Faculty Senate Meeting Minutes April 16, 2024

Dean's Update

- Everyone to attend town halls and fill out comments. Link to Town Halls:

https://www.cuanschutz.edu/about/leadership/chancellor/cu-school-of-medicine-dean-search

- Legislative Updates – Board of Reagents is considering a concealed carrying ban for all campuses. It would be voted on for full approval in June.

Here's the link to the University Affairs Committee information:
https://regents.cu.edu/events/2024/06/04/university-affairs-committee

Link to policy under consideration

https://go.boarddocs.com/co/cu/Board.nsf/files/D3ZTMV70656B/$file/Policy_14.I_Weapons%20Control_2-13-20_v2%20Redline%20Draft.pdf

- Budget has been approved, slight increase in higher education funding

Office for Faculty Development – Associate Dean Aimee Gardner PhD presented

- Joined from Baylor College of Medicine, been here ~6 mos
- Ultimate goal is to support all of the faculty
- Office of Faculty Development is one of the CU Thrive Offices for the Faculty Experience
- Programs under the Office for Faculty Development:
    - Women in Medicine & Science
    - Thrive Forward – mid-career women faculty leadership development program that came out of PAGE
    - Academy of Medical Educators
- In the area of Educator Development, a faculty development needs assessment was distributed 11/2023 and from this developed different tools for educators (e.g. Content Development & Delivery: FacDev5 in 5 (FD5) videos – 5 minute videos on faculty development, pre-packaged workshops, online catalog, onboarding programs for educators, leadership development programs, coaching & mentoring programs)
- Re-invigorating the Academy of Medical Educators (e.g. new tiered mentorship program, tiered membership tracks, Membership Levels – Associate, Fellow, Senior Fellow, Legacy)
- **Education & Innovation Symposium May 1-2, 2024**
- **Scholarship in Education & Innovations (ScEI) Club, June 6, 2024 12-1 pm, Nighthorse Campbell 304,** Theory Corner: Social Identity Theory, Works in Progress: Leveraging AI to Increase Empathy in Psychiatry, Hot Topic: Reflective Practice)

LCME 2025: Independent Student Analysis – Presented by Olivia Starich MS4 and Tien To MS2

- 252 questions that are ranked on Likert scale
- Anschutz and Fort Collins students surveyed-497/542 students (91.7%) responded
- Reviewed some questions with <80% response rate

- Focus groups on questions that scored lower (some examples):
    - Student health services, library resources (perhaps Fort Collins students were referring to access at Anschutz)
    - Pre-Clinical low satisfaction with unscheduled time for self-directed learning
    - Clinical Years low satisfaction – study relaxation spaces, storage in hospital, clerkship workload, clerkship summative feedback, responsive to student feedback
- Complete final ISA report by July 2024

