



Education alongside research as the mission of a medical,
dental, veterinary school

ASPIRE RECOGNITION OF EXCELLENCE IN FACULTY DEVELOPMENT IN A MEDICAL, DENTAL OR VETERINARY SCHOOL

SHORT DESCRIPTION OF THE AREA OF FACULTY DEVELOPMENT

Faculty development is an indispensable and often undervalued institutional resource. Yet, it is essential for the advancement of faculty competence and organizational vitality. Faculty development is the newest area for recognition in the ASPIRE Awards Program for excellence in medical, dental and veterinary schools. Faculty development refers to all activities health professionals pursue to improve their knowledge, skills and behaviours as teachers and educators, leaders and managers, and researchers and scholars. (Steinert Y. Faculty Development in the Health Professions: A Focus on Research and Practice. NY: Springer, 2014). An institution that has achieved excellence in faculty development prepares faculty members for their various academic roles with a breadth of faculty development programs, which are evaluated for impact and which contribute to the scholarship of faculty development.

An applicant school may have a single centralized program or a decentralized series of programs of faculty development to enhance teaching/education, leadership and scholarship. These may include programs for: new faculty orientation; guidance for career advancement and academic promotion; mentoring and advising of the faculty; faculty member skill development as teachers and educators, leaders and managers, and researchers and scholars; and retirement planning. Applicants will describe the total array of the school's faculty development programs in the application summary and will specify whether the application will describe the whole series of programs OR focus on the specific program that prepares teachers and educators, educational leaders and educational scholars. The program must include a focus on those who teach undergraduate students but may also include those who teach postgraduates and practicing clinicians. The school's designated program(s) will constitute "the program of faculty development" for the ASPIRE program application and be assessed using the criteria for excellence.

A panel of international experts has established criteria for excellence in faculty development and will be reviewing applications for demonstrated achievement of excellence in this area. There are five criteria related to:

1. Goals and design of the program
2. Scope of offerings
3. Resources and expertise
4. Evaluation
5. Innovation and scholarship

By creating such standards, the ASPIRE program defines what excellence means, provides a benchmark against which local programs can assess their conformance to international standards, and offers a forum for recognizing excellence in faculty development.