

**BURRELL COLLEGE
OF OSTEOPATHIC MEDICINE
POLICY MANUAL**

SECTION: Faculty & Staff

BCOM Policy: B7030

TOPIC: Faculty Development

Approval Date: 1/22/19

Effective Date: 1/22/19

Approved: Signature on File

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POLICY

BCOM will provide an ongoing faculty development program and performance assessment process that is in keeping with its mission and objectives.

RESPONSIBLE OFFICIAL(S):

Office of Faculty Affairs, Dean

PROCEDURES:

1. BCOM shall annually assess the performance of teaching faculty as medical educators using both peer and student assessment tools.
2. The annual performance assessment shall inform a summative needs assessment for faculty development that will be provided to the BCOM Executive Committee at its July meeting.
3. Faculty shall receive individual coaching based upon performance assessments.
4. Core teaching faculty of the College shall be required to participate in the BCOM Faculty Academy of Medical Educators (FAME). Academy members shall have protected time to receive ongoing instruction in the principles of adult learning, curricular planning, instructional design, assessment, osteopathic principles and such other topics as may be necessary to support the College's degree program.
5. Evaluations and program participation shall be shared with each faculty member's department chair for inclusion in their annual assessment.
6. Student performance and faculty surveys shall be monitored to determine the efficacy of the development program.
7. All faculty shall be encouraged to participate in development programs provided by the College.

CROSS REFERENCE: