**Baylor College of Medicine**

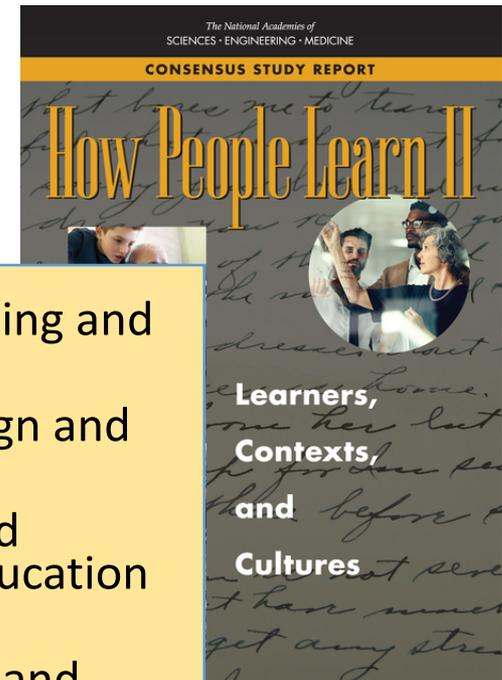# DEPARTMENT OF EDUCATION INNOVATION & TECHNOLOGY

Academic home of education as a discipline at Baylor College of Medicine, and

- Prepares faculty members as educators and educational scholars who apply the science of teaching and learning to create, disseminate and apply effective educational practices in science, medicine and health professions, and

- Collaborates to develop approaches, programs and tools that support educational excellence across the entire Baylor community.

