

The Academic Ladder: the role of the Teaching Portfolio



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The *traditional* academic model

**Three-
Legged
Stool**



Teaching

Research

Service

**~~“The triple threat”
Faculty Member~~**

The *modern* academic model



Teaching

Research

Service



**“The triple threat”
Department**

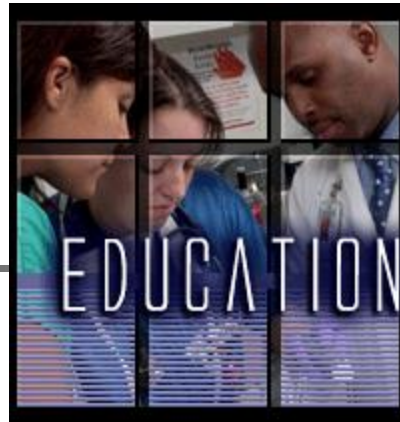


Academic Advancement at Emory

- 'Outstanding' in 1 or more areas:
 - Professional Service
 - Teaching
 - Scholarship
- At least Very Good* or Excellent in 2 areas
- Senior rank promotion or appointment
 - Teaching Portfolio mandated

* MEST Track "Participation" in
Scholarship

Three-Legged Stool



So, ask yourself these questions:

What is my niche?

What distinguishes me?

What is my national reputation?

What is a

Teaching Portfolio?





Objectives

- Describe the purpose of the teaching portfolio
- List the elements of the teaching portfolio
- Provide tips for success
- Discuss the concept of the 'quick starter' faculty member



What is a Teaching Portfolio?

- **Description of an instructor's major achievements in teaching**
- **Akin to an artist's portfolio: visual display of abilities, strengths and style**
 - www.brown.edu
 - www.aamc.org/members/facultydev/facultyvitae
 - www.med.emory.edu/dean/doc/appointment_promotion_teaching_portfolio.pdf
- **Personal, self-selected, reflective**

What is a

Teaching Portfolio?

A factual description of:

- Teaching strengths (and weaknesses)
- Teaching accomplishments
- Evaluations
- Ideally?
 - Demonstrates Progression as an educator
 - Demonstrates Leadership as an educator

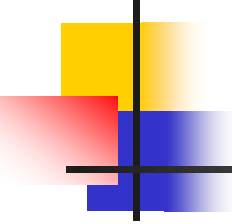
What is a

Teaching Portfolio?

The teaching portfolio is to teaching

just as

(Fill in the blank) are to scholarship.

