



**Title/Subject:** Faculty Development Requirements

**Applies to:**  faculty       students       staff       Other - Click or tap here to enter text.

Policy       System       Process/Procedure       Guideline/Standard       Position Description

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- **Introduction**

**Historical/Contextual Overview:** The Texas A&M College of Medicine is dedicated to achieving excellence in teaching, research, and institutional service. To assist the teaching faculty improve classroom and bedside teaching, a comprehensive faculty development program is available through the College of Medicine Office of Faculty Development. The program is outlined in detail on the Faculty Development website: <https://medicine.tamhsc.edu/about/admin/faculty-dev.html>

**Reason for the Policy/Process:** The College of Medicine believes that all teaching faculty members must constantly work to become better teachers, to develop new skills in instructional methodology and student assessment methods, and keep current on innovative approaches to medical education.

- **Policy/Process Statement:** All Faculty members must complete a **minimum of 3 hours** of instructional faculty development each academic year. The following are some examples of activities that are considered appropriate to fulfill this requirement (credit variable):

- Attendance at an Education Grand Rounds
- Viewing Recorded Education Grand Rounds
- Attendance at a Faculty Development Workshop
- Completion of an Online Module
- Viewing an International Association of Medical Science Educators (IAMSE) Webinar
- Attendance at a Medical Education Journal Club Presentation
- Attendance at a Cup of Coffee Training
- Participation in the Mentoring for Educational Excellence and Leadership Program
- Participation in Instructional Consultation or Peer Review of Teaching Program
- Attendance at Conference Sessions that Focus on Medical Education
- Participation in Comprehensive Teaching Courses such as the EDHP program or Harvard Macy Institute
- Other (approval by Department Head or Associate Campus Dean in accordance with LCME Standard 4.5)

- **Compliance:** All Faculty members will be asked to attest that they have completed 3 hours of instructional faculty development sessions at the time of annual review and reappointment. If the faculty member has not

Authority: Academic Council

Policy/Process POC: Office of Academic Affairs

Effective Date: March 2012

Review/Revision Schedule: Last Revision August 2019

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completed the required training, he/she may do so using the on-line modules or may contact the Office of Faculty Development for assistance.

- **Exceptions:** N/A
- **Non-compliance:** Failure to comply with this requirement could lead to the loss of teaching privileges at the College of Medicine.
- **LCME Standard:** 4.5 - Faculty Professional Development
- **Revision History**

Date of Change	Authority	Summary of Changes	Document Location
March 22, 2012	Academic Council	Approved	Office of Faculty Development/ Office of Academic Affairs
June 5, 2014	Academic Council	Revised	Office of Faculty Development/ Office of Academic Affairs
August 5, 2019	Academic Council	Updated acceptable faculty development activities	Office of Faculty Development/ Office of Academic Affairs

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