

Teaching Support at the University of Tennessee College of Veterinary Medicine

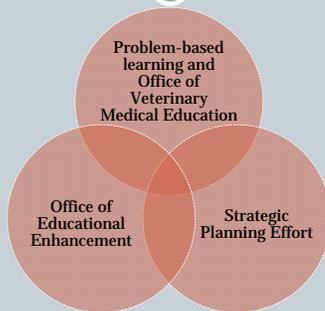
INDIA LANE
JULY 2016



Teaching is Job #1



Alignment of Forces



Brief History

- 1996-2007 Occasional Faculty Development Programs, Office of Educational Enhancement
- 2003-2008 Strategic Planning and Performance Evaluation Initiatives
 - Improvement of teaching at all levels
 - Sharing of practices, innovations
- Master Teacher Program established
 - Open participation
 - Improvement
 - Sharing



The Academy Movement

What is needed is “a new organizational entity.” - Irby



- **Dedicated to education**
- **Independent from, but supportive of, existing departments**
 - Empower faculty by offering incentives and support
 - Promote the scholarship of teaching



Teaching Academy Models

- **Leadership**
 - Appointed
 - Distinguished/Senior/Positional
 - Homegrown (Grassroots)
- **Membership**
 - Selected (Nomination/Application/Award or Positional)
 - Open (Inclusive)
- **Commitments required**
 - Attendance
 - Committee assignment or leadership
 - Educational certification or project
 - Mentoring assignment



Activities

- Meetings and Speakers
- Education Rounds
- Workshops or Events
- New faculty orientations
- Showcases/Poster Days or Exchanges
- Web Resources
- Educational Grants
- Awards or Celebrations
- Travel/Conferences
- Consultation or Mentoring Programs
- Peer Review
- Journal or Book Clubs
- Interest Groups



UTCVM Program Mission

Mission: To provide the resources, programs and leadership that support the highest quality of professionalism and instruction within the various educational missions of the CVM



We Value

- Continuously improving, high quality instruction
- A positive attitude and respectful approach to teaching
- Open participation and open exchange of ideas
- Confidentiality and respect



We Value

- Discovery and innovation
- Mentoring and administrative support for teaching development
- The importance of excellent teaching in promotion, tenure and merit decisions

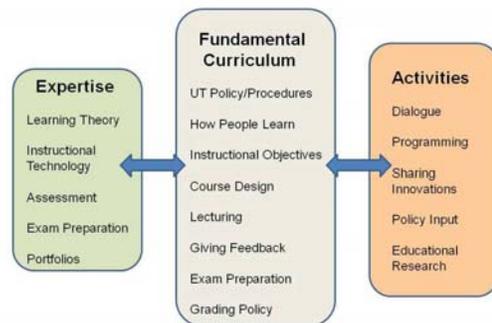


Goals

- Strengthen teaching and student learning
- Provide support for documentation of teaching
- Promote sound methods for evaluating teaching and educational programs
- Identify and advise CVM on organizational issues
- Pursue a program for education-related research
- Provide a venue for sharing innovations and fostering collaboration

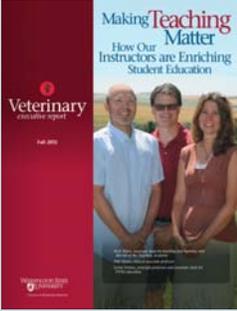


Programmatic Plan



The Teaching Academy Washington State University CVM

Courtesy of Dr.
Steve Hines







Teaching Academy Activities WSU-CVM

- **Faculty development and networking**
 - ✦ Workshops: ½ - 2 ½ days, ~ 2-3 X yearly
 - ✦ Brown-bag sessions: 1 – 2 monthly
 - ✦ Summer book club/ Journal club
 - ✦ Travel to teaching meetings
 - ✦ Interest groups: active learning, clinical simulations, TBL
- **Educational Research Grants**