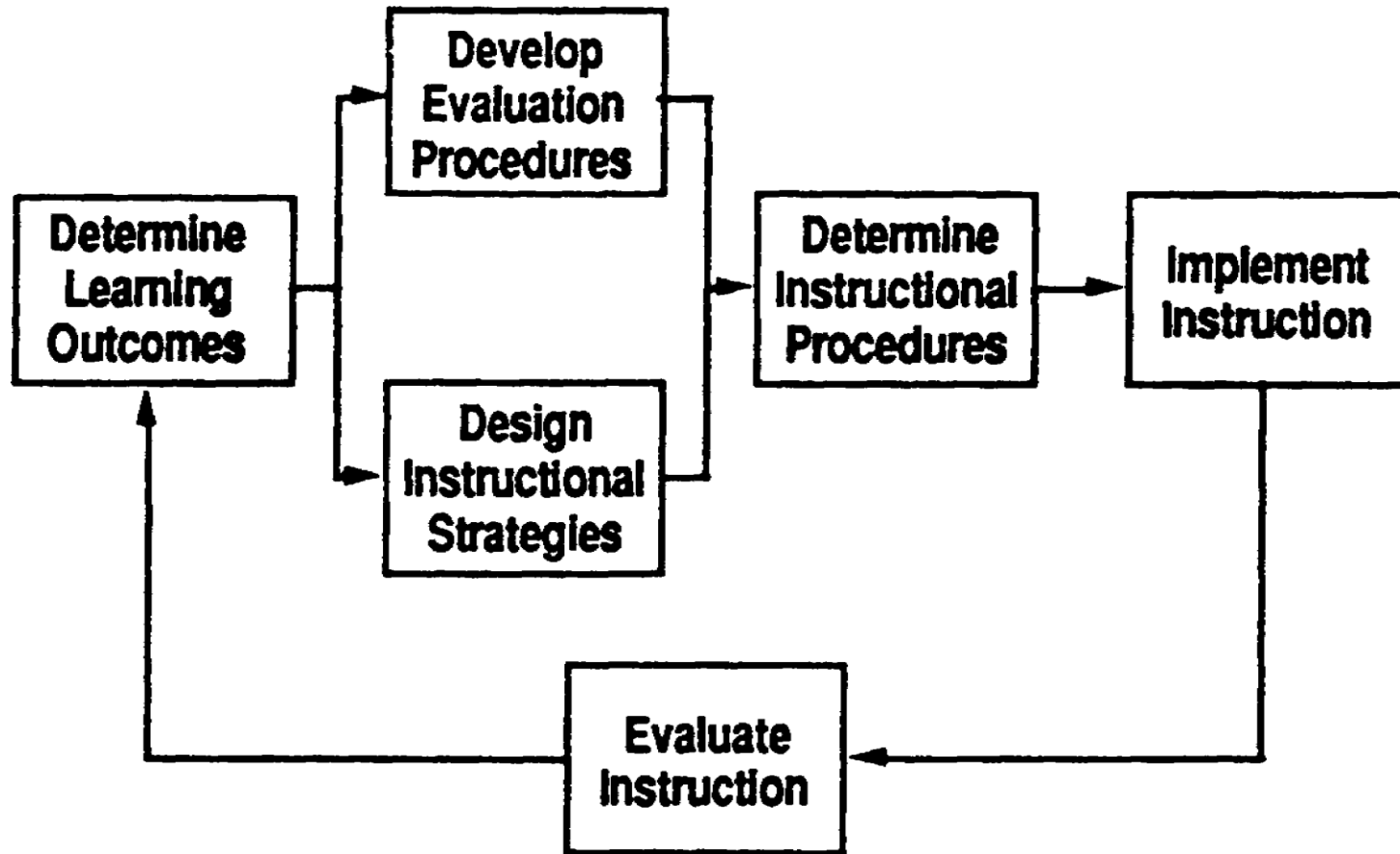


Question: How can you show progression as an educator?

■ Answer:

Demonstrate that your learners have learned

Instructional System Design:



It's about the learner... How will you demonstrate they learned?



Emory SOM Teaching Portfolio?*

1. Description of teaching activities, including time and quantity
 - What do you teach: class, bedside, bench?
 - Who do you teach?
 - What are your core responsibilities?
2. Documentation of the department's assessment of your teaching:
 1. Evaluation form ? Feedback? Mentorship? Rankings?

* www.med.emory.edu/dean/doc/appointment_promotion_teaching_portfolio.pdf

Demonstrating Teaching

What do you teach? Who do you teach?

Your Learners	Your Topics			Teaching	Scholarship
	Professional Service				
	Clinical	Administration			
Undergraduate					
Graduate					
Med Students					
Residents					
Post-Docs					
Faculty					
Physicians					
Nurses					
Community					

What are the elements of the *Teaching Portfolio*?



3. Description of educational activities in professional organizations
Regional, national, international
4. Awards for outstanding performance in teaching and biomedical education
Departmental, SOM, University, Nat'l, Community
5. Letters from former trainees evaluating the candidate's teaching
Ask for them
Save a 'feel good' file



What are the elements of the *Teaching Portfolio*?

6. List of significant teaching materials prepared or edited

ex: peer reviewed pubs, lab manual, web-based, OSCE cases, PBL, power-point, curriculum, syllabus

7. List of Public service activities oriented to education

ex: brochures, community training, media opportunities



What are the elements of the *Teaching Portfolio*?