Baylor
College of
Medicine

EDUCATION,
INNOVATION
& TECHNOLOGY
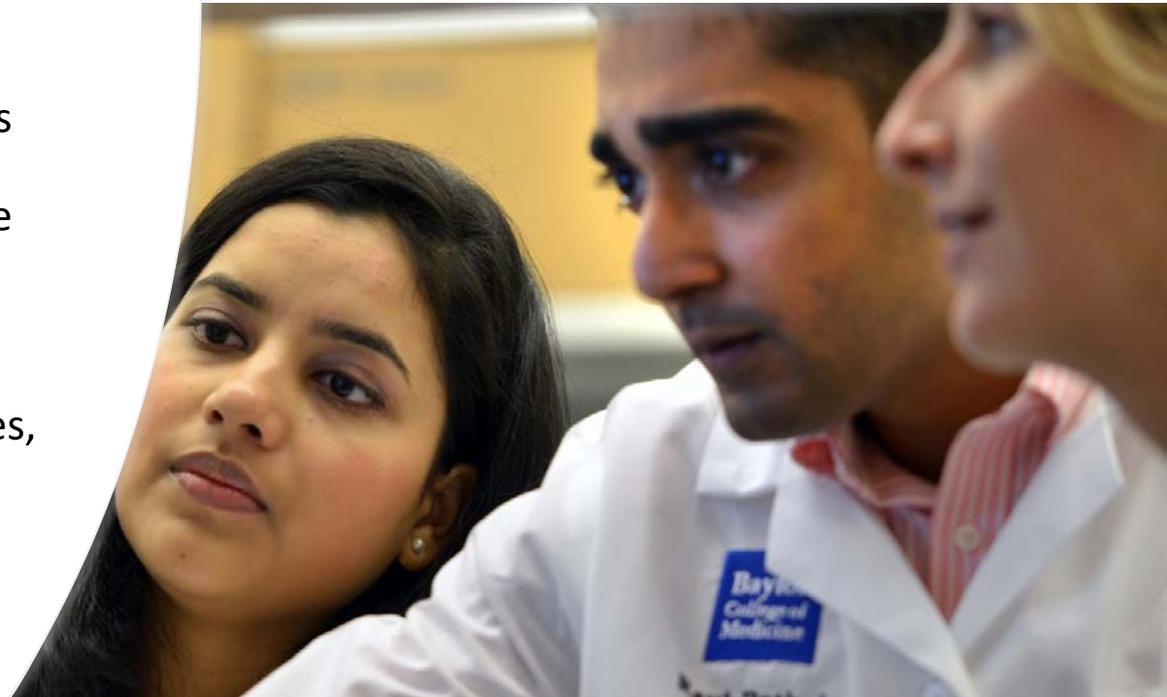
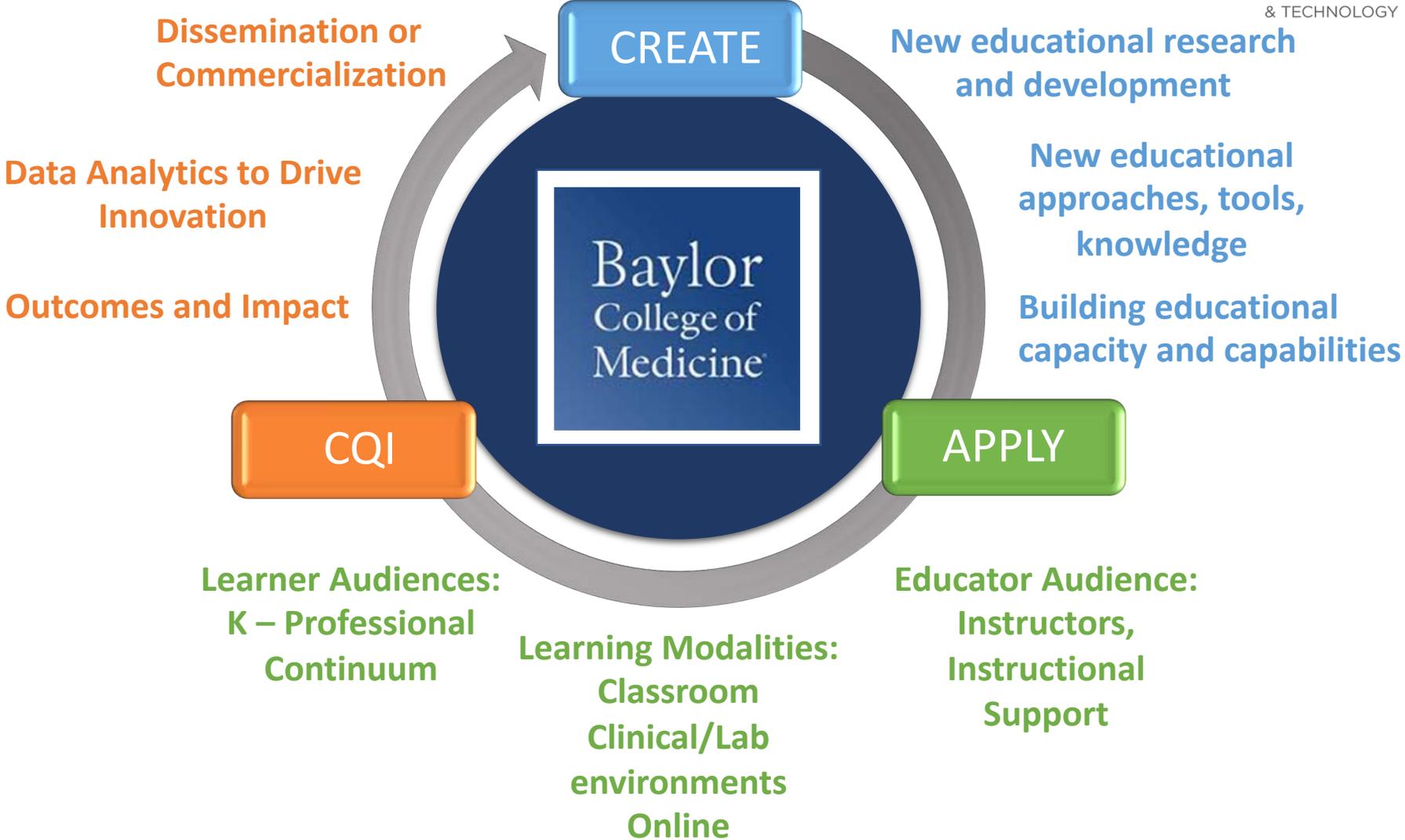# RESEARCH, DEVELOPMENT AND DISSEMINATION FOR THE EDUCATION MISSION

- **Focus** on educational research and scholarship, with translation and application of evidence-based practices to science, medicine and health professions education ("bench to classroom").

- **Cadre of faculty** as educators and educational scholars to enable development of new tools, resources, approaches and programs.