WSU CVM Teaching Activities Brown Bag Sessions

- “Bright Spots”
- Topic based
- Guest speakers
- Reports from meetings
- Progress reports from educational research grants






WSU CVM Teaching Academy New Initiatives and Programs

- **Educational Research Grants**
 - ✦ 2013: funded 4 @ \$4,000 each
 - ✦ 2014: new proposals currently under review
- **Participation in faculty candidate interviews** (positions with significant teaching assignments)
- **New/Junior Faculty Mentoring Program**
- **Peer Review of Teaching**





Key Partners for Teaching Academies

- Medical, pharmacy, other health professional schools
- University Teaching and Learning Center
- Veterinary Educator Collaborative
- International Association of Medical Science Educators
- Other veterinary educators



Outcomes and Impact

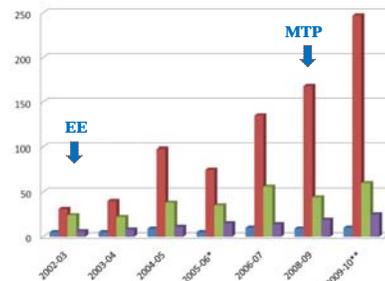


Measuring Outcomes

- Activities
- Attendance
- Presentations and publications
- Teaching evaluations
- Reputational
- Participant Satisfaction



UTCVM Attendance at Teaching Events



Blue bars = number of events; red bars = total number of attendees for all events; green bars = total number of individuals attending at least one event; purple bars = average attendance per event. Data from 2007 not available. **July 2009 to March 2010 only.

Annual Survey Results How does MTP help you?

	Yr 1 N=27	2013 N=17	2014 N=41	2015 N=34
Document teaching for review, P & T	3.7	5.24	4.78	4.82
Improve teaching methods, materials	5.4	4.88	5.73	5.94
Improve communication skills in teaching	5.1	5.0	5.98	
Ability to assess student performance	5.1	4.75	5.41	5.15
Publish scholarly articles	3.6	4.53	3.92	3.97
Improve student learning, interactions	5.3	5.0	5.50	5.53
Stay current on evidence in teaching and learning		5.35	5.74	6.0
To learn from my colleagues' experience				6.32

Annual Survey Results How does MTP help you? (7 point scale)

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Overall Value of MTP

	2014 N=41	2015 N=34
Overall, provides value to me as an individual	6.15	6.06
Overall, provides value to the College's teaching program	6.54	6.59



- ### Other Impacts
- Increased residents in academic positions
 - Increased entering student acknowledgement of teaching reputation
 - Increased contacts, expanded leadership
 - Requests or offers for topics, speakers
 - Used in recruitment of new faculty
 - National and international presentations and publications
- 

VEC Meetings



Institutionalization



2015 UTIA Outstanding Team Award



Teaching in Promotion and Tenure



- Effort Allocation
- Portfolios
- Peer Review (Internal and External)
- P & T Principles



But What's Next?



2015-2016 Review

- Annual Surveys
- Leadership Team Discussions
- Focus Groups



Goal: Advocacy

- Expanded leadership team
- The Master Teacher Program is For Everyone!
 - New faculty
 - Departments
 - Teaching technicians and staff
 - House officers
- Expanded messaging and website awareness



Goal: Quality Content Supporting Instruction

- "Greatest Hits" this summer
- Establish parallel recurring series
- Foster Guest speakers
- Reenergize workshops
- Engage staff



Goal: Discovery and Dissemination

- Teaching and Learning Center Collaborations
- Travel opportunities
- TEEd Talks
- Open Course packaging
- Topical publications



Keys to Sustained Success



- Peer support
- Reward
- Institutionalization
- Longitudinal series
- Structure
- Core advocates, especially leadership
- A budget
- Strong support from CVM leadership
- Designated director position
- Food
- Staff support !!!!

Acknowledgements

- Mickey Sims
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Thank You