

Academy of Educators at Washington University School of Medicine
Criterion-Based Matrix for Awards

Direct Teaching

The nominee regularly seeks out opportunities to teach and is highly effective and impactful as a teacher. (Direct teaching is defined broadly. The learners may include students, residents, fellows, post-docs, or faculty. The settings may include lectures, small group sessions, simulation, teaching in the clinical or laboratory environment, CME, or community settings.)

Please describe the *impact* of the teaching. This might be evidenced by innovations in teaching, awards, teaching evaluations, local, regional and national invitations to teach, narratives describing learning environment that's created, effective use of novel teaching tools, number of learners impacted, breadth or depth of teaching, etc.

Please describe how the nominee achieves teaching excellence- an academic process by which learners are motivated to learn in ways that make a sustained, substantial, and positive influence on how they think, act, and feel.

Examples might include how the teacher establishes an engaging learning environment, demonstrates subject matter expertise, sets and achieves learning goals for trainees, promotes active-learning and reflection, provides useful feedback effectively, demonstrates excellence in communication of new knowledge and skills, is trainee- centered in approaches, and/or adapts teaching style in response to feedback or enhance learning outcomes.

Instructional Development & Curricular Design

The nominee has created and implemented a new course or curriculum, designed innovative educational materials, implemented novel pedagogical methods, or critically evaluated an existing course or curriculum and implemented improvements.

Please describe the *impact* of the new educational materials or approach. This might be evidenced by descriptions of new curriculum and why it is an enhancement; changes in outcomes for learners; regional or national recognition for curricular innovations; or narrative description of curricular design task, applicant's role in the team, and its end products.

Advising & Mentorship

The nominee mentors learners or junior faculty with demonstrable impact on the lives/careers of their mentees. Mentoring must be longitudinal in nature.

Please note: For those applicants in leadership roles for medical students, residents, or fellows, the mentorship must extend **beyond the assigned duties inherent in the leadership role**. For example, an Associate Program Director must demonstrate impact beyond the expected educational advising role for their trainees.

Please describe the *impact* of the mentoring. This might be evidenced by testimonials from mentees, awards/recognition received, professional output of the mentees, or other evidence.

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Educational Administration & Leadership

The nominee holds responsible leadership positions within current or previous institution, such as clerkship or course director; program director or assistant/associate director; thread or pathway leader; or chair of major decision-making educational committees.

Please note: This is only for educational administration & leadership.

Please describe the *impact* of these activities. This might be evidenced by descriptions of local education leadership; editorial activities with a focus on education; participation in national educational activities (such as workshops, educationally-focused national committees, serving on Residency or Academic Program Review Committees

Educational Research or Scholarship

The nominee demonstrates an established and consistent research program focused on healthcare education (NOT clinical or non-education research).

Please describe the *impact* of this scholarship. This might be evidenced by a peer-reviewed publication record (documented in CV/CEP); dissemination of innovative teaching methods or materials; or mentoring learners in scholarly activity on education-focused projects.

Assessment & Evaluation

The nominee has developed and/or implemented learner assessment instruments or strategies. Nominee has made important contributions to grading committees, clinical competence committees, demonstrated excellence in completing or contributing to large numbers of learner assessments, and/or has enhanced the content or methods of assessment.

Please describe the *impact* of these innovations.