The National Academies of
SCIENCES · ENGINEERING · MEDICINE
CONSENSUS STUDY REPORT

How People Learn II

Learners,
Contexts,
and
Cultures

Science of Teaching and Learning

Curriculum Design and Assessment

Learner-centered Teaching and Education Methodologies

Online Teaching and Learning.

Digital Technology Applications to Education

EDUCATION VIEW: LEARNING ORGANIZATION

Baylor
College of
Medicine

EDUCATION,
INNOVATION
& TECHNOLOGY

Dissemination or Commercialization

CREATE

New educational research and development

Data Analytics to Drive Innovation

New educational approaches, tools, knowledge

Outcomes and Impact

Baylor
College of
Medicine®

Building educational capacity and capabilities

CQI

APPLY

Learner Audiences: K – Professional Continuum

Educator Audience: Instructors, Instructional Support

Learning Modalities: Classroom Clinical/Lab environments Online

Provide an Environment to Recognize, Generate, Share and Recombine Knowledge

DEVELOP PEOPLE

Academic home for professionals to make major contributions to the education mission

- Promote faculty professional growth, satisfaction and productivity.

- Provide viable and aligned pathways for academic and career advancement.

- Enable recruitment and retention of faculty members with engagement in the education mission.

GROW A LEARNING INNOVATION COMMUNITY

Environment to promote cross disciplinary collaboration and sharing of diverse ideas.

- Stimulate identification and translation of educational practices benefiting the learning health system within Baylor, nationally and globally.

- Facilitate transfer of ideas, resources and approaches across previously isolated fields.

- Provide linkages to develop interdisciplinary partnerships, businesses, scholarly work, learning objects, distance education, courses or curricula.

7

OFFER ROLE RELEVANT SUPPORT MECHANISMS THAT CONTRIBUTE TO FACULTY SATISFACTION, PRODUCTIVITY AND CAREER LONGEVITY

ADVANCEMENT

Role relevant guidance and opportunities for faculty members with nontraditional contributions to have an understandable career pathway, appropriate pace of academic promotion and other recognition, and alignment of their departmental affiliation with their expertise.

IDENTITY

Work environment and institutional supports that foster professional growth, thereby enhancing faculty recruitment, retention and satisfaction.
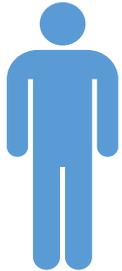
KNOWLEDGE SHARING

Opportunities to work with diverse team members to transform and apply knowledge leading to unique educational tools and resources; external funding for new programs; or collaborations and partnerships.

Department of Education Innovation & Technology

Examples of Department Members' Expertise or Institutional Roles

Clinical Research Coordinator
Develops new educational processes and tools.

Clinician or Scientist Educator
Professional who works with learners in clinical or scientific settings.

Community Educator
Develops and publishes on models leading to community impacts.

Educator with Disciplinary or Applied Expertise

Educational Leader
Significant education leadership role (e.g., Dean).

Educational Researcher
Applies expertise in a particular context

Scientist in an Advanced Technology Core Facility
Develops tools and educational processes related to services provided.

Individuals Focused on Technology Commercialization
Develops business tools or models.

Education Specialist
Role in an Education Core or other educational service.

Department of Education Innovation & Technology

FACULTY RECRUITMENT

- **AY 2020-2021 founding faculty cohort.**
    1. Faculty members with current appointment in an academic department may seek
        a. Co-primary or secondary appointment in Dept. of EIT by fulfilling BCM faculty co-primary or secondary appointment standards and requirements;
        b. Transfer of appointment to Dept. of EIT by fulfilling BCM faculty transfer of appointment standards and requirements.
    2. Staff employees of education mission or other areas without current faculty appointments.
        a. Need to fulfill BCM faculty appointment standards and requirements for appropriate rank; minimally requires appropriate terminal degree in field and supervisor support.

- **Small percentage of FTE support will be available for a limited number of faculty with assigned roles within Dept. of EIT.**
    1. Curriculum development and piloting during FY2021.

Responsibilities

- Participate in strategic planning and professional development.
- Inform the overall direction and initial set of programs undertaken by the department.
- Develop charges for and constitute the initial set of departmental committees and appointments (e.g., Faculty Appointment and Promotion Committee).
- Identify area of own scholarly activity related to mission of department.