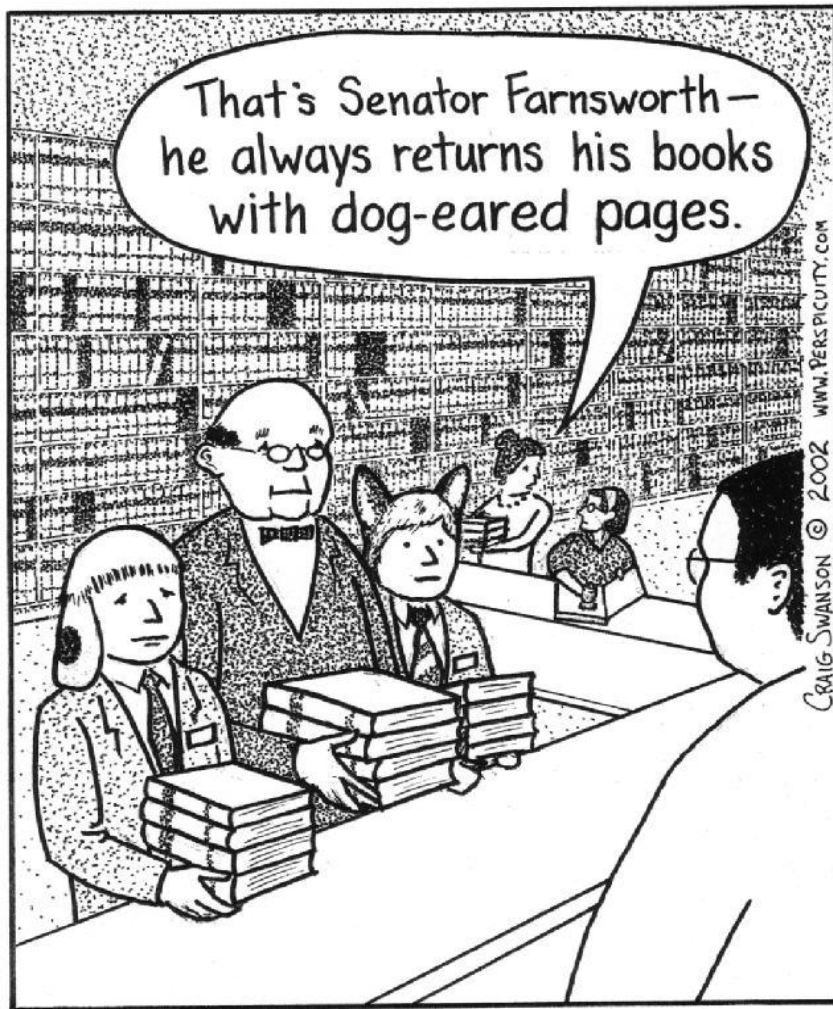
8. List of trainees supervised by the candidate → demonstrate mentorship
Keep track !

9. List of courses and self-instructional activities → demonstrate desire to improve skills
CME courses
Good habits start today!

What a Teaching Portfolio is Not

Photocopies of every slide presentation you've ever given

Disorganized, out of date, dog-eared, coffee stained random pieces of paper



Helpful Hints

■ Tips for Success

- Emory SOM format
- Separate service achievement from teaching
- Quantify your teaching time
- Scholarship of teaching
- Evaluations of your teaching
- Letters from former learners
- Documenting curricular improvement based on feedback

■ Formula for Failure

- Size does matter
 - Bigger not necessarily better but tiny not good – go for Goldilocks
 - Inclusion of every slide you have ever created is a no-no
- Disorganized
- Impersonal
- Non-reflective
- Poor evaluations

What we say to dogs

Okay, Ginger! I've had it!
You stay out of the garbage!
Understand, Ginger? Stay out
of the garbage, or else!



What they hear

blah blah GINGER blah
blah blah blah blah blah
blah blah GINGER blah
blah blah blah blah...