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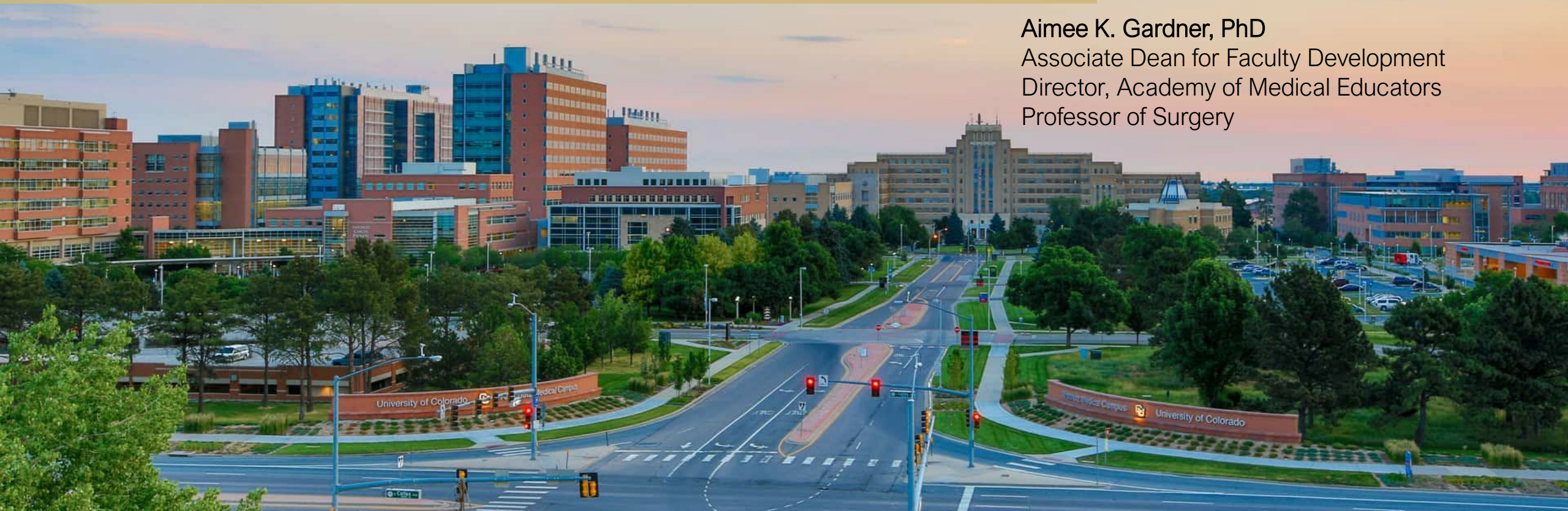
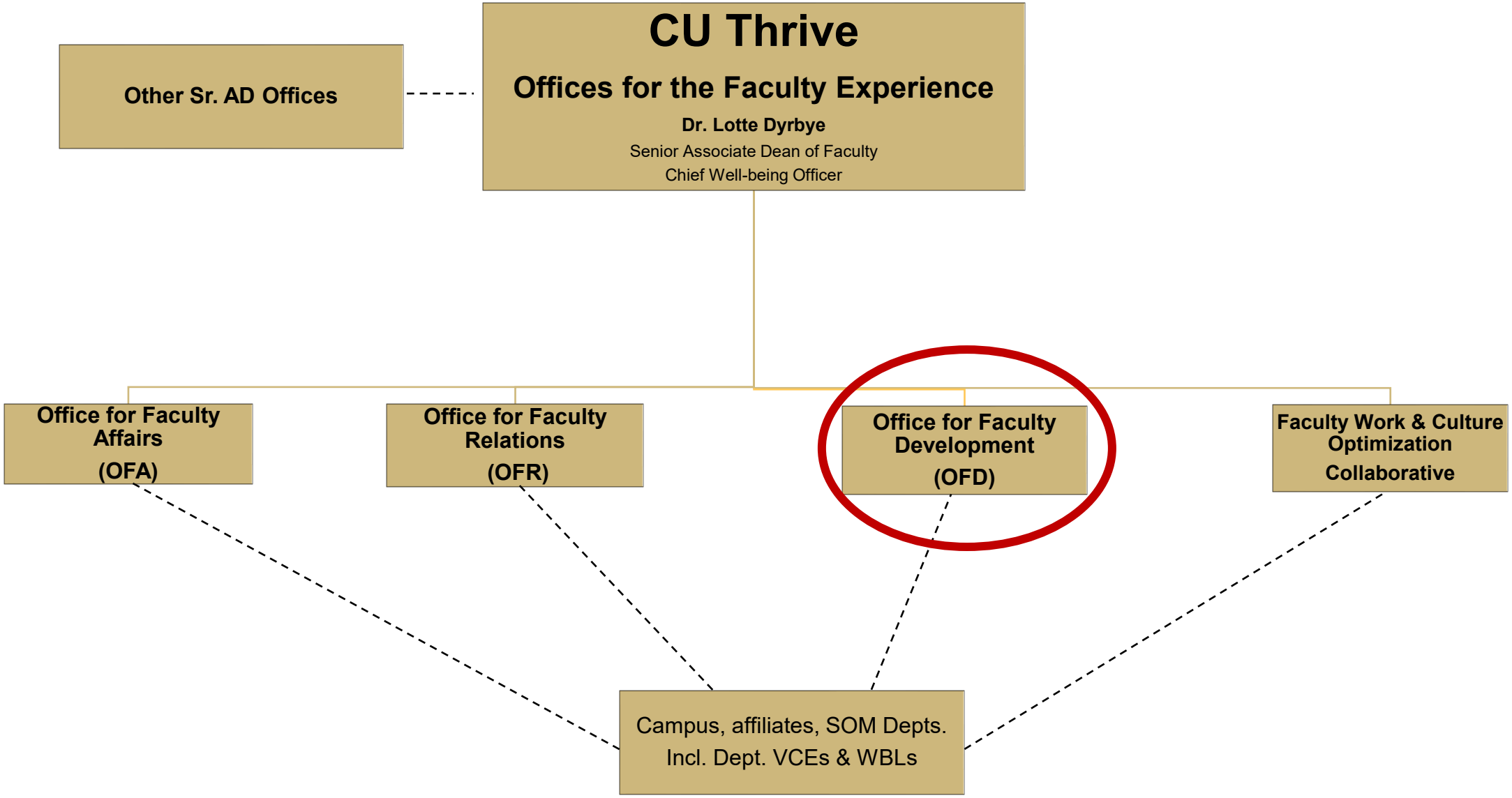
Office for Faculty Development

