Baylor College of Medicine

FACULTY DEVELOPMENT

Norton Rose Fulbright Faculty Excellence Awards Changes

Effective 2021-2022 academic year

CHANGES TO NRF PROCESS

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Why?

- To make things easier for faculty applicants based on faculty feedback
- To allow applicants to better convey relevant information to reviewers
- To improve inter-rater reliability in scoring of portfolios based on feedback from reviewers

CHANGES TO NRF PROCESS

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What?

- Changes to structured summary templates to allow faculty to describe the activities in detail. Increase in page limit to 6 pages
- Changes to personal statement with addition of guiding reflection questions
- Page limit for appendices changed to 20 pages, not including solicited letters or BCM CV
- Maximum of 4 solicited letters
- Change to rubric based scoring rather than standard setting examples-based scoring
- Change in eligibility to apply for award in the categories of teaching and evaluation(TE) and educational leadership (EL)

ELIGIBILITY

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