2019-10-17: A Taxonomy of Teachers to Guide Faculty Development Efforts

The following links were shared during the chat:

- THRIVE: Successful Strategies for Modern Day Faculty [https://www.unmc.edu/facdev/about/reports.html](https://www.unmc.edu/facdev/about/reports.html)
- RISE [https://rise.med.umich.edu](https://rise.med.umich.edu)

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**MedEd Chat** @MedEdChat 8 hours ago
Welcome to the #mededchat (US) I am your moderator for the next hour @alliance4clined #meded Check out this blog for a quick read for tonight's topic: [https://t.co/pxAej9s5yi](https://t.co/pxAej9s5yi)

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**C Stalburg** @carens8892 8 hours ago
Caren Stalburg here, thanks for joining in the discussion!! #MedEdChat

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**MedEd Chat** @MedEdChat 8 hours ago
If you are tuning in to the #mededchat, remember to use the #mededchat hashtag and try to answer with the Topic numbers (T1, T2, T3)

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**Heather Paladine** @paladineh 8 hours ago
Hi, it’s Heather, family physician in NYC #mededchat

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**MedEd Chat** @MedEdChat 8 hours ago
We will assume that all of your tweets during #mededchat are your own during this hour unless otherwise stated #meded

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**MedEd Chat** @MedEdChat 8 hours ago
Welcome #mededchat
MedEd Chat @MedEdChat 8 hours ago
T1 about to come up in a few moments #meded #mededchat
While waiting, think of questions @carens8892 can address from her blog: https://t.co/pxAej9s5yi

MedEd Chat @MedEdChat 8 hours ago
Topic 1: Does the Taxonomy of Innocent Bystanders (IB), Engaged Educators (EE), Innovative Leaders (IL) and Champions for Change (CC) apply to your environment? #MedEdChat #meded #facdev

Alëna A. Balasanova, MD, FAPA @DrPsychMD 8 hours ago
@paladineh @MedEdChat
Good evening! Dr. B in Nebraska- academic Addiction Psychiatry! This is my FIRST twitter chat and I am pumped! #mededchat

Heather Paladine @paladineh 8 hours ago
@MedEdChat
T1: We are a small group, so mainly Engaged Educators. But I do see all four groups at our medical center #mededchat

C Stalburg @carens8892 8 hours ago
@paladineh
how many faculty do you work with? #MedEdChat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
T1 Absolutely. @UNC_SOM I see a lot of champions for change, such as @JulieByerley @kogillil @awshaheen @s_smithson #MedEdChat

Heather Paladine @paladineh 8 hours ago
@carens8892
About 10 who are our core residency faculty #mededchat

Alliance4ClinEd @Alliance4ClinEd 8 hours ago
T1 I think one of the biggest challenges are faced by clinician educators who want to be more than innocent bystanders....but clinic obligations force that #mededchat

Alëna A. Balasanova, MD, FAPA @DrPsychMD 8 hours ago
@SAsherMD @MedEdChat
T1 I agree with all of the above except I would say that early career faculty who might otherwise be CC get silenced by the old guard/hierarchy/more senior dept people who may be less willing to listen to new and fresh ideas. #mededchat

C Stalburg @carens8892 8 hours ago
T1: @paladineh it is nice to have a core group who are all focused and committed to the same learning outcomes! #MedEdChat

Heather Paladine @paladineh 8 hours ago
@carens8892
Do you see this as a ladder that faculty move up? Or is it more important to maximize a faculty member within their individual category? #mededchat
RT Susan Sawning-she/her/hers @SSawning Replying to @MedEdChat Susan here in home of the bourbon and derby, in the @carens8892 fan club too. My eyes are going together, so may not be able to stay for the entire chat, but I love this topic so much! #mededchat

Great question. Wouldn't you think having a cadre in all categories would be beneficial? Or does that create imbalances? #mededchat

T1: @paladineh, I think it could be both. If organizational change and engagement is the interest, then moving folks from Innocent Bystanders to Engaged Educators would be important. And it would be reasonable to have people 'stay in their lane' too! #MedEdChat

Back at ya! Thanks for being here and sharing your wisdom too!! #MedEdChat

I would posit that there are many IB’s in our environments. The goal would be to maximize their potential as they are most often the ones who provide ‘front line’ clinical teaching and mentoring. #MedEdChat

