

# EDUCATIONAL ADDENDUM

## Scholarly Approach to Teaching

Demonstration of a scholarly approach to teaching and educational practice

	Assistant Professor	Associate Professor (Local/Regional reputation)	Professor (National/International reputation)
Direct teaching of students, trainees, colleagues, members of different health professions, community members or patients	<p><b>Active participation in <u>one or more</u> of the following teaching activities:</b></p> <ul style="list-style-type: none"> <li>-Teaching in the classroom or other education spaces (e.g. simulation lab, standardized patient center)</li> <li>-Teaching in clinical settings</li> <li>-Facilitating seminars, small groups, journal clubs or laboratory sessions</li> </ul> <p>-Teaching in continuing professional development programs</p> <p>-Development or adoption of innovative teaching methods grounded in learning principles such as simulation, standardized patient experiences, virtual reality experiences, laboratory exercises, team-based learning exercises, etc.</p> <p>-Integration of topics pertaining to racism, diversity, equity, inclusion, health care disparities, and bias in teaching activities</p> <p>-Contributions to efforts that ensure learners are treated equitably and inclusively regardless of race, gender identity, sexual orientation, ability status, cultural or socioeconomic background</p> <p>-Evidence of outstanding teaching quality (numeric and/or qualitative) by learners, peers and/or education program leaders</p>	<p><b>Active participation in <u>two or more</u> of the following teaching activities:</b></p> <ul style="list-style-type: none"> <li>-Teaching in the classroom or other education spaces (e.g. simulation lab, standardized patient center)</li> <li>-Teaching in clinical settings</li> <li>-Facilitating seminars, small groups, journal clubs or laboratory sessions</li> </ul> <p>-Teaching in continuing professional development programs</p> <p>-Serving as the primary teacher in a course/program</p> <p>-Development or adoption of innovative teaching methods grounded in learning principles such as simulation, standardized patient experiences, virtual reality experiences, laboratory exercises, team-based learning exercises, etc.</p> <p>-Integration of topics pertaining to racism, diversity, equity, inclusion, health care disparities, and bias in teaching activities</p> <p>-Contributions to efforts that ensure learners are treated equitably and inclusively regardless of race, gender identity, sexual orientation, ability status, cultural or socioeconomic background</p> <p>-Evidence of outstanding teaching quality (numeric and/or qualitative) by learners, peers and/or education program leaders</p> <p>-Adoption of methods of assessment and evaluation that are observable, measurable, relevant, replicable, aligned with goals and objectives, and outcome-focused</p> <p>-Local and/or regional awards for teaching excellence</p> <p>-Invitations to reach locally or regionally at universities, health systems, etc.</p>	<p><b>Sustained, active participation in <u>two or more</u> of the following teaching activities:</b></p> <ul style="list-style-type: none"> <li>-Teaching in the classroom or other education spaces ((e.g. simulation lab, standardized patient center)</li> <li>-Teaching in clinical settings</li> <li>-Facilitating seminars, small groups, journal clubs or laboratory sessions</li> </ul> <p>-Teaching in continuing professional development programs</p> <p>-Serving as the primary teacher for a course/program</p> <p>-Development or adoption of innovative teaching methods grounded in learning principles such as simulation, standardized patient experiences, virtual reality experiences, laboratory exercises, team-based learning exercises, etc.</p> <p>-Sustained integration of topics pertaining to racism, diversity, equity, inclusion, health care disparities, and bias in teaching activities</p> <p>-Leadership of efforts to ensure learners are treated equitably and inclusively regardless of race, gender identity, sexual orientation, ability status, cultural or socioeconomic background</p> <p>-Evidence of outstanding teaching quality (numeric and/or qualitative) by learners, peers and/or education program leaders</p> <p>-Sustained adoption of assessment methods that are observable, measurable, relevant, replicable, aligned with goals and objectives, and outcome-focused</p> <p>-National and/or international awards for teaching excellence</p> <p>-Invitations to teach nationally or internationally at universities, health systems, etc.</p>
	Development of a new curriculum, course, clerkship, program, training grant, conference, seminar series, or massive online open course in an area of clinical or scientific expertise or in health professions and/or biomedical education	Development of one or more listed programs	Development of one or <u>two</u> or more listed programs with evidence of local or regional impact
Creation of novel or unique teaching methods or materials, including educational software, videos or web-based materials	Development of one or more listed methods or materials	Development of one or more methods with evidence of local or regional impact	Development of one or more methods with evidence of national or international impact
Creation of novel or unique evaluation or assessment methods	Development of one or more methods	Development of one or more methods with evidence of local or regional impact	Development of one or more methods with evidence of national or international impact
Establishment of partnerships or programs to enhance faculty development in an area of clinical or scientific expertise, or in health professions and/or biomedical education	Development of one or more partnerships or programs	Development of one or more partnerships or programs with evidence of local or regional impact	Development of one or more partnerships or programs with evidence of national or international impact
Creation or enhancement of teaching and learning opportunities for those who have historically been excluded or underserved by clinical or academic medicine	Development or enhancement of one or more opportunities	Development or enhancement of one or more opportunities with evidence of local or regional impact	Development or enhancement of one or more opportunities with evidence of national or international impact
Engagement in educational, professional or scientific societies	Active participation in educational, professional or scientific societies including, but not limited to, committee, subcommittee or interest group memberships	Leadership in educational, professional or scientific societies at the regional level	Leadership in educational, professional or scientific societies at the national or international level
		Service on local/regional committees developing materials, policies or guidelines for training and education	Service on committees/governing boards developing materials, policies or guidelines for training and education
Recognition for educational excellence	Site or program recognition or awards related to education or scholarship	Local or regional recognition or awards related to education or scholarship	National or international recognition or awards related to education or scholarship
		Visiting professorships and/or extramural invitations to lecture or participate in local or regional academic meetings, symposia or seminars	Visiting professorships and/or extramural invitations to lecture or participate in national or international academic meetings, symposia or seminars
Leadership role(s) in an educational or academic program (e.g., course director, clerkship director, site director, residency program director, fellowship program director, training area director, graduate program director, laboratory director, etc.)		Leadership role in an educational or academic program at the associate/assistant/site director level	Leadership role in an educational or academic program at the director/health system level
		Demonstration of continuous quality improvement efforts and program evaluation outcomes related to leadership role	Sustained demonstration of continuous quality improvement efforts and program evaluation outcomes related to leadership role
		Service on education related committees at the site/health system level	Leadership of education related committees at the site/health system level

