Associate Dean

for

Assessment and Faculty Development

The Division of Medical Education at the University of California San Diego School of Medicine (https://medschool.ucsd.edu/education/undergrad/Pages/default.aspx) is recruiting for an Associate Dean for Assessment and Faculty Development.

Reporting to the Vice Dean for Medical Education and working in collaboration with other Associate and Assistant Deans, the Associate Dean for Assessment and Faculty Development will provide strategic direction for assessment and faculty development initiatives across the continuum, from UME to GME to CPD. The candidate will also have a commitment to diversity, equity, and inclusion in academic medicine.

Specific roles may include:

Competency Assessment
• Create a cohesive vision for competency assessment across the continuum that supports learning and decisions on progress.
• Leverage the principles of programmatic assessment (longitudinality, proportionality and triangulation) during the design of assessment programs.
• In collaboration with UME educational leaders, lead the development of robust, multi-modal programs of assessment spanning all UME offerings that are fit for purpose.
• In partnership with the Associate Dean for Undergraduate Medical Education, optimize representation of both competency achievement and excellence in the Medical Student Performance Evaluation (MSPE).
• Design programs of assessment that foster a growth rather than performance mindset in learners.
• Work with stakeholders to design transparent means to communicate UME assessment data to GME stakeholders post-match (i.e., create a warm handoff), to foster competency development across the continuum.
• In collaboration with GME leadership and program directors, develop robust, multi-modal programs of assessment that can be adapted by various GME programs to support learning and decisions related to specialty specific milestones.
• Ensure the validity and reliability of assessments across the continuum.
• Provide input into policies related to assessments in UME and GME.
• Evaluate assessments for bias and develop a plan to promote equity in assessment.
• In concert with the Associate Dean and Director for Evaluation and Educational Informatics, as well as the Medical Director for Educational Informatics:
• Leverage technology (e.g., AI, ML, NLP, and novel apps) to enhance feedback and assessment for learning, to help realize a vision of precision education.

• Use technology to support the gathering of programmatic assessment data, including data from the electronic health record.
• Provide input into the development and iteration of dashboards to visually display competency progression to various stakeholders, including learners, coaches, advisors, the CLEAR committee in UME, and competency committees in GME.
• Develop predictive analytics, to ensure early identification of learners in need of support.
• Develop stakeholder engagement strategies that bring together students, faculty, staff, and institutional leaders around assessment priorities.
• Provide evidence-based and theoretically grounded faculty and learner development related to assessment and competency-based education, to ensure optimal implementation of programmatic assessment.

Committee Service
• Work with the leadership of the UME CLEAR committee to review assessment data, reach consensus on readiness for progression, and convey feedback to learners to facilitate continued growth and development.
• Work with program directors and competency committee leaders in GME to review specialty specific assessment data, reach consensus on readiness for progression, and convey feedback to learners to facilitate continued growth and development.
• Participate in and meaningfully contribute to appropriate School of Medicine policy and planning committees and meetings, including but not limited to the Medical Education Core Leadership Team Meeting, Deans and Directors Meeting, and Committee on Educational Policy.

Faculty Development
• Develop a strategic plan for faculty development that aligns with the School of Medicine's mission, vision and strategic objectives.
• Design, implement and evaluate faculty development programs that enhance the expertise of educators in the health professions, in domains including but not limited to teaching, assessment, educational research, scholarship, technology, curriculum design, leadership and accreditation.
• Ensure a comprehensive strategy to upskill both core educators, as well as the multitude of faculty and non-faculty physicians who come in contact with UC San Diego learners in the clinical setting.
• Foster a community of practice amongst health professions educators that is supportive and encourages sharing of ideas.
• Promote equity, diversity and inclusion through faculty development offerings.
• Work with the Associate Dean for Evaluation and Educational Informatics to evaluate the effectiveness of faculty teaching and make data-driven improvements.
• Oversee programs to recognize and reward outstanding teaching, as well as educational research and scholarship.

Basic Qualifications:

Candidates must have a terminal degree such as a MD, DO or equivalent, PhD, EdD. Demonstrated leadership experience in assessment and faculty development. Strong understanding of medical education, research, and scholarship. Excellent communication, interpersonal, and collaboration skills.

Preferred Qualifications:

Advanced training in health professions education (e.g., MHPE, MEd) is preferred.

The chosen candidate would be expected to be appointed as a faculty member in an academic department within the School of Medicine, as aligned best with their clinical and/or scholarly interests and expertise. Teaching, scholarly efforts and service would be commensurate with the departmental requirements for all faculty. The posted UC

Apply to: https://apol-recruit.ucsd.edu/JPF03832

Salary scales set the minimum pay at the appointment as determined by appointment type and if applicable, rank and/or step.

Position will be 50% Administrative and 50% a combination of clinical and/or research.

A link to full descriptions of each series is provided for your review:

HS Clinical Professor - see: http://www.ucop.edu/academic-personnel-programs/_files/apm/apm-278.pdf
Clinical X Professor - see: http://www.ucop.edu/academic-personnel-programs/_files/apm/apm-275.pdf
In-Residence Professor - see: http://www.ucop.edu/academic-personnel-programs/_files/apm/apm-270.pdf
Adjunct Professor – see: http://ucop.edu/academic-personnel-programs/_files/apm/apm-280.pdf

The University of California, San Diego is an Equal Opportunity/Affirmative Action Employer advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, covered veteran status, or other protected categories covered by the UC nondiscrimination policy.