

Pathways for Urology Faculty Development in the Education Track

Society of Academic Urology

Grace C. Huang, MD

Objectives

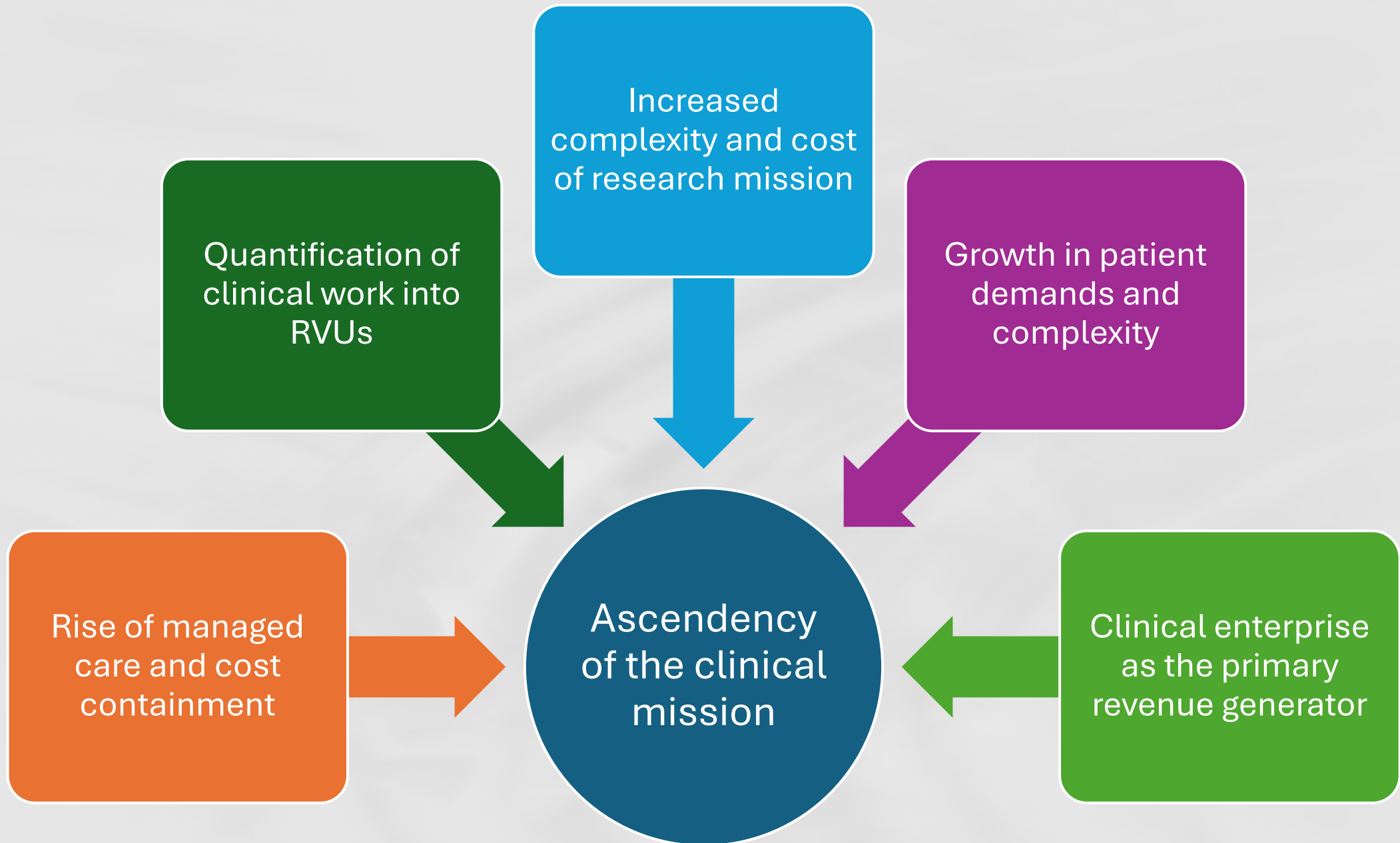
Describe academic promotion tracks for clinician-educators

Articulate strategies for strengthening a portfolio for an educator track

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The Evolution of Academic Physician Roles Over Time

1. The Era of the “Triple Threat” (1945–1980s)

The Triple Threat



Physicians expected to excel
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Physicians expected to excel *simultaneously* in research, teaching, and clinical care.

2. The Era of Bifurcation (1990s–2010s)



Physician-Scientists

Major focus on research and discovery with limited clinical time.