Faculty in the Department of Education Innovation & Technology

Phase 1 (2021-2022) : Inaugural Faculty Members

- Requires application and selection process.
- Members are individuals with significant educational roles or educational expertise representing a range of disciplines.
- Contribute to development of professional learning experience (pilot program).
- Develop active programs of investigation or projects in one or more areas related to disciplinary focus areas of the department.
- Participate in departmental knowledge sharing events.
- Participate in strategic planning.

Phase 2 (Years 2–5): Enable Additional Appointments, including Secondary Appointments and Affiliated Faculty Roles (approximately 50-75 faculty members)

- Faculty will be eligible for appointment following an application process and, when appropriate, completion of a longitudinal professional learning experience offered through the department.
- Appointment open to individuals with expertise in education, science, technology applications or health and medicine—who participate or intend to participate in educational activities.
- Expected to participate in departmental knowledge sharing events (education seminars, etc.) and collaborate in development of one scholarly product or learning object per year.

TIMELINE FOR PLANNING AND LAUNCH

Baylor
College of
Medicine

EDUCATION,
INNOVATION
& TECHNOLOGY

PHASE 1

PHASE 2

FY 2020	FY 2021	FY 2022	FY 2023 & beyond

FY 2020
- Carry out institutional approval and planning process.

FY 2021
- Formal launch of Department.
- Recruit and select Inaugural Faculty members.
- Strategic planning.
- Develop and provide internal professional learning for Inaugural Faculty.
- Faculty develop active programs of investigation or projects.

FY 2022
- Enable additional appointments and affiliated faculty roles.
- Continue internal professional learning experiences.
- Faculty expand active programs of investigation and applied projects.

FY 2023 & beyond
- Continue ongoing activities.
- Dissemination of initial projects or learning objects.
- Offer additional professional or student learning experiences.

10

APPLICATIONS AND DEADLINES

Phase I - Deadline of November 23, 2020 (new, co-primary and transfer of appointments)

- Individuals who will help 1) create and teach a 40-hour professional development series; 2) form initial departmental committees, such as strategic planning and educational programming; and 3) participate in other department planning activities.

- Expertise in the following areas will be given priority : learner-centered teaching; curriculum design; online teaching and learning; and educational scholarship, research and leadership.

- Approximately ten Phase I faculty members will be able to receive up to 0.10 FTE support, once appointed.

Phase II – Deadline of February 15, 2021 (new, co-primary, secondary and transfer of appointments)

- Individuals who will contribute to 1) pilot of the professional development series; 2) initial departmental committees and 3) departmental planning activities.

- FTE support from the Department of EIT is not expected to be available for Phase II faculty members.

APPLICATION REQUIREMENTS

- **Letter from applicant** describing experience and expertise, interest in educational innovation and scholarship, commitment to participation in departmental activities and personal philosophy of education.

- **CV in Baylor College of Medicine format.**

- **Letter of endorsement from current supervisor.**

- **Two letters of recommendation** from internal or external sources (solicited by applicant)

- **Optional: Education Portfolio** (any format).

- **For new faculty appointments**: Additional documents, including letters of reference from either external or internal sources, will be requested of successful applicants at a later stage.

Separate Process for co-primary or secondary appointments of Senior Administrators and Professors (please contact mslopez@bcm.edu)

FREQUENTLY ASKED QUESTIONS

- **Will the Department of EIT replace Office of Faculty Development programs and workshops?** *No.*
- **Will the department manage educational technology services?** *No. The name reflects an opportunity to involve faculty members in developing and disseminating new educational and training resources, practices and tools.*
- **How will faculty members in the department achieve academic promotion?** *Faculty members will be expected to meet the same standards for academic appointment and promotion as all other BCM faculty members following existing guidelines.*
- **Will the new department replace the Academy of Distinguished Educators?** *No. The Academy of Distinguished Educators will continue as an honorary organization of faculty members in service of Baylor's education mission. The mission of the Department of EIT is complementary to that of the Academy, with opportunities for collaboration by faculty members.*

Application Due Dates:

November 23, 2020
(primary and co-primary
appointments)

February 15, 2020
(primary, co-primary and
secondary appointments)

Questions:
Nancy Moreno, PhD
(nmoreno@bcm.edu)