Yes, great blog, great descriptions. The challenge is how to support faculty at each level. I think they are all important for different reasons. One faculty may start as IB and with support and development, end up as a CC. #mededchat

T1 How would you propose dealing with IB who are bitter about having to teach? Being in that lane could prove detrimental to the learning environment. #MedEdChat

T1 I think also maybe identifying and optimizing the role the individual faculty member is looking to take on #mededchat

T1: My Champions For Change, do not fear change. #mededchat

Thx. And activating the CC’s who can really sustain educational innovation and the development of faculty as educators is really important too. Junior EE’s can do great things but if there aren’t systems in place to capture and reward educational efforts is can be bad #MedEdChat
Paul Haidet @myheroistrane 8 hours ago
I might add another group: “not so innocent conscripted” - this would be the group who doesn’t want to teach, doesn’t necessarily care about doing a good job, is there because they have to. This group exists where the supply/demand curve for teaching tilts to demand. #MedEdChat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
RT @myheroistrane: I might add another group: “not so innocent conscripted” - this would be the group who doesn’t want to teach, doesn’t necessarily care about doing a good job, is there because they have to. This group exists where the supply/demand curve for teaching tilts to demand.

James DeVaney @DeVaneyGoBlue 8 hours ago
RT @MedEdChat: Exciting #MedEdChat tonight to discuss the notion of a taxonomy of teachers with @carens8892 Check out this blog for a quick…

MedEd Chat @MedEdChat 8 hours ago
Topic 2: How do you alter your faculty development efforts for each type: IB, EE, IL, CC? #MedEdChat #meded #FacDev

C Stalburg @carens8892 8 hours ago
@GLBDallaghan @paladineh T1 Sometimes folks are bitter because there is a mismatch between their interests and others’ expectations of them. Finding the best match with their capabilities can be a win/win. Something as simple as a faculty packet with ‘answers’ or instructions can bolster the IB #MedEdChat

MedEd Chat @MedEdChat 8 hours ago
RT @carens8892: @GLBDallaghan @paladineh T1 Sometimes folks are bitter because there is a mismatch between their interests and others’ expectations…

Paul Haidet @myheroistrane 8 hours ago
RT @carens8892: @GLBDallaghan @paladineh T1 Sometimes folks are bitter because there is a mismatch between their interests and others’ expectations…

Susan Sawning-she/her/hers @SSawning 8 hours ago
@carens8892 @MedEdChat T1: Yes! This so much. Easy way to lose great #meded faculty early on too... come in excited, no systems or resources to develop and reward... exit. #mededchat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
T1 What do you think of this as a means of bolstering IB? I know this is old, but the conversation hasn’t changed in 12 years. https://t.co/w5S6NmTHzG #mededchat

C Stalburg @carens8892 8 hours ago
@myheroistrane T1 interesting point. is it better to have non-engaged warm bodies or to cut back on certain activities when the supply isn’t there? Or, are there ways to ‘motivate’ those folks to at least make an effort!? #MedEdChat
Gary Beck Dallaghan @GLBDallaghan8 hours ago
T2 Targeted topics in #facdev might help each group so the development sessions are right sized for the group. #mededchat

Paul Haidet @myheroistrane8 hours ago
T2 it gets even more complex, because I would expect each of @Danieldpratt’s five teaching perspectives in each stratum, making a matrix to consider when designing faculty development efforts. #MedEdChat https://t.co/Hg4djZD2L1

Susan Sawning-she/her/hers @SSawning8 hours ago
@myheroistrane Ahhh, this, definitely. Q: can these people be developed? #mededchat

MedEd Chat @MedEdChat8 hours ago
RT @myheroistrane: T2 it gets even more complex, because I would expect each of @Danieldpratt’s five teaching perspectives in each stratum…

Paul Haidet @myheroistrane8 hours ago
@carens8892 I think incentivizing and getting their chairs on board is a key factor. #mededchat

C Stalburg @carens88928 hours ago
@GLBDallaghan T1 sometimes less expensive things like lapel pins might be a better strategy. Playing to competitiveness and social status/recognition may motivate too! #MedEdChat

