<td>Find a community, workgroups (local and national)</td>
<td>Apply for Innovation Funding for Education (funded by AME/OME/PIPE)</td>
</tr>
<tr>
<td></td>
<td>Get observed when you are teaching (AME “TOP” or PIPE “iTOP”)</td>
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</table>

Get observed when you are teaching (AME “TOP” or PIPE “iTOP”)
Innovation Funding for Education Grants

Up to $30k or $4k Seed Grant
Concept due in Sept. each year

Interprofessional Clinical Opp Grant ($7500)
Concept Due 11/2/2022

Annual Education Showcase May 2023
Lectures, workshops, mini-orals with CFE

Some of the “priority areas”: DEI, learning needs during pandemic, learning environment, new teaching/learning/assessment strategies, health systems science

- An Experiential Learning Curriculum in Global Health Ethics Using Simulation
- The Online Integrated Radiology Curriculum (IRC)
- Patient Safety in Emergency Medicine: Deliberate Practice through Simulation
- Bridging the Training Gap: A Bidirectional Global Telehealth-based Curriculum
## How do I gain skills/expertise?

### UCSF Center for Faculty Educators

**Foundational DEI Champion Training**
- **Workshops**: Teaching, Curriculum design, Feedback...
- **Teaching Certificates**: Equity & Inclusion, Clinical Teaching, Simulation Teaching, IP Teaching, QI/PS, Leadership
- **Teaching Scholars Program**
- **Teaching Observation Program (TOP)**
- **Interprofessional Teaching Observation Program (iTOP)**

### Learn the literature/WIPs

**Read Ed Journals** (Academic Medicine, Clinical Teacher, Medical Teacher, Teaching & Learning in Medicine, BEME, Medical Education; Journal of Nursing Education and Practice, Nurse Education Today, Nurse Education in Practice, Journal of Interprofessional Education & Practice, American Journal of Pharmaceutical Education)

**MedEd Grand Rounds**

**WIPs/Community**: ESCAPE, Med Ed Journal Club, EJE

### External opportunities

**Regional & National Conferences**: WGEA, AAMC, Specialty/Profession-based (many w/ education tracks); National Organization of Nurse Practitioner Faculties (NONPF), National Center for Interprofessional Practice and Education (Nexus Summit), American Association of Colleges of Pharmacy (AACP) Meeting
Your Mentor, I am!
NCFDD MENTORING MAP

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www.FacultyDiversity.org
Attend a Center for Faculty Educator Open House

Center for Faculty Educator (CFE)
- Educational Skills Workshops
- DEI Champion Training
- Medical Education Grand Rounds
- Teaching Observation Program (TOP)
- Educational Research Programs
- Teach for UCSF Certificate Program
- Education Showcase

You are invited to join us at an informal session where we can share faculty development resources appropriate for the kind of health professions teaching you do or would like to do in the future. You can hear from faculty and CFE staff who can provide an overview and answer questions.

Dates TBD in Fall 2022.
Want to hear when those will be? Sign up to be notified!
How do I show my value, display my work, and get promoted?

<table>
<thead>
<tr>
<th>Show value</th>
<th>Display work</th>
<th>Find sponsors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share work at division meetings</td>
<td>Educator Portfolio (part of Advance CV)</td>
<td>Locally and Nationally</td>
</tr>
<tr>
<td>Ask to be nominated for teaching awards</td>
<td>Education Showcase, regional, national education meetings</td>
<td></td>
</tr>
<tr>
<td>Apply for AME</td>
<td>UCSF Profiles <a href="http://www.profiles.ucsf.edu">www.profiles.ucsf.edu</a></td>
<td></td>
</tr>
<tr>
<td>Social Media: @MedEdTwagTeam</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Educator Portfolio (within Advance CV)

https://facultyacademicaffairs.ucsf.edu/online-systems/Advance/Educator-Portfolio-Guide.pdf

Step 1: Activate the Educator Portfolio
- Scroll to the Teaching Summary section of the CV
- Click Edit
- Select Educator Overview – this activates the Educator Portfolio

Step 3: Complete the Educator Overview
The Educator Overview is a "form" that helps organize educator activities into the five educator roles. Complete the form, click Save, and then click Jump to Educator Portfolio to add Detailed Descriptions of your educator roles.

Step 4: Complete up to three Detailed Descriptions
The Educator Portfolio section of the CV includes embedded "forms" to help you capture the Detailed Descriptions of recent, significant contributions listed in the Educator Overview.
- Click [ADD] to reveal the detailed description options (roll your cursor over the Educator Portfolio header to see the [Add] link)
- Click [Edit] to open one or more forms

It is suggested that you include 1-3 detailed descriptions in a maximum of two pages each:
- Direct Teaching
- Direct Mentoring (includes advising)
- Curriculum Development, Instructional Design, and Technology
- Educational Leadership
- Learner Assessment
<table>
<thead>
<tr>
<th>Year 1</th>
<th>Year 3</th>
<th>Year 6</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Clinical</strong></td>
<td>Gain clinical experience &amp; read relevant literature</td>
<td>Develop expertise in a clinical niche and give talks</td>
</tr>
<tr>
<td><strong>Teaching</strong></td>
<td>Volunteer for teaching opportunities</td>
<td>Refine teaching skills with observation, feedback, and skills-building workshops</td>
</tr>
<tr>
<td><strong>Curriculum Development</strong></td>
<td>Create curriculum</td>
<td>Disseminate innovations</td>
</tr>
<tr>
<td><strong>Skill-Building</strong></td>
<td>Attend topic-based workshops (e.g. clinical teaching)</td>
<td>Consider longitudinal training programs (e.g. education research or degrees)</td>
</tr>
<tr>
<td><strong>Mentorship &amp; Sponsorship</strong></td>
<td>Meet regularly with internal career mentor</td>
<td>Expand mentoring network internally and externally, and seek sponsorship</td>
</tr>
<tr>
<td><strong>Networking</strong></td>
<td>Engage with local clinician educators</td>
<td>Volunteer for speaking and service</td>
</tr>
<tr>
<td><strong>Scholarship</strong></td>
<td>Attend works-in-progress</td>
<td>Write and submit abstracts, case reports, book chapters, and peer-reviewed publications</td>
</tr>
</tbody>
</table>

Figure 1 Early and mid-career milestones for academic clinician educators in multiple domains.

Chang et al (2021)
Set your own SMARTIE goals

- Specific
- Measurable
- Attainable
- Relevant
- Time-bound
- Inclusive
- Equitable
Questions?

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Please also refer to the Resources Handout provided for contacts in your School/Department, and links to sites and resources!