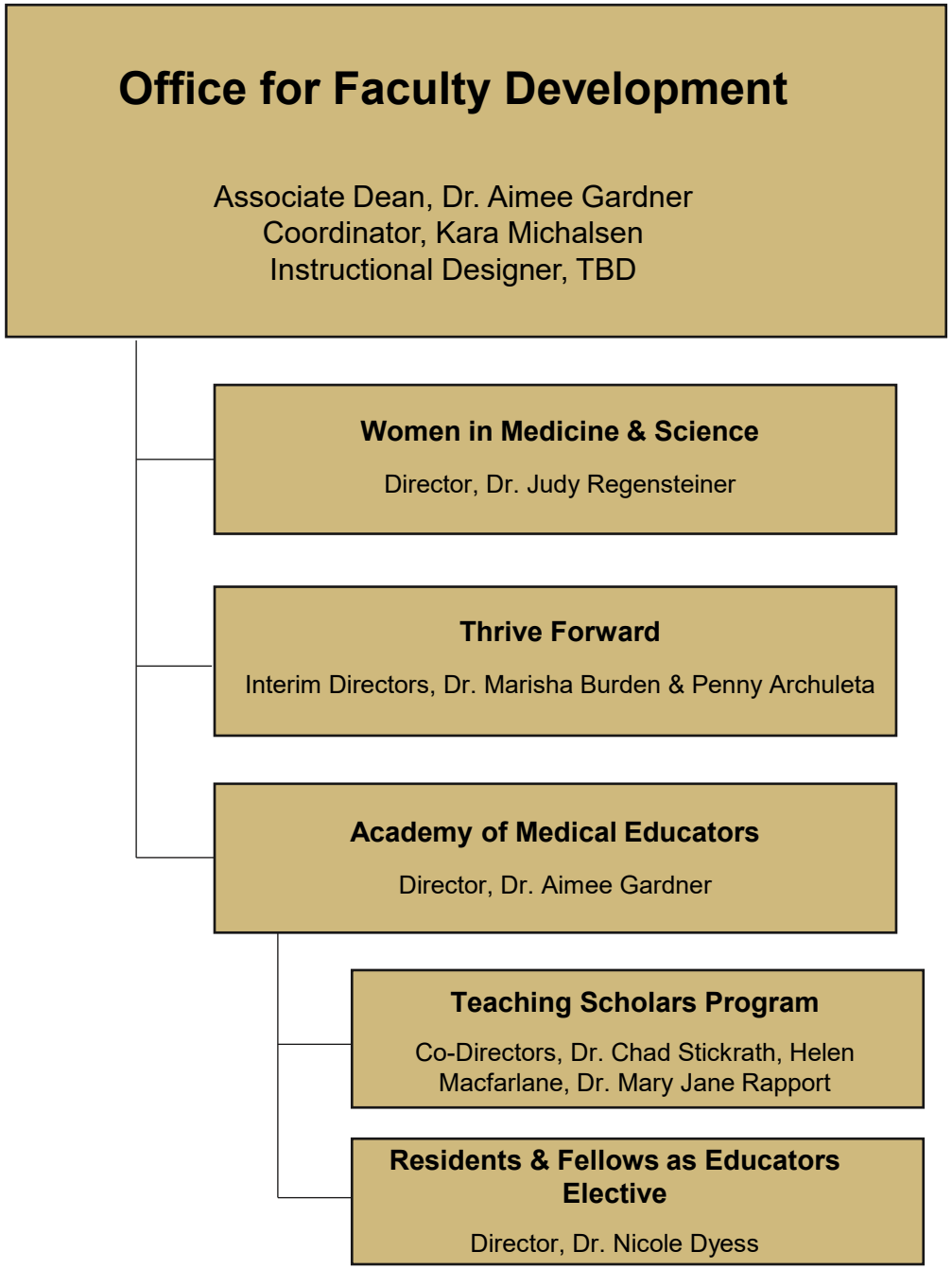
Aimee K. Gardner, PhD
Associate Dean for Faculty Development
Director, Academy of Medical Educators
Professor of Surgery