Gary Beck Dallaghan @GLBDallaghan8 hours ago
@carens8892 T1 How about at higher levels? Some may want to teach but system demands prevent it (and “hidden” expectations of chairs may also hamper it). #MedEdChat

C Stalburg @carens88928 hours ago
@myheroistrane @Danieldpratt T2 Paul—thanks for pointing out @danieldpratt’s article #MedEdChat

Paul Haidet @myheroistrane8 hours ago
@SSawning Can someone who is precontemplative, or even anticontemplative, quit smoking? Yes, and it’s gonna take a lot of time and effort. I guess the real question is: is it worth it? #mededchat

MedEd Chat @MedEdChat8 hours ago
T2 What are potential topics for #facdev for the Champions for Change? If they are senior leaders, what would you suggest? #MedEdChat

Heather Paladine @paladineh8 hours ago
@MedEdChat @carens8892 T2: Can innovation be taught? Or developed in oneself? #mededchat
C Stalburg @carens88928 hours ago
@SSawning @myheroistrane T1&T2—To me, if folks don’t want to be expert teachers, that is fine. If part of their job description however is to teach then to me there is a prof responsibility to at least try. And then it becomes leadership’s responsibility to provide that support/skills/options #MedEdChat

Alëna A. Balasanova, MD, FAPA @DrPsychMD8 hours ago
@myheroistrane @SSawning #motivationalinterviewing #mededchat

Paul Haidet @myheroistrane8 hours ago
RT @carens8892: @SSawning @myheroistrane T1&T2—To me, if folks don’t want to be expert teachers, that is fine. If part of their job descrip...

Deb Simpson @debsimpson38 hours ago
Agreed. Core principle of designing Educ is to understand the performance needed by target audience and then create meaningful and engaging education. That’s the art and science advancing learning.

Chris Merritt @Chris__Merritt8 hours ago
@carens8892 @GLBDallaghan @paladineh T1 I sometimes think about this in the context of self-determination theory. Motivators to teach may mirror motivators to learn - people seek relatedness, autonomy, and competence. Anything we can do to help meet these needs can facilitate IB -> Engaged #mededchat

Shellie Asher, MD @SAsherMD8 hours ago
@MedEdChat T2 How to invest in the next generation of educators, where change can have the most impact, how to advocate for change, developing inter-institutional collaborations... #mededchat

Dr Linda Love @2LindaMLove8 hours ago
Loads of inspiration can be found @UNMC’s free Thrive Guide—what a whole bunch of awesome faculty did to support each other’s growth https://t.co/TIGQ8Pcigb. #UNMCiLEAD #MedEdChat https://t.co/lLOcTr14JW

Susan Sawning-she/her/hers @SSawning8 hours ago
@GLBDallaghan @carens8892 T1 I think this goes back to earlier comment about importance of supportive systems. We sometimes point to individuals, but the system can be preventive. #MedEdChat
@DrPsychMD 8 hours ago
@paladineh @MedEdChat @carens8892 T2 I think innovation CAN be taught but requires lots of practice. #designthinking comes to mind as one avenue to ingenuity for #facdev, #mededchat

@MedEdChat 8 hours ago
RT @2LindaMLove: Loads of inspiration can be found @UNMC’s free Thrive Guide—what a whole bunch of awesome faculty did to support each other...

@SSawning8 hours ago
RT @carens8892: @SSawning @myheroistrane T1&T2—To me, if folks don’t want to be expert teachers, that is fine. If part of their job descrip...

@carens8892 8 hours ago
@GLBDallaghan T1 so much about culture, it gets to @myheroistrane’s point about supply/demand. Maybe if the CC’s or Ed Leaders put out an “all call” for who wants to be more involved in education that could help? Rather than conscripting people, letting folks opt in?? #MedEdChat

@SSawning8 hours ago
RT @carens8892: @SSawning @myheroistrane T1&T2—To me, if folks don’t want to be expert teachers, that is fine. If part of their job descrip...

@SAsherMD 8 hours ago
RT @carens8892: @SSawning @myheroistrane T1&T2—To me, if folks don’t want to be expert teachers, that is fine. If part of their job descrip...

