

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

The following links were shared during the chat:

- Developing Faculty as Educators and Innovators https://ai.umich.edu/blog/developing-faculty-as-educators-and-innovators/?utm_source=twitter-academic-innovation&utm_medium=social-media&utm_campaign=academic-innovation-blog-30-in-30&utm_content=developing-faculty-as-educators-and-innovators
- Harvard sweetens reward for doctors who teach
http://archive.boston.com/news/local/articles/2007/03/09/harvard_sweetens_reward_for_doctors_who_teach/
- The Teaching Perspectives Inventory
<https://newprairiepress.org/cgi/viewcontent.cgi?referer=http://scholar.google.com/&httpsredir=1&article=2207&context=aerc>
- THRIVE: Successful Strategies for Modern Day Faculty <https://www.unmc.edu/facdev/about/reports.html>
- RISE <https://rise.med.umich.edu/>



MedEd Chat @MedEdChat8 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>



MedEd Chat @MedEdChat8 hours ago

The [#mededchat](#) topic & questions will be announced in a moment...for now, please introduce yourselves [#meded](#)



Gary Beck Dallaghan @GLBDallaghan8 hours ago

[@MedEdChat](#) Gary here in North Carolina [#MedEdChat](#)



C Stalburg @carens88928 hours ago

Caren Stalburg here, thanks for joining in the discussion!! [#MedEdChat](#)



MedEd Chat @MedEdChat8 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)



Heather Paladine @paladineh8 hours ago

[@MedEdChat](#) Hi, it's Heather, family physician in NYC [#mededchat](#)



MedEd Chat @MedEdChat8 hours ago

We will assume that all of your tweets during [#mededchat](#) are your own during this hour unless otherwise stated [#meded](#)



MedEd Chat @MedEdChat8 hours ago

[@paladineh](#) Welcome [#mededchat](#)



MedEd Chat [@MedEdChat8 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 [@MedEdChat8 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 [@DrPsychMD8 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 [@paladineh8 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 [@carens88928 hours ago](#)

[@paladineh](#) how many faculty do you work with? [#MedEdChat](#)



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

T1 Absolutely. [@UNC SOM](#) I see a lot of champions for change, such as [@JulieByerley](#) [@kogillil](#) [@awshaheen](#) [@s_smithson](#) [#MedEdChat](#)



Heather Paladine [@paladineh8 hours ago](#)

[@carens8892](#) About 10 who are our core residency faculty [#mededchat](#)



Alliance4ClinEd [@Alliance4ClinEd8 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 [@DrPsychMD8 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 [@carens88928 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 [@paladineh8 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](#)



MedEd Chat [@MedEdChat8 hours ago](#)

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](#)



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

[@paladineh](#) [@carens8892](#) Great question. Wouldn't you think having a cadre in all categories would be beneficial? Or does that create imbalances? [#mededchat](#)



C Stalburg [@carens88928 hours ago](#)

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](#)



C Stalburg [@carens88928 hours ago](#)

[@MedEdChat](#) [@SSawning](#) Back at ya! Thanks for being here and sharing your wisdom too!! [#MedEdChat](#)



C Stalburg [@carens88928 hours ago](#)

[@GLBDallaghan](#) [@paladineh](#) 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](#)



Susan Sawning-she/her/hers [@SSawning8 hours ago](#)

[@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](#)



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

[@carens8892](#) [@paladineh](#) 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](#)



Alëna A. Balasanova, MD, FAPA [@DrPsychMD8 hours ago](#)

[@carens8892](#) [@paladineh](#) T1 I think also maybe identifying and optimizing the role the individual faculty member is looking to take on [#mededchat](#)



Susan Sawning-she/her/hers [@SSawning8 hours ago](#)

[@carens8892](#) [@GLBDallaghan](#) T1: My Champions For Change, do not fear change. [#mededchat](#)



C Stalburg [@carens88928 hours ago](#)

[@SSawning](#) [@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 [@myheroistrane8 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 [@GLBDallaghan8 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...



James DeVaney [@DeVaneyGoBlue8 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 [@MedEdChat8 hours ago](#)

Topic 2: How do you alter your faculty development efforts for each type: IB, EE, IL, CC? [#MedEdChat](#) [#meded](#) [#FacDev](#)



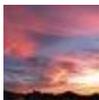
C Stalburg [@carens88928 hours ago](#)

[@GLBDallaghan](#) [@paladineh](#) T1 Sometimes folks are bitter bcuz there is a mismatch btwn 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 [@MedEdChat8 hours ago](#)

RT [@carens8892](#): [@GLBDallaghan](#) [@paladineh](#) T1 Sometimes folks are bitter bcuz there is a mismatch btwn their interests and others’ expectatio...