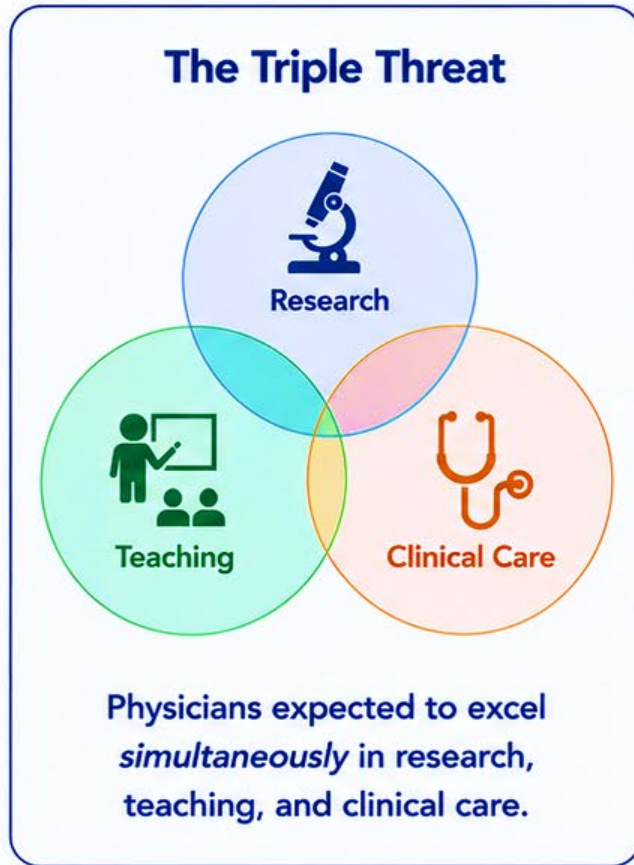


Clinician-Teachers

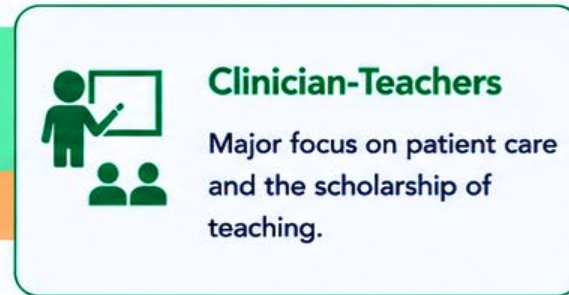
Major focus on patient care and the scholarship of teaching.

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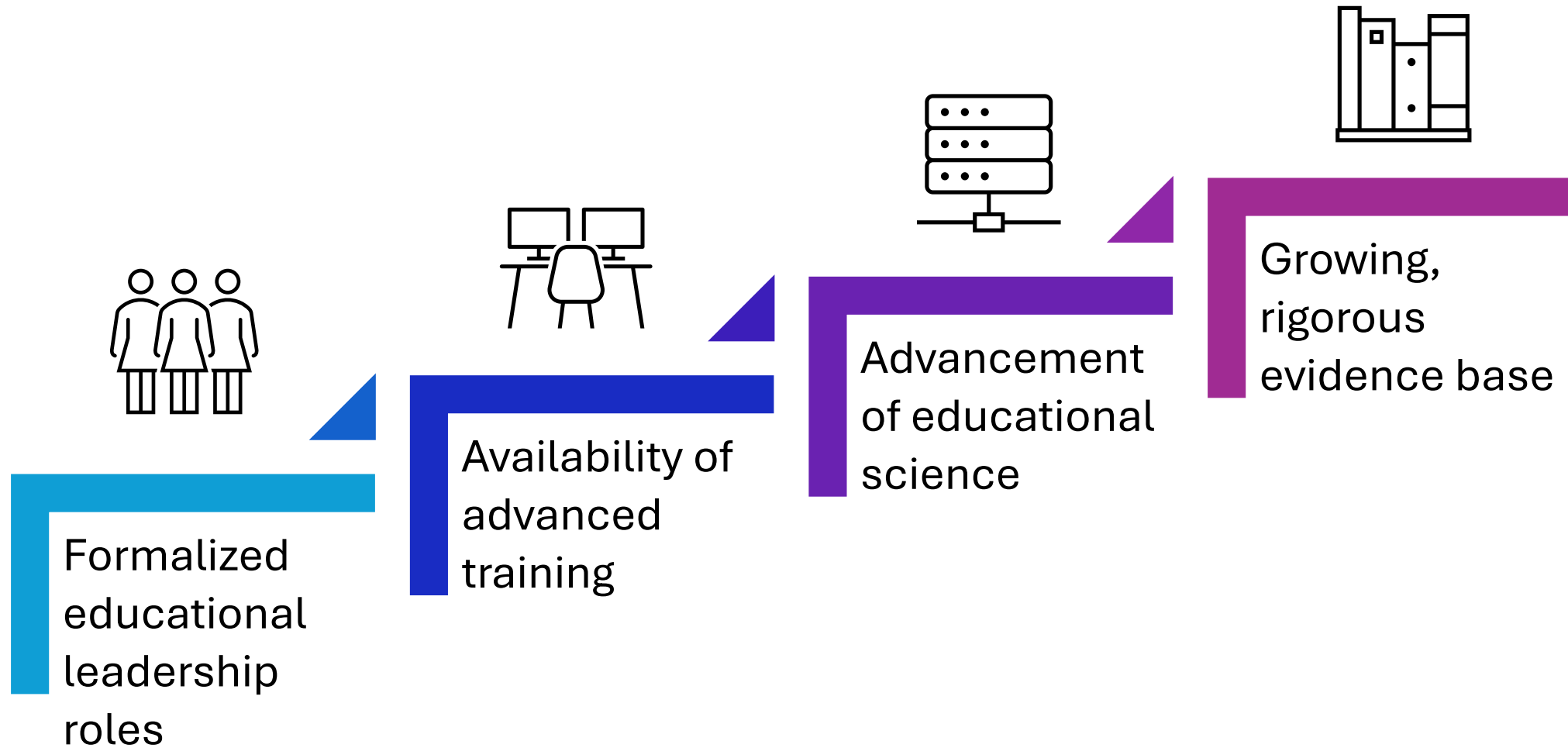
2. The Era of Bifurcation (1990s–2010s)