# EDUCATIONAL ADDENDUM

## Scholarship and Dissemination

Conduct scholarship and/or contribute to the dissemination of knowledge in an area of clinical or scientific expertise, or in health professions and/or biomedical education knowledge and practices

	Assistant Professor	Associate Professor (Local/Regional reputation)	Professor (National/International reputation)
Peer-reviewed publications (including web-based peer-reviewed journals)	Publications related to a clinical or scientific field or to health professions education including, but not limited to, educational methods, assessment, education policy, diversity, equity and inclusion, review articles, case series, systematic reviews, invited papers, white papers, etc.	An ongoing and sustained record of peer-reviewed publications related to a clinical or scientific field or to health professions education including, but not limited to, educational methods, assessment, education policy, diversity, equity and inclusion, review articles, case series, systematic reviews, invited papers, white papers etc.	Ongoing and consistently strong record of peer-reviewed publications related to a clinical or scientific field or to health professions education including, but not limited to, educational methods, assessment, education policy, diversity, equity and inclusion, review articles, case series, systematic reviews, invited papers, white papers etc.
	Alternatively, publications related to areas of biomedical research or clinical medicine relevant to education, mentoring, advising and/or coaching	Alternatively, evidence of sustained scholarly publications related to biomedical research or clinical medicine relevant to education, mentoring, advising and/or coaching.	Alternatively, a sustained and consistently strong record of publications related to biomedical research or clinical medicine relevant to education, mentoring, advising and/or coaching.
Textbooks and book chapters		Authorship of chapters in textbooks	Editorial role in textbooks
Print or media resource materials for learners, patients or lay audiences (e.g. free open access medical education materials, podcasts, clinical/education blogs)		Development of methods or materials in print or other media with impact data such as view count or downloads	Ongoing, consistent development of methods or materials in print or other media with impact data such as view count or downloads
Presentations, Awards & Grants	Health system site workshops or invited talks	Regional workshops or invited talks	National or international workshops or invited talks
		Invited participation in local or regional webinars	Invited participation in national or international webinars
		Local or regional recognition or awards for scholarship, mentorship, and/or diversity, equity and inclusion efforts	National or international recognition or awards for scholarship, mentorship, and/or diversity, equity and inclusion efforts
		Inclusion as an investigator on scientific, education-related, and/or training grants (e.g., T32)	Principal investigator role(s) on scientific, education-related, and/or training grants (e.g., T32)
Editorial and/or grant review services		Ad hoc roles as manuscript reviewer for educational, clinical, and/or biomedical research journals, or for educational content sections of specialty journals	Editorial board membership or editor roles on educational, clinical, and/or biomedical research journals, or for educational content sections of specialty journal
		Membership on grant review study committees or sections	Chair of grant study review committees or study sections

\*Regional: non health-system sites in the region