

# Creating an Infrastructure to Support Faculty Outcomes Research on Teaching and Learning

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## Session Objectives

At the conclusion of this session, participants will be able to:

Discuss a model for building faculty capacity to design and implement educational outcomes research

Identify resources for introducing or refining educational outcomes research capacity

Develop a plan for implementation of a capacity building initiative in one's own educational context

## Abstract

This presentation discusses the *Teaching and Learning Initiative* (TLI), a comprehensive program for building faculty capacity to design and implement educational research in a school of health professions. The TLI is a staged program based on Eade's (1997) approach to capacity building, which the authors apply to the academic environment. The TLI consisted of 4 stages:

1. Initial planning and data gathering
2. Training faculty in educational outcomes research
3. Faculty submission of educational outcomes research for intramural funding
4. Participatory action research approach to further develop faculty capacity for the scholarship of teaching and learning, including educational outcomes research

## Aims of the Teaching Learning Initiative

1. Demonstrate current academic innovation and excellence through outcomes studies and identification of best practice
2. Identify collaboration opportunities and resources relative to shared interests
3. Develop projects that are congruent with achievement of JSHP strategic goals

## Eade's Model of Capacity Building

- Capacity building is a continuous and evolving process (vs. a separate "intervention")
- Empowers, reduces dependency by identifying vulnerabilities and building strengths
- No one "develops" anyone, people develop themselves
- Organizational culture must support development (Eade, 1997)

Fall 2011			Spring 2012		Fall 2012	Spring 2013	Fall 2013
<b>September</b>	<b>November</b>	<b>December</b>	<b>January - May</b>	<b>June - August</b>	<b>September - December</b>	<b>January</b>	<b>September-October</b>
Initial meeting to discuss Initiative, as recommended by Dean of JSHP	Teaching-Learning Initiative (TLI) announced at JSHP General Faculty Meeting	<ul style="list-style-type: none"> <li>• Meeting of TLI leaders with faculty interested in developing TLI further</li> <li>• Key areas of mutual interest: IPE and Simulations</li> </ul>	Attended Workshop → Developed grant proposal to study simulation debriefings	<ul style="list-style-type: none"> <li>• Presented TLI Interface with JSHP Strategic Plan to JSHP Dept. Chairs</li> <li>• Developed plan for IPE Welcome Day event</li> </ul>	Developed partnership between TLI and JSHP Research Committee for joint activities to promote research → Lunch and Learn: Educational Outcomes Research	Faculty Research Day: Focus on Team building and Educational Outcomes Research	<ul style="list-style-type: none"> <li>• Awards for Educational Research Proposals announced</li> <li>• Begin participatory action research with awardees and others</li> <li>• Plan activities for 2013-14</li> </ul>

## Teaching-Learning Initiative: Process and Resources

- Stakeholders involved in planning included JSHP Dean, Department Chairs, Chair of JSHP Research Committee, Department of Institutional Research, and Faculty in addition to Coordinators STC-SFW
- Used established systems to disseminate including General Faculty Meeting, Faculty Research Day, Lunch and Learn Sessions, and Department Chairs' Meetings
  - Obtained funding and secured speaker
- Process incorporated other ongoing activities such as JSHP Committee on Faculty Affairs' consideration of post-appointment/post-promotion review
  - Data gathering on methods of faculty performance evaluation
  - Focus group with JSHP chairs to identify JSHP needs for faculty development and evaluation
- Request for proposals (intramural funding) to stimulate team development and development of scholarly activity on teaching and learning

## Results of Pre- and Post- Research Day Survey

PRE - SESSION	POST - SESSION
<ul style="list-style-type: none"> <li>• <b>What do faculty need?</b></li> <li><u>Training:</u> Top three areas centered on training in:               <ol style="list-style-type: none"> <li>1. Assessing effectiveness of educational strategies</li> <li>2. Educational outcomes research</li> <li>3. Current research on specific topics → interprofessional education</li> </ol> </li> <li><u>Support:</u> administrative recognition and infrastructure and resources to pursue scholarship of teaching and learning</li> <li>• 29% of faculty self-identified being engaged in educational outcomes research.</li> </ul>	<ul style="list-style-type: none"> <li>• 88% faculty reported this session facilitated interest in collaborating to pursue educational research</li> <li>• 95% faculty participants met in small groups of shared interests:               <ul style="list-style-type: none"> <li>• Clinical Simulations</li> <li>• Signature pedagogies</li> </ul> </li> <li>• Upon completion of session:               <ul style="list-style-type: none"> <li>• 35% of participants had schedule a follow-up meeting with small group</li> <li>• 35% of participants had identified an area of mutual interest</li> </ul> </li> </ul>

## Participatory Action Research

- Partner with recipients of intramural funding and other interested faculty to implement scholarly projects
- Co-develop target goals and benchmarks for AY 2013-2014, as well as 3 and 5 year goals and action plans
- Provide updates on scholarship of teaching and learning initiatives to Department Chairs and Dean's Office
- Faculty team presents results and recommendations at General Faculty Meeting

## Strategies for Implementation of TLI



Initial meeting to identify key areas of mutual interest



Lunch and Learn event



Faculty Research Day



Request for Proposals

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