

Achievement in Medical Education Program (AMEP)

Office for Continuous Professional Learning (CPL)

Established November 2015

[Background](#)

[Objectives](#)

[Program Description & Requirements](#)

[Process](#)

Background

Academic medical centers embrace the mission to develop future physicians, health-science research scientists, and other health-care professionals who are competent in clinical, research, and educational skills. These centers also have the unique opportunity to provide professional development opportunities towards excellence for faculty, residents, fellows, doctoral students, and post-doctoral scholars with a strong interest in the educational processes that assure these competencies.

Through the Achievement in Medical Education Program (AMEP), UNMSOM educators receive professional development and achieve recognition that demonstrates, encourages, and values excellence in teaching across all elements of basic science and clinical education within the School of Medicine. Participants actively engage in learning, applying knowledge, developing skills, reflecting on the process, and developing an action plan for ongoing personal and professional growth as educators. The program includes both *Foundational* and *Advanced* pathways:

- The Foundational pathway contributes toward achievement of basic educator skill (further demonstrated in teaching opportunities). This pathway meets expectations for SOM faculty (tenure-track basic science and clinician faculty including clinician educators and lecturers, but *not* research-track faculty) to demonstrate competence for their first promotion (note that some faculty need to demonstrate excellence, a higher standard than competence, for promotion).
- The Advanced pathway supports development of a high level of excellence in medical education.

[Back to Top](#)

Objectives

The *Foundational* pathway establishes the fundamental knowledge and skills that can be used as a framework for competent teaching in the School of Medicine. Upon completion of the Foundational pathway a participant will:

- Demonstrate both theoretical and applied knowledge of education and its application to teaching through participation in diverse professional-development opportunities and reflection of how this new knowledge informs new educational practices
- Improve instructional approaches as a consequence of performing a reciprocal peer review of an observed teaching activity
- Integrate learning experiences in AMEP to other teaching and curriculum-development to demonstrate growth as an educator via reflective development of an educational philosophy

Completion of the Foundational pathway is expected of all SOM faculty (except research-track faculty) hired on or after September 1, 2015, prior to their first promotion. The requirement for newly hired faculty would be waived for faculty who demonstrate equivalent accomplishments in education as approved by the Senior Associate Dean for Academic Affairs (e.g., education degree, experience comparable to Medical Education Scholars, Certificate in University Science Teaching, Academic Science Education and Research Training, etc. at UNM SOM). Other SOM educators, staff, and students may pursue the program on their own to earn a certificate of recognition.

The *Advanced* pathway represents exemplary effort to develop educational expertise. Upon completion of the “advanced” level program, participants will, in addition to the Foundational level, also have:

- Advanced toward scholarship in medical education by dissemination of scholarly achievement or demonstrably and effectively shared evolving expertise in medical education with other educators
- Further demonstrate growth as an educator in an updated educational philosophy that integrates learning experiences in AMEP to other teaching and curriculum-development

[Back to Top](#)

Program Description & Requirements

Criteria for each program pathway includes learning (workshops, core plus elective focus), application, reflection, plan of action, and feedback on teaching. (Prior completion of relevant TED, OMED, and/or CPL workshops counts toward requirements.)

Core workshops currently offered in the HSC represent seven core areas of professional learning in medical education:

1. Effective large-group teaching and learning
2. Effective small-group teaching and learning
3. Communicating for improvement with learners and colleagues
4. Learning science foundations for teaching practice
5. Mentoring researchers and developing research skills
6. Teaching while providing patient care
7. Developing curriculum at session to course level: objectives, learning activities, assessment
8. Excellence in education for equity and inclusion

Requirements

Foundational Achievement in Education

- Completion of four (4) CPL workshops (encouraged within two years of hire for those required to demonstrate Foundational achievement at time of promotion). Each workshop must be in a different core professional learning area.
- Participation in reciprocal peer observation of teaching (coordinated by OMED) by time of promotion (*Peer Observation in Support of Effective Teaching - POSET*)
- Complete a “Personal Philosophy of Education” as part of the “Educational Portfolio” within the promotion dossier by time of promotion that includes explanation and reflection upon the incorporation of learning from workshops, peer observation, and personal teaching practice along with a plan of future actions for continuous improvement as an educator

[Back to Top](#)

Advanced Achievement in Education

In addition to the Foundational requirements:

- Complete four (4) CPL workshops or other educational activities not offered by CPL but approved for inclusion by CPL, such that combined workshop experiences in pursuit of Foundational and Advanced achievement include at least (5) core professional learning areas
- Participate in reciprocal observation & feedback via at least one additional *Peer Observation in Support of Effective Teaching (POSET)* activity (arranged in consultation with CPL)
- Develop a proposal for a scholarly project, which includes research question, literature search, methodology, assessment design for submission to SEAC, or design, implement, and evaluate an CPL workshop. These activities would contribute to the development of the Educational Innovation Description in the performance evaluation dossier.
- Complete an updated “Educational Portfolio” that reflectively incorporates learning in the program, innovations in education, and personal teaching practice along with a plan of future actions for continuous improvement as an educator

Process

- AMEP is open to all UNMSOM faculty (basic science and clinical), residents, resident fellows, post-doctoral fellows, doctoral students, and also staff who are responsible for onsite and offsite teaching and training.
- Each Advanced-pathway participant (and non-faculty Foundational-pathway participant) meets one-to-one with CPL to develop/document action plan for completing the program.
- Department chair is notified of participant’s commitment to the Advanced pathway; chairs are encouraged to consider assigning 0.1 of Educational FTE to participants pursuing the Advanced pathway.
- Time frame is flexible with recommendation of completion in 2 to 3 years for each program level.
- CPL monitors progress toward completion of workshop and POSET expectations by each program participant.

[Back to Top](#)

- Departments are responsible for monitoring their faculty members' progress toward promotion. This will include identifying a senior faculty educational leader to monitor, mentor, and formatively assess (with OoE/CPL/OFACD consultation, if desired) the "Personal Philosophy of Education" component of the Foundational pathway.
- CPL monitors and arranges for mentorship of all participant activities in the Advanced pathway, with possible involvement by faculty who have completed the advanced program or the Medical Education Scholars program.
- Certificate of completion is awarded at conclusion of the program at each level.
- Participants are recognized in the UNMHSC newsletter as having completed this program in medical education.

[Back to Top](#)