3. The Era of Specialization (2010s–Present)

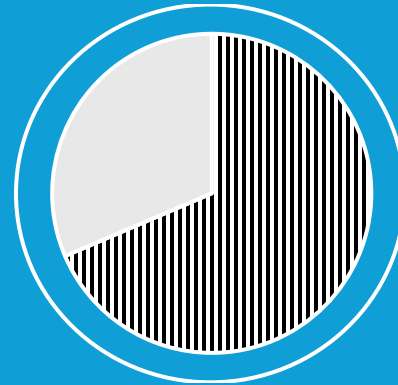


Professionalization of clinician-educators



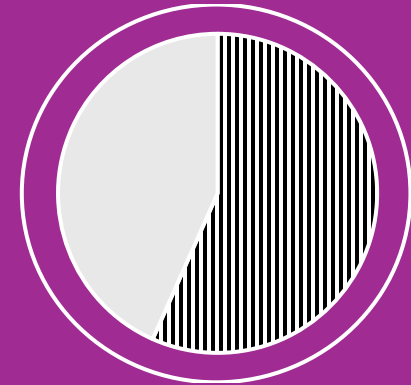
Development of Promotion Tracks for Educators

120 of 185
medical
schools
assessed



65%

52 of 120 with
education-
focused
tracks



43%

Research Track

Prioritizes discovery and biomedical innovation



Relies on peer-reviewed publications, grant funding, and bibliometrics



Achieves national and international impact and recognition



Centered on the scholarship of discovery



Primary Focus

Evidence of Success

Scope of Reputation

Scholarship Type

Clinician-Educator Track



Emphasizes teaching service, patient care, and educational leadership



Relies on teaching portfolios, curricular material development, and learner outcomes

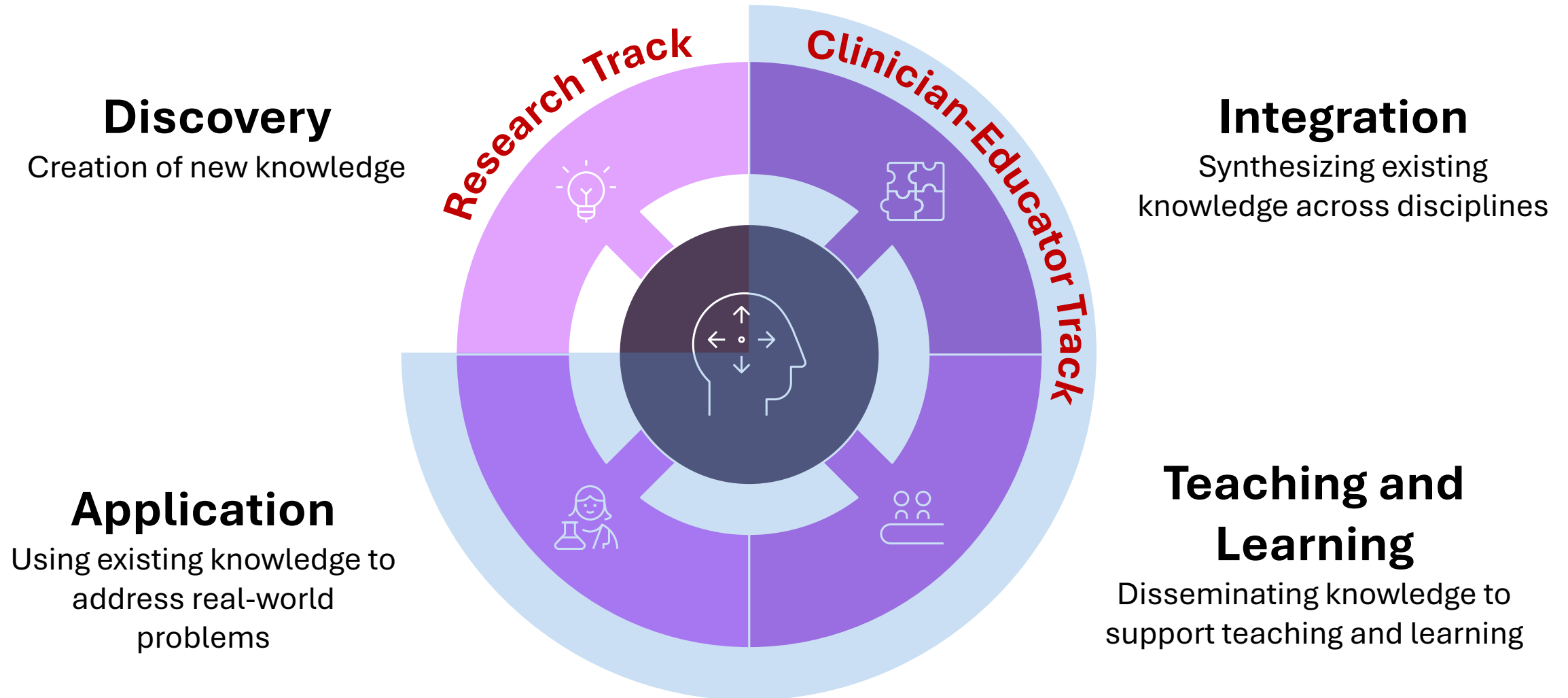


Predicated on local reputation among colleagues and learners



Dedicated to other forms of scholarship

Boyer's model of scholarship



How clinician-educator tracks may differ across medical schools

Tenure vs non-tenure

72% of full-time MD clinical faculty have non-tenured appointments at schools with tenure systems.

Strength of the requirement for scholarship

Scholarship was rated in the top 5 domains in a survey of dept chairs and P+T comm chairs for CE tracks.