@myheroistrane 8 hours ago
I think it can, but u gotta pay attention to your own transformation, which takes a commitment to reflection, openness to ideas other than your own, and a whole lot of mulling things over. All of this in a supportive community. Not easy. #mededchat

@GLBDallaghan 8 hours ago
@2LindaMLove @unmc Truly this is an amazing piece. I just got a copy tonight from @2LindaMLove and was thoroughly impressed #MedEdChat

@MedEdChat 8 hours ago
RT @DrPsychMD: @paladineh @MedEdChat @carens8892 T2 I think innovation CAN be taught but requires lots of practice. #designthinking comes t...

@myheroistrane 8 hours ago
RT @Chris_Merritt: @carens8892 @GLBDallaghan @paladineh T1 I sometimes think about this in the context of self-determination theory. Motiv...
@MedEdChat 8 hours ago
RT @Chris_Merritt: @carens8892 @GLBDallaghan @paladineh T1 I sometimes think about this in the context of self-determination theory. Motiv...

@carens8892 8 hours ago
@paladineh @MedEdChat T2: Million dollar question!! @UMich my colleagues @RajMangrulkarMD @helenkmorgan and @paulaross_phd have started https://t.co/zIb1QZQjAw to develop a community of practice that supports educational research, innovation, scholarship and education #MedEdChat

@MedEdChat 8 hours ago
RT @carens8892: @paladineh @MedEdChat T2: Million dollar question!! @UMich my colleagues @RajMangrulkarMD @helenkmorgan and @paulaross_phd...

@2LindaMLove 8 hours ago
@MedEdChat T2: Sponsorship and succession planning! We’re not done developing leaders. Dr. Rowen Zetterman on 50 ways to sponsor today @UNMCiLEAD .... better than 1. #mededchat

@mirandahuffman8 hours ago
@MedEdChat T1 it seems like there is also one below innocent bystanders - active destructors? #mededchat

@MedEdChat8 hours ago
Topic 3: How would you support/develop/sustain a teaching community of practice within any of the groups? #MedEdChat #MedEd #FacDev

@myheroistrane8 hours ago
@carens8892 @paladineh @MedEdChat @UMich @RajMangrulkarMD @helenkmorgan @paulaross_phd Fascinating! How many faculty have signed up? Anyone who is not “the usual players”? #mededchat

@debsimpson38 hours ago
T2 Teaching teachers might be #mindset that frames their approaches. We all must believe that in #learning is our future and follow John Colton Dana’s advice #MedEdChat @ALiEMteam @carens8892 https://t.co/eOz9DcoOFR

@mirandahuffman8 hours ago
T1 Wow! Now there is a label. How would you describe an active destructor? #MedEdChat
Miranda Huffman, MD, MEd @mirandahuffman8 hours ago
@DrPsychMD @SAsherMD @MedEdChat T1 Yes, but young faculty also need the skills on effective change leadership. Mentors needed! #mededchat

MedEd Chat @MedEdChat8 hours ago
RT @debsimpson3: T2 Teaching teachers might be #mindset that frames their approaches. We all must believe that in #learning is our future a...

Alëna A. Balasanova, MD, FAPA @DrPsychMD8 hours ago
@SSawning @myheroistrane You can lead a horse to water... #mededchat

C Stalburg @carens88928 hours ago
@mirandahuffman @MedEdChat T1—saboteurs should be separated. Toxic to the environment and erode all the structures and good will. Invite them to spend their efforts and talents on other things! #MedEdChat

Miranda Huffman, MD, MEd @mirandahuffman8 hours ago
@MedEdChat T2: Should efforts be in moving people along to the next level? Or should we just make people the best at their level? We can’t all be leaders. #mededchat

Susan Sawning-she/her/hers @SSawning8 hours ago
@carens8892 @paladineh @MedEdChat @UMich @RajMangrulkarMD @helenjmorgan @paulaross_phd This is an amazing program!! (that I have been following closely on twitter;)--we need a #MedEdChat on this program alone. How you built it, resources involved, etc.