Anschutz

HI!


Other Sr. AD Offices
CU Thrive
Offices for the Faculty Experience
Dr. Lotte Dyrbye
Senior Associate Dean of Faculty
Chief Well-being Officer
Office for Faculty Affairs
(OFA)
Office for Faculty Relations
(OFR)
Office for Faculty Development
(OFD)
Faculty Work & Culture Optimization
Collaborative
Campus, affiliates, SOM Depts.
Incl. Dept. VCEs & WBLs


Office for Faculty Development
Associate Dean, Dr. Aimee Gardner
Coordinator, Kara Michalsen
Instructional Designer, TBD
Women in Medicine & Science
Director, Dr. Judy Regensteiner
Thrive Forward
Interim Directors, Dr. Marisha Burden & Penny Archuleta
Academy of Medical Educators
Director, Dr. Aimee Gardner
Teaching Scholars Program
Co-Directors, Dr. Chad Stickrath, Helen Macfarlane, Dr. Mary Jane Rapport
Residents & Fellows as Educators Elective
Director, Dr. Nicole Dyess

Office for Faculty Development

Goals

- Develop and offer programs, services, and resources that support faculty in the areas of teaching, scholarship, and leadership
- Enhance classroom and clinical teaching skills and knowledge
- Build communities of practice among educators
- Increase educational scholarship, innovation, and collaboration
- Support and foster meaningful contributions toward academic promotion
- Enhance the overall quality of teaching across CU
- Serve as a lever in the promotion of organizational change

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Thrive Forward

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Thrive Forward – applications open now!

- Mid-career women faculty leadership dev program
- 5-month program, one Weds morning each month
  - Impactful leadership
  - Persuasive communication
  - Business of healthcare
  - Negotiations
  - Conflict management
  - Well-being
  - Career planning

Educator Development

University of Colorado
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Faculty Development Needs Assessment

- Distributed November 2023 to formal/informal fac dev leads & relevant others across CU campus
- Covered topics pertaining to:
  - Competencies associated with the multiple dimensions of a medical educator (based on Steinert's 2014 framework & AoME Professional Standards)
  - Preferred approaches to fac dev (based on Steinert's 2010 framework)
  - Current fac dev activities in home dept/unit

Content Development & Delivery

- FacDev in 5 (FD5) Videos
- Pre-packaged Workshops
- Online Catalog
- Onboarding programs for educators
- Leadership development programs
- Coaching & Mentoring programs

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Academy of Medical Educators

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Re-invigorating the Academy of Medical Educators

- New tiered membership program launching in April

- Teaching Scholars Program
- Resident & Fellows as Educator Elective
- Rymer Innovation Award
- iTeach
- Education Grand Rounds
- Annual Education Symposium

Academy of Medical Educators
UNIVERSITY OF COLORADO
ANSCHUTZ MEDICAL CAMPUS

ACADEMY OF MEDICAL EDUCATORS

MEMBERSHIP TRACKS

Select the track that aligns with your roles and experiences!