Recognition of digital scholarship

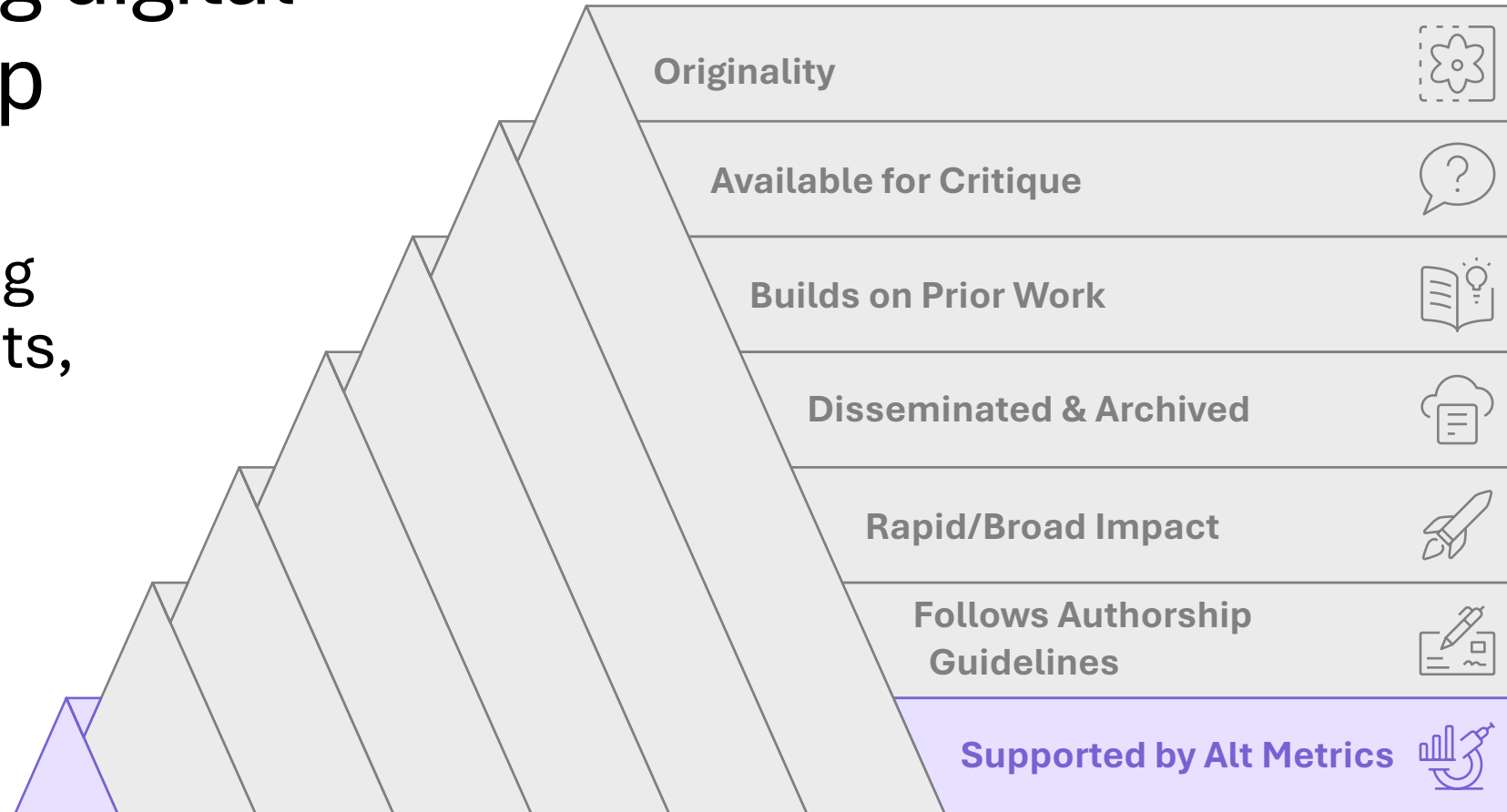
87% promotion guidelines mention social media and digital scholarship; only 8% incorporate as scholarship.

Educator portfolios in addition to CVs

51% of schools report guidelines for having a teaching portfolio.

Guidelines for considering digital scholarship

Examples: blog posts, podcasts, social media content



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Considerations for faculty going up an education-focused track

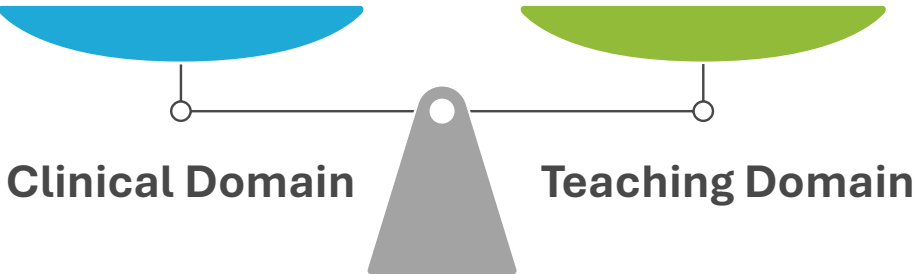
Career development structures reinforce the clinical domain

All context is clinical

- Mentors and peers
- Leadership opportunities
- Academic Expectations
- Professional Societies

- Teaching support
- Lower compensation
- Fewer educational journals
- Few educational roles