Miranda Huffman, MD, MEd @mirandahuffman8 hours ago
@MedEdChat T2: staying vibrant against resistance #mededchat

C Stalburg @carens88928 hours ago
@myheroistrane @paladineh @MedEdChat @UMich @RajMangrulkarMD @helenjmorgan @paulaross_phd The leads for #RISEInnovationLab have created and crafted an entire program to engage, support and encourage innovation. Advisory Board, Innovation Fellows with FTE support, Community Laboratory Sessions etc. #MedEdChat @RajMangrulkarMD @helenjmorgan @paulaross_phd

Alëna A. Balasanova, MD, FAPA @DrPsychMD8 hours ago
@mirandahuffman @MedEdChat T2: everyone can benefit from development in their role and the role they’d like to move into- not everyone can be leaders but fortunately not everybody wants to! This is where the diversity of interests, abilities and attitudes comes into play. #mededchat
Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@carens8892 @myheroistrane @paladineh @MedEdChat @UMich @RajMangrulkarMD @helenjk morgan @paulaross_phd T3 That in many ways is critical...putting one’s money where their mouth is. Too many initiatives are not resources well and lack institutional leader support #mededchat

MedEd Chat @MedEdChat 8 hours ago
RT @DrPsychMD: @mirandahuffman @MedEdChat T2: everyone can benefit from development in their role and the role they’d like to move into- no...

Susan Sawning-she/her/hers @SSawning 8 hours ago
Dreamy for all of us in #meded research...check out https://t.co/QtljFh6RuT!

Brian Simko @bsimko68 8 hours ago
@carens8892 @paladineh @MedEdChat @UMich @RajMangrulkarMD @helenkmorgan @paularos ss_phd It’s been really awesome watching this program unfold and seeing the enthusiasm and passion around it! #meded #MedEdChat

Shellie Asher, MD @SAsherMD 8 hours ago
RT @DrPsychMD: @mirandahuffman @MedEdChat T2: everyone can benefit from development in their role and the role they’d like to move into- no...

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@DrPsychMD @mirandahuffman @MedEdChat T2 Agreed. @s_smithson heads up a relational leadership institute at UNC that helps individuals learn to be big "L" leaders and small "l" leaders #mededchat

Dr. Samantha Lemus-Martinez @DrLemusMartinez 8 hours ago
RT @GLBDallaghan: T2 Targeted topics in #facdev might help each group so the development sessions are right sized for the group. #mededchat

C Stalburg @carens88927 8 hours ago
@mirandahuffman @DrPsychMD @SAsherMD @MedEdChat T1 shameless—but I know tons of great mentors in education in #theCGEA #AAMCCGEA Tons of gratitude for role modeling, encouragement, and inclusivity. #alwayslearning #MedEdChat

Shellie Asher, MD @SAsherMD7 7 hours ago
@MedEdChat T3 a teaching community within groups is important, but between groups might be even more important. #mededchat #diversityinmedicine
Deb Simpson @debsimpson37 hours ago
T3 create and sustain inclusive and diverse #CoP for teachers at local aka academies and Societies. Key however is truly #valuing all teachers roles. Actions - academic promotion, salary incentives, voting rights in academic senate -matter. #MedEdChat https://t.co/089kA8HZkF

ShereeseM, MS/MBA @ShereesePubHlth7 hours ago
RT @MedEdChat: Topic 3: How would you support/develop/sustain a teaching community of practice within any of the groups? #MedEdChat #MedEd...

Gary Beck Dallaghan @GLBDallaghan7 hours ago
@SAsherMD @MedEdChat T3 I would argue that is essential across groups. We can learn from one another, but it is vitally important to continue growing leaders and educators #mededchat

MedEd Chat @MedEdChat7 hours ago
RT @debsimpson3: T3 create and sustain inclusive and diverse #CoP for teachers at local aka academies and Societies. Key however is truly...