TEACHING

Demonstrations of Excellence:

- Participating in program teaching, delivering educational content actively.
- Guiding colleagues in education, nurturing their growth.
- Contributing to scholarly work on teaching, enhancing education.
- Sharing insights through regional and national events.
- Demonstrating innovative teaching methods for wider adoption.

CURRICULUM & INSTRUCTIONAL DESIGN

Demonstrations of Excellence:

- Creating educational materials or assessments utilized by external institutions.
- Serving as an examiner or item writer for national boards and exams.
- Engaging in instructional design.
- Conducting speaking engagements or workshops on curriculum materials and instructional design.
- Contributing to scholarship and mentorship related to curriculum, assessment, and simulation development.

LEADERSHIP

Demonstrations of Excellence:

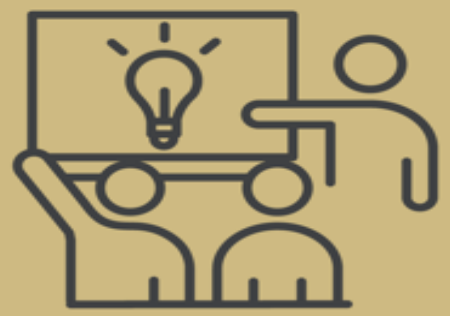
- Assuming leadership roles within accrediting or certifying bodies.
- Stepping into senior leadership positions such as Assistant Dean, Associate Dean, Chair of the Education Committee, Vice Chancellor of Education, or Program Director.
- Taking on visiting professorships related to education.
- Serving as an editor for an educational journal.

ACADEMY OF MEDICAL EDUCATORS
MEMBERSHIP LEVELS

Academy of Medical Educators
UNIVERSITY OF COLORADO
ANSCHUTZ MEDICAL CAMPUS

Curious about which level suits you best?

Explore our four distinct levels within the Academy.



4 Legacy

This level is suited for faculty who possess a consistent national, and sometimes international, recognition as a leader and innovator in education. They are regarded as top-tier professionals in the nation for their contributions to educational methods, curricula, policies, assessments, or research.

3 Senior Fellow

This level is suitable for faculty members with a robust regional, and frequently national, standing as an independent leader in education. They are recognized for developing innovative teaching methods, curricula, educational policies, or assessment tools, or for conducting influential research in education.

2 Fellow

This level recognizes faculty members who have cultivated a strong reputation within their local academic community as exemplary educators. Their dedication to teaching excellence, mentorship, and curriculum enhancement has earned them widespread recognition and admiration among their peers, students, and administrators within their institution or immediate vicinity.

1 Associate

This level is tailored for faculty members who dedicate a significant portion of their time to educational endeavors, considering education as their primary academic pursuit. Educational activities encompass various roles, such as didactic teaching for students, residents, and fellows, clinical teaching and mentorship, as well as assuming leadership positions in administrative teaching roles.

Re-invigorating the Academy of Medical Educators

- New tiered membership program
- SCholarship in Education & Innovations (SCEI) Club (monthly)
- Re-launch Education Grand Rounds (monthly)
- Special Interest Groups
- Social & community-building events
- Formal recognition of educational excellence & innovations
- Access to resources & support

- Teaching Scholars Program
- Resident & Fellows as Educator Elective
- Rymer Innovation Award
- iTeach
- Education Grand Rounds
- Annual Education Symposium

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How to Get Involved

Share your needs

Join the community

Contribute expertise

Serve in a leadership role

Adopt programming

Spread the word

Measure the impact

Celebrate excellence

Education & Innovation Symposium

May 1-2, 2024

Register today!

Thrive: Offices for the Faculty Experience
SCHOOL OF MEDICINE
UNIVERSITY OF COLORADO **ANSCHUTZ MEDICAL CAMPUS**

SOM COMMUNICATIONS

Scholarship in Education & Innovation (ScEI) Club

June 6th,12p – 1p. Nighthorse Campbell 304

Theory Corner

Social Identity Theory

Works in Progress

Leveraging AI to Increase Empathy in Psychiatry

(facilitated by Clint Carlson, MS, BS)

Hot Topic

Reflective Practice

(facilitated by Gail Armstrong, PhD)

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THANK YOU

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