Teaching infrastructure is limited





Studies are
messy



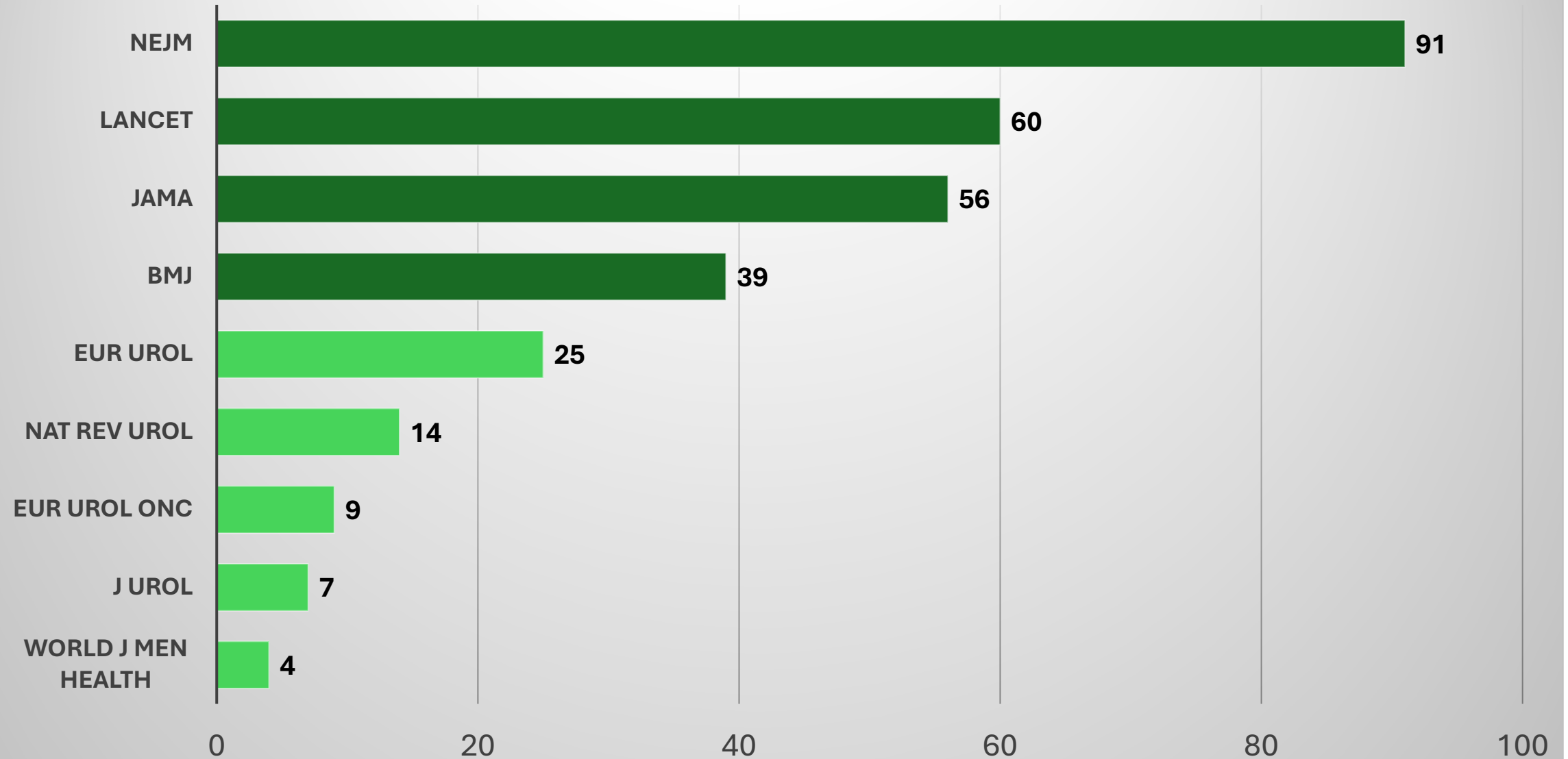
Projects are one-
offs



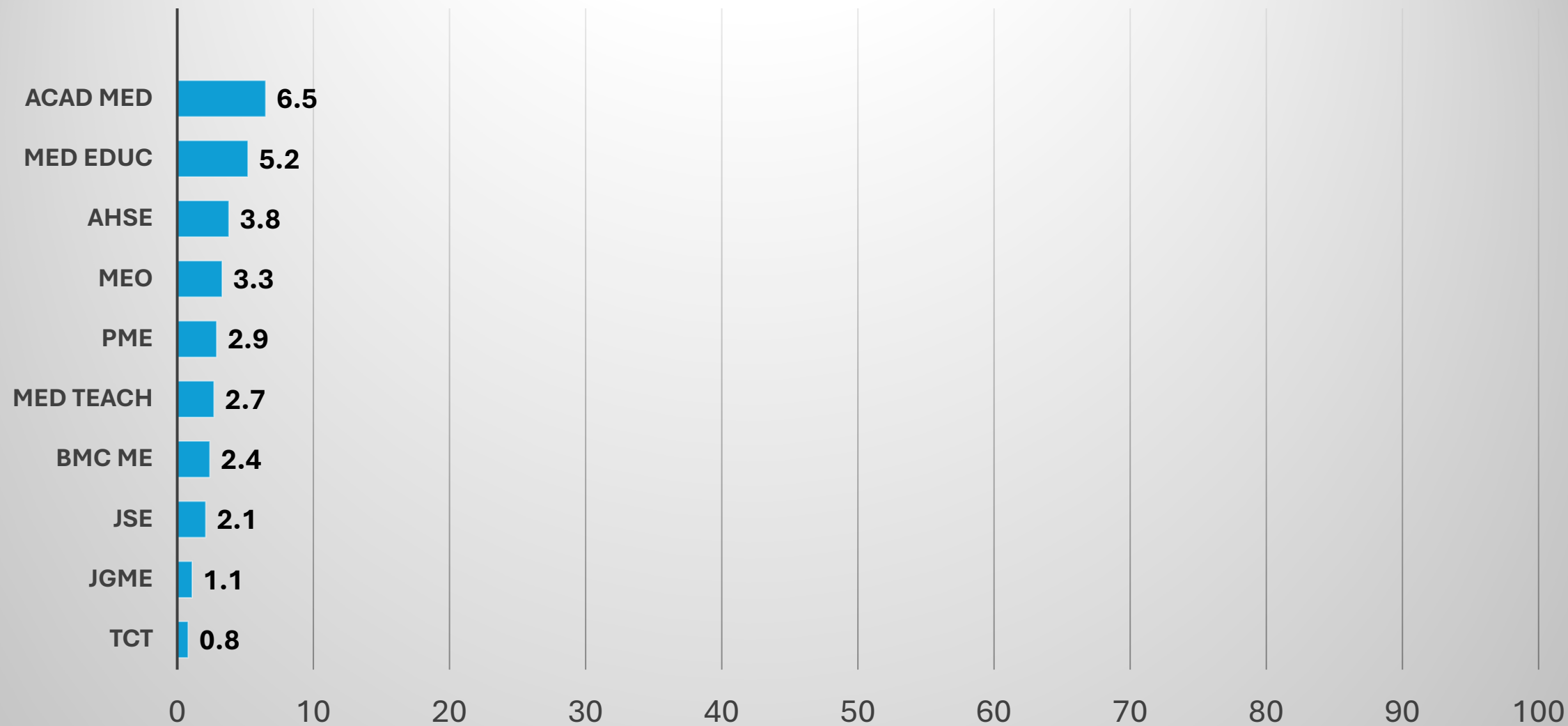
“Laboratories”
are rare

Educational
research
isn't easy

Impact Factors of Some Clinical Journals



Impact factors of journals in medical education



Citations are not the best measure of impact in education



Smaller readership community



Biomedical research → more research
Educational research → adoption



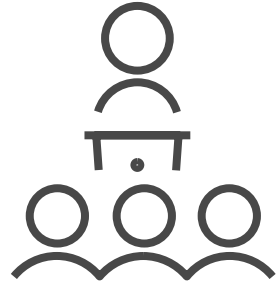
Time lags in institutional uptake



Strategies for developing into a clinician-**E**ducator



Take your teaching to the next level



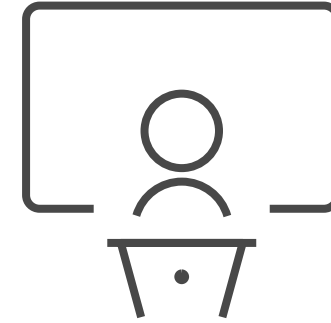
Good Teaching

objectives-driven
effective



Scholarly Teaching

evidence-based
innovative



Scholarship of Teaching and Learning

investigative
disseminated

Pursue professional development opportunities



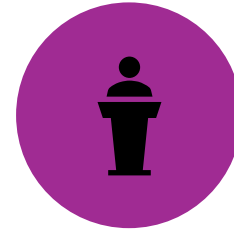
Online courses



Continuing
Education
courses



Local education
or leadership
programs



National
education or
leadership
programs



Masters' or PhD
degrees

Articulate your educational mission statement

I want to teach
[*which learners?*]

about
[*which topic?*]

so that I can improve
[*what outcome?*]

