The Academic Ladder: the role of the Teaching Portfolio

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The traditional academic model

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
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](http://www.brown.edu)
  - [www.aamc.org/members/facultydev/facultyvitae](http://www.aamc.org/members/facultydev/facultyvitae)
  - [www.med.emory.edu/dean/doc/appointment_promotion_teaching_portfolio.pdf](http://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:

* www.med.emory.edu/dean/doc/appointment_promotion_teaching_portfolio.pdf
Demonstrating Teaching
What do you teach? Who do you teach?

<table>
<thead>
<tr>
<th>Your Learners</th>
<th>Professional Service</th>
<th>Teaching</th>
<th>Scholarship</th>
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<td>Community</td>
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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 GINGER blah
blah blah GINGER blah
blah blah GINGER blah
blah blah GINGER blah
blah blah GINGER blah...