Alëña A. Balasanova, MD, FAPA @DrPsychMD7 hours ago
@SSawning @GLBDallaghan @carens8892 T1 co-sign this. Organizational systems are so engulfing that even the best intentioned faculty member can get lost in the surf...#MedEdchat

C Stalburg @carens88927 hours ago
@GLBDallaghan @myheroistrane @paladineh @MedEdChat @UMich @RajMangrulkarMD @helen jkmorgan @paulaross_phd T3 and it is more than money. Educational activities are sometimes DIScouraged by leadership because participation will harm junior faculty’s options for promotion and tenure. #MedEdChat

Gary Beck Dallaghan @GLBDallaghan7 hours ago
@carens8892 @myheroistrane @paladineh @MedEdChat @UMich @RajMangrulkarMD @helen jkmorgan @paulaross_phd Sounds like ill informed leaders...just sayin :/ #mededchat

C Stalburg @carens88927 hours ago
@SAsherMD @MedEdChat T3—which groups would you want to include? #MedEdChat

MedEd Chat @MedEdChat7 hours ago
We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat
Alëna A. Balasanova, MD, FAPA  @DrPsychMD 7 hours ago  
@carens8892 @GLBDallaghan @myheroistrane @paladineh @MedEdChat @UMich @RajMangrulkarMD @helenjkmorgan @paulaross_phd  
T3 But wouldn’t education support one’s promotion aspirations? At our institution, teaching is one of the main pillars that promotion requires (along with research, clinical, citizenship, etc)  #MedEdchat

C Stalburg  @carens8892 7 hours ago  
@GLBDallaghan @myheroistrane @paladineh @MedEdChat @UMich @RajMangrulkarMD @helenjkmorgan @paulaross_phd  
you would be amazed. Have heard many stories of junior faculty being discouraged from pursuing educational scholarship/innovation because there is no external funding and/or no ability to get tenure  #MedEdchat

Shellie Asher, MD  @SAsherMD 7 hours ago  
@carens8892 @MedEdChat  T3 All of them. Probably most helpful if there is some exercise to help people know what their role is, what perspectives their voice adds to the discussion, and what their personal/group objectives are.  #mededchat

Jimmy Stewart  @JimmyStewart14 7 hours ago  
RT @debsimpson3: T2 Teaching teachers might be  #mindset  that frames their approaches. We all must believe that in  #learning  is our future a...

Gary Beck Dallaghan  @GLBDallaghan 7 hours ago  
Final Thoughts: @carens8892 proposed taxonomy of teachers presents an interesting framework from which to consider  #facdev  and  #mentoring  within  #CoP  #mededchat

MedEd Chat  @MedEdChat 7 hours ago  
Join us again next week at 9 pm Thursday. Don’t forget to suggest topics by DM or email  #meded  #mededchat

MedEd Chat  @MedEdChat 7 hours ago  
That’s a wrap...I will post the  #mededchat  transcript tomorrow morning on  https://t.co/mJivoK9NyX  on the Resources page. Thanks everyone for participating!  #meded

Alëna A. Balasanova, MD, FAPA  @DrPsychMD 7 hours ago  
@MedEdChat  Final Thoughts: pinpointing where along this continuum a faculty member falls can help identify  #facdev  and  #coaching  opportunities to optimize the educational trajectory of the teacher (and hence, students)  #MedEdchat
**C Stalburg** @carens8892 7 hours ago
@MedEdChat #FacultyDevelopment in #MedEd isn’t one-size-fits all. I think that directed efforts and strategies for supporting IBs, fostering EEs, developing ILs, and finding the CCs in our systems is a necessary strategy to help faculty fill into their roles as teachers. #MedEdChat

**Teresa Hartman** @thartman2u 6 hours ago
RT @2LindaMLove: Loads of inspiration can be found @UNMC’s free Thrive Guide—what a whole bunch of awesome faculty did to support each other...

**Dr. Samantha Lemus-Martinez** @DrLemusMartinez 5 hours ago
RT @MedEdChat: Exciting #MedEdChat tonight to discuss the notion of a taxonomy of teachers with @carens8892 Check out this blog for a quick...

**Sara Donetto** @SaraDonetto 4 hours ago
RT @myheroistrane: I might add another group: “not so innocent conscripted” - this would be the group who doesn’t want to teach, doesn’t nec...
The #MedEdChat Influencers

Top 10 Influential

@MedEdChat 100
@paladineh 95
@myheroistrane 85
@GLBDallaghan 81
@DrPsychMD 67
@UMich 67
@paulaross_phd 67
@helenjkmorgan 67
@RajMangrulkarMD 67
@mirandahuffman 66

Prolific Tweeters

@MedEdChat 24
@carens8892 21
@GLBDallaghan 14
@DrPsychMD 10
@myheroistrane 9
@SSawning 8