Innovate in an
area where you
see gaps

Potential sources of
innovation in education



Instructional
approach



Evaluation



Setting

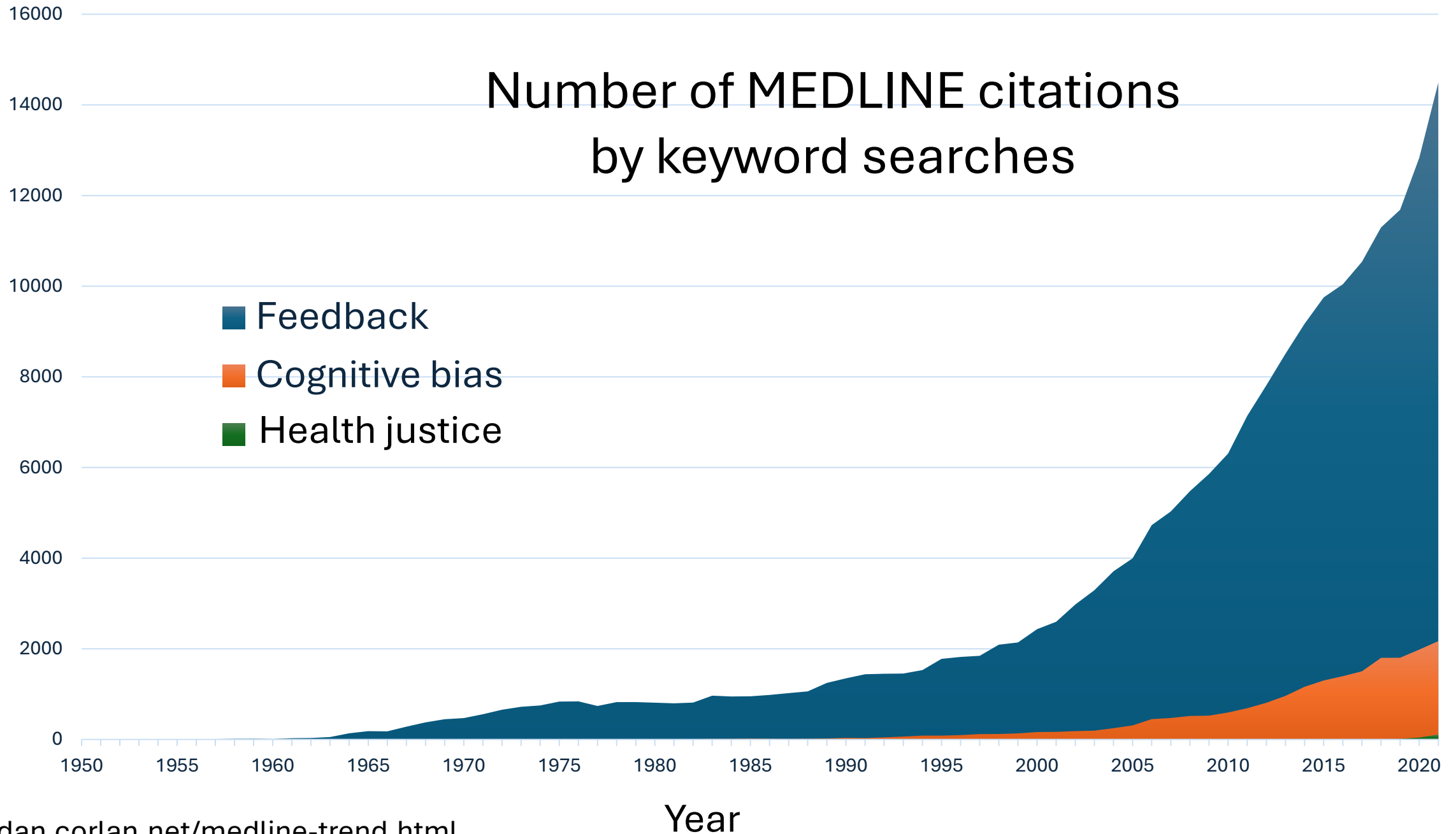


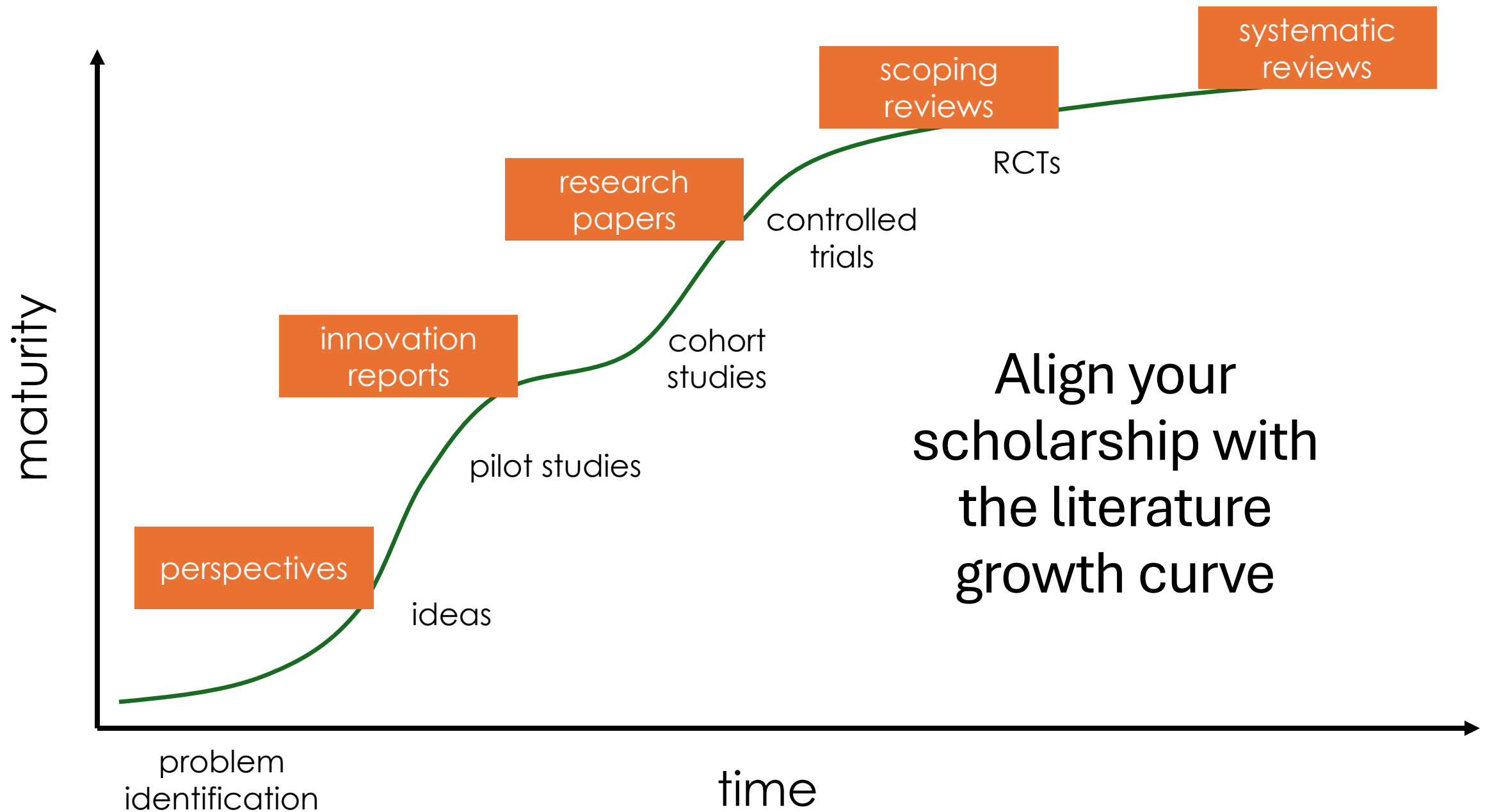
Learner
audience

Recognize that local gaps aren't always national gaps

1. Introducing Feedback Fridays to an internal medicine residency and assessing self-reported frequency of receiving feedback
2. Creating a debiasing checklist to be used in the ambulatory setting
3. Developing a health justice curriculum for med students

Number of MEDLINE citations by keyword searches





