

# Educational Scholars Program: A National Faculty Development Model to Enhance Educational Research Skills

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Dr. Klein has documented no financial relationships to disclose or conflicts of interest to resolve.

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# Objectives

- Recognize the factors that led to the development of the Educational Scholars Program
- Discuss the key programmatic elements and curriculum
- Describe programmatic outcomes

# Why Was ESP Created?

- Academic institutions value faculty who are **productive researchers, master clinicians, and educators**
- Many institutions encourage educators to become stellar teachers **AND** productive scholars
  - **Scholarship** is defined in dissemination of curricular innovations, evaluation tools, and teaching methodologies
- Recent **emphasis on outcomes** from education
  - Critical to determine effectiveness and that programs meet the needs of learners and patients

# Why Was ESP Created?

- **Educator development focuses on teaching skills**, rather than scholarship or educational research
- Education faculty **require training** to:
  - Rigorously develop and evaluate curricular innovations, evaluation tools, and teaching methodologies
  - Disseminate outcomes of scholarship
  - Obtain funding
- Few national educator faculty development programs offer **national mentoring and networking**

# The Problem for Educators

Educator faculty **lacked scholarship skills** resulting in **difficulty getting promoted** and achieving academic success

# The Educational Scholars Program (ESP)

# Overview of the ESP

- **Three year** national faculty development program focused on **educational scholarship**
- Embedded in a pediatric national organization, the Academic Pediatric Association (APA)
- Initiated in 2006
- Cohorts of scholars complete a 3-year longitudinal curriculum with mentored educational project



# Key Components of ESP

- **Educational scholarship** skills emphasize:
  - Curriculum development & evaluation
  - Implementation and evaluation of an educational research project
  - Dissemination strategies
- **Mentorship**
  - Local project mentor & national advisor
- Completion of an **educator portfolio**
- **Networking** and collaboration

# ESP Guiding Principles

1. The key theme of the curriculum, **scholarship in education**, is interwoven through all program activities.
2. We apply the principles of **adult learning** in all interactions with scholars, encouraging self-direction and reflective practice.
3. Program activities provide opportunities for scholars to **interact with colleagues** and **practice new skills**.
4. **Longitudinal mentored scholarly projects** will be informed by each scholar's professional context and are expected to evolve throughout the course of the program.

# ESP Guiding Principles (Cont.)

5. The **collective wisdom** of the program's scholars, faculty, advisors, and alumni is used in the learning process through evaluations, peer feedback, support, and mentoring.
6. The program will facilitate **meaningful mentoring relationships** and create and sustain **professional networks** for participants.
7. The program will actively **engage its graduates** in opportunities for leadership, scholarship, and continued professional development.
8. The ESP is a **dynamic, evolving learning program** that is based on evaluation and feedback from participants and faculty.

# The Curriculum

Yr	THEME	ESP DAY @ PAS	Online Course
1	Educational Scholarship and Scholarly Projects	<ul style="list-style-type: none"> <li>• Educational Scholarship</li> <li>• Scholar Project Tables with Peers and National Advisors</li> <li>• Refining your Scholarly Project</li> </ul>	<ul style="list-style-type: none"> <li>• ESP Launch               <ul style="list-style-type: none"> <li>• Getting to know the ESP and the Portal; Developing your Scholarly Project</li> </ul> </li> <li>• Reviewing and Referencing the Literature</li> <li>• Educator Portfolio</li> </ul>

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2	Nuts and Bolts of Educational Research	<ul style="list-style-type: none"> <li>• Quantitative Methodologies</li> <li>• Survey Design</li> <li>• Scholar Project Tables</li> </ul>	<ul style="list-style-type: none"> <li>• Qualitative Research</li> <li>• Technology for Education</li> </ul>

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3	Scholarly Dissemination  Leadership and Networking	<ul style="list-style-type: none"> <li>• Presenting a Workshop</li> <li>• Writing a Scholarly Article</li> <li>• Professional Networking and Collaboration</li> <li>• Scholar Project Tables</li> </ul>	<ul style="list-style-type: none"> <li>• Author Development</li> <li>• Reviewing Manuscripts</li> </ul>

# ESP Success: Outcomes from Cohorts 1-4



# Demographic Information

Demographics	Graduates, % (N)
Female	74% (34)
Age 30-39	75% (35)
Faculty Rank, starting program <ul style="list-style-type: none"><li>• Instructor</li><li>• Assistant Professor</li></ul>	<ul style="list-style-type: none"><li>• 38% (18)</li><li>• 55% (26)</li></ul>
Geographic Impact	39 Institutions



# Scholarship

	Educational Scholarship	MedEd Portal	National Workshop	Education Grant
Mean (N)	4.1	1.3	5.7	1.5
Range (N)	0-27	0-7	0-15	0-6
Number of Grads with at least one	36	22	35	30

# Scholarship

98% reported at least 1 publication,  
funded grant, or educational leadership  
position

# Graduate Assessment of Value

- **Most valuable** components of ESP:
  - Gaining access to **mentorship** outside of the graduate's own institution (90%)
  - **Networking** with other educators (83%)
  - Learning **educational scholarship** (83%)
- **87%** reported **collaboration** with another ESP graduate on a scholarly project

# Leadership

- 94% of scholars reported serving in at least one institutional educational leadership role
  - Undergraduate Medical Education (6)
  - Graduate Medical Education (35)
  - Senior educational leadership (6)
  - National leadership positions (7)

# Conclusions

- ESP graduates reported **academic productivity and promotion**
- ESP graduates serve in important institutional and national **educational leadership roles**
- Graduates **valued networking** within the program and **reported collaboration** with other scholars



# 10 Year Outcomes

**3**

**Year Program**



**8**

**Cohorts**



**80**

**Institutions**



**53**

**Faculty**



**170**

**Scholars**



**OVER  
200**

**Scholarly Products  
Since ESP Graduation**



# Current and Future for ESP

# Current ESP

- Cohort 9 started February 2019
  - 35 new scholars
  - 35 National Advisors recruited
- Total of 134 graduates (78% graduation rate)
- Many National Advisors and Faculty are prior scholars
- Continue to introduce new educators
  - ~25 faculty/advisors were never scholars



# New ESP Initiatives

- Increased scholar and graduate involvement
  - Scholars and/or graduates co-facilitate all ESP online courses and in-person teaching sessions
  - New leadership roles within committee structures
- Research projects with graduates and faculty
- Alumni Task Force

# Questions?



# ESP Related Publications

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