Paul Haidet [@myheroistrane8 hours ago](#)

RT [@carens8892](#): [@GLBDallaghan](#) [@paladineh](#) T1 Sometimes folks are bitter bcuz there is a mismatch btwn their interests and others’ expectatio...



Susan Sawning-she/her/hers [@SSawning8 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 [@GLBDallaghan8 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 [@carens88928 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>. [#UNMCI](#)[LEAD](#) [#MedEdChat](#) <https://t.co/ILocTr14JW>

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](#)



Alëna A. Balasanova, MD, FAPA [@DrPsychMD8 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](#)



MedEd Chat [@MedEdChat8 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 othe...



Susan Sawning-she/her/hers [@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...



C Stalburg [@carens88928 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](#)



Shellie Asher, MD [@SAsherMD8 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...



Paul Haidet [@myheroistrane8 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](#)



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

[@2LindaMLove](#) [@unmc](#) Truly this is an amazing piece. I just got a copy tonight from [@2LindaMLove](#) and was thoroughly impressed [#MedEdChat](#)



MedEd Chat [@MedEdChat8 hours ago](#)

RT [@DrPsychMD](#): [@paladineh](#) [@MedEdChat](#) [@carens8892](#) T2 I think innovation CAN be taught but requires lots of practice. [#designthinking](#) comes t...



Paul Haidet [@myheroistrane8 hours ago](#)

RT [@Chris_Merritt](#): [@carens8892](#) [@GLBDallaghan](#) [@paladineh](#) T1 I sometimes think about this in the context of self-determination theory. Motiv...



MedEd Chat @MedEdChat8 hours ago

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



C Stalburg @carens88928 hours ago

@paladineh @MedEdChat T2: Million dollar question!! @UMich my colleagues @RajMangrulkarMD @helenjkmorgan and @paulaross_phd have started <https://t.co/zlb1QZQjAw> to develop a community of practice that supports educational research, innovation, scholarship and education #MedEdChat



MedEd Chat @MedEdChat8 hours ago

RT @carens8892: @paladineh @MedEdChat T2: Million dollar question!! @UMich my colleagues @RajMangrulkarMD @helenjkmorgan and @paulaross_phd...



Dr Linda Love @2LindaMLove8 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



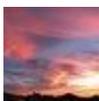
Miranda Huffman, MD, MEd @mirandahuffman8 hours ago

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



MedEd Chat @MedEdChat8 hours ago

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



Paul Haidet @myheroistrane8 hours ago

@carens8892 @paladineh @MedEdChat @UMich @RajMangrulkarMD @helenjkmorgan @paulaross_phd Fascinating! How many faculty have signed up? Anyone who is not "the usual players"? #mededchat



Deb Simpson @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>



MedEd Chat @MedEdChat8 hours ago

@mirandahuffman 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](#) [@helenjkmorgan](#) [@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](#) [@helenjkmorgan](#) [@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](#) [@helenjkmorgan](#) [@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 @GLBDallaghan8 hours ago

[@carens8892](#) [@myheroistrane](#) [@paladineh](#) [@MedEdChat](#) [@UMich](#) [@RajMangrulkarMD](#) [@helenjkmorgan](#) [@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 @MedEdChat8 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 @SSawning8 hours ago

Dreamy for all of us in [#meded](#) research...check out <https://t.co/QtIjFh6RuT!>



Brian Simko @bsimko68 hours ago

[@carens8892](#) [@paladineh](#) [@MedEdChat](#) [@UMich](#) [@RajMangrulkarMD](#) [@helenjkmorgan](#) [@paulaross_phd](#) It's been really awesome watching this program unfold and seeing the enthusiasm and passion around it! [#meded](#) [#MedEdChat](#)



Shellie Asher, MD @SAsherMD8 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 @GLBDallaghan8 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 @DrLemusMartinez8 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 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 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...

Alëna 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 @helenjkmorgan @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 @helenjkmorgan @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 [@DrPsychMD7 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 [@carens88927 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 [@SAsherMD7 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 [@JimmyStewart147 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 [@GLBDallaghan7 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 [@MedEdChat7 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 [@MedEdChat7 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 [@DrPsychMD7 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 [@carens88927](#) [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 [@thartman2u6](#) [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 othe...

Dr. Samantha Lemus-Martinez [@DrLemusMartinez5](#) [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 [@SaraDonetto4](#) [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...

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[@2LindaMLove](#) 2.7K



[@debsimpson3](#) 1.9K