Realize that not all educational scholarship needs to be research



Educational research

Educational innovations

Academic writing about education

Forms of educational scholarship beyond research

Brief reports

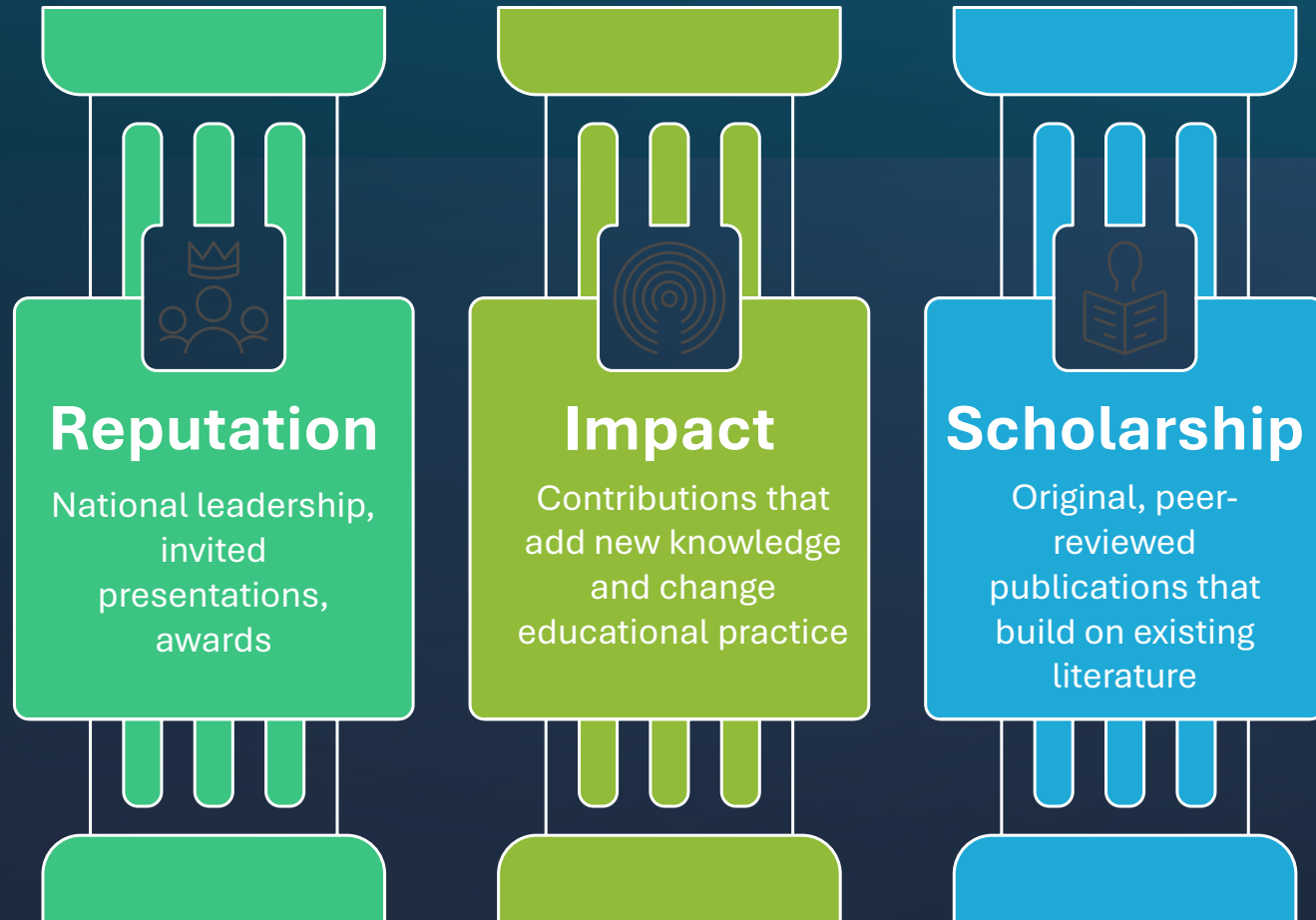
Perspectives

Educational
innovations

Literature
reviews

Infographics

Personal
narratives



Pillars of Promotion

Make it
count
twice



Summary



Be intentional



Think beyond your institution



Elevate your teaching to the scholarship of teaching and learning



Make your work count twice by aligning your teaching, leadership, and scholarship