

**Academy of Distinguished Educators Steering Committee  
Minutes for November 15, 2004**

**Attendees:** Karen Johnston, MD, Bob Kadner, PhD, Sharon Hostler, MD, Hilary Sanfey, MD, Sue Pollart, MD, Bill Wilson, MD, Jim Martindale, PhD, Amy Bouton, John Schorling, MD, Brian Bell, Elizabeth Graham

**I. Minutes from October 11 approved**

**II. Update from Teacher Evaluation Subcommittee, Amy Bouton, PhD**

- **Challenges**
- Cost for faculty performing the review  
How to fund them: \$x per hour; 5% of salary; other?
- Training reviewers in methods
- Must avoid reviewers' biases
- Possible deleterious effect of direct observation on performance  
Present as positive, objective effort not punitive measure
- Potential threats to confidentiality and collegiality
  
- **Recommendations for peer evaluation pilot study**
- Include multiple teaching venues (rounds, lectures, small groups)
- Potential evaluators  
Recently retired, highly respected faculty  
More objective; less threatening; fewer personal and scheduling conflicts;  
less expensive?  
ADE members, perhaps teams of two (one expert in topic/one not)  
Fellows as content experts during research time
- Develop specific criteria for evaluation  
Basic science lecture format, surgical training, medical training
- To begin pilot project  
Start with spring semester with interim report in June  
Keep initial focus narrow, then generalize  
Consider  
Basic Science Lecture Series (1-2 classes) and a clinical venue  
Approaching Bob Chevalier/Pediatrics as possible place to start  
Possibly poll 65 new faculty members for their interest in being reviewed  
Consult Teaching Resource Center (TRC)  
Dean helps fund it  
TRC is already doing teaching evaluations
- Action: Amy Bouton will reassess with subcommittee members and report back to Steering Committee

**III. Appreciative Inquiry Seminar Proposal, John Schorling, MD**

- Appreciative inquiry  
Technique: visualize positive future and it will happen  
Indiana University used this to effect major culture change
- Parker Palmer  
Teaches teachers to teach, develop "communities of trust"  
*The Courage to Teach*  
ACGME offers 10 Parker Palmer Awards
  
- Why offer this course?  
Finding meaning in teaching is critical to fostering job satisfaction  
But how can we help teachers feel valued?  
How do we retain the best and brightest at mid-career?  
Medical students did similar program with great results

- Value to ADE members  
Provide process for ADE members to move forward in their teaching careers  
Provide sense of community in ADE; begin culture change
- Format  
Lunch, brief didactic lecture, then small groups  
Small group conversations to focus on meaning of teaching  
Will incorporate processes of appreciative inquiry and Parker Palmer's "communities of trust"
- Action: ADE gave blessing to proceed with course  
*Why We Teachers Keep Teaching*  
Friday, February 25, 12:00 noon-5:00 p.m., Boar's Head Inn  
Facilitators: John Schorling, MD and Hanna Sherman, MD

#### IV. Membership term proposals, Hilary Sanfey, MD

- Dean's letter stated 3-year term
- Consider staggered terms
- Should founding members be members for life?
- Need to decide whether ADE is to be exclusive or inclusive
- Need to develop membership renewal process  
Reapply with portfolio  
Lifetime membership after first renewal  
CV submission  
Must be actively teaching
- Consider different levels of membership (resident/associate/master/emeritus)
- How to deal with associated groups (Salem/Roanoke)
- Action: put off final decision about members' terms until the ADE has had a year or so of activities
- Need to do better internal marketing of ADE's activities/successes to maintain/generate interest  
Possibly through newsletter/e-mail
- Action: Bob Kadner will present ideas for newsletter at next meeting

#### IV. Activities update, Sue Pollart, MD

- January 25, 2005 reception at Colonnade Club with talk by Gary Dunnington, MD
- February 25, 2005, *Why We Teachers Keep Teaching*, at Boar's Head Inn
- April 7, 2005 reception at Morven Park with talk by Larry Sabato, PhD  
Present apples to new ADE members
- Sue Pollart presenting on ADE at Society of Teachers of Family Medicine in New Orleans

#### V. Update from AAMC re: other ADEs

- Sharon Hostler, MD and Hilary Sanfey, MD presented on UVa's ADE  
UVa is one of 22 medical schools with an academy  
Academy has done as much or more than most (research proposals/teaching portfolio/etc.)
- Most had some requirement to become/stay member
- UCSF has endowed chair for set term  
Academy provides up to \$250K, Department provides up to \$250K
- Mt. Sinai has "Educators for Profit"  
Sells "menu" of services to other schools  
20% profit to Dean; 20% to Department; 60% to salary support

#### VI. Action: invite Amy Bouton, PhD to be member of Steering Committee

##### 2005 Steering Committee Meetings (second Monday of the month, 4047 McKim, 5-6 p.m.)

January 10, 2005	April 11, 2005	July 11, 2005	October 10, 2005
February 14, 2005	May 9, 2005	August 8, 2005	November 14, 2005
March 14, 2005	June 13, 2005	September 12, 2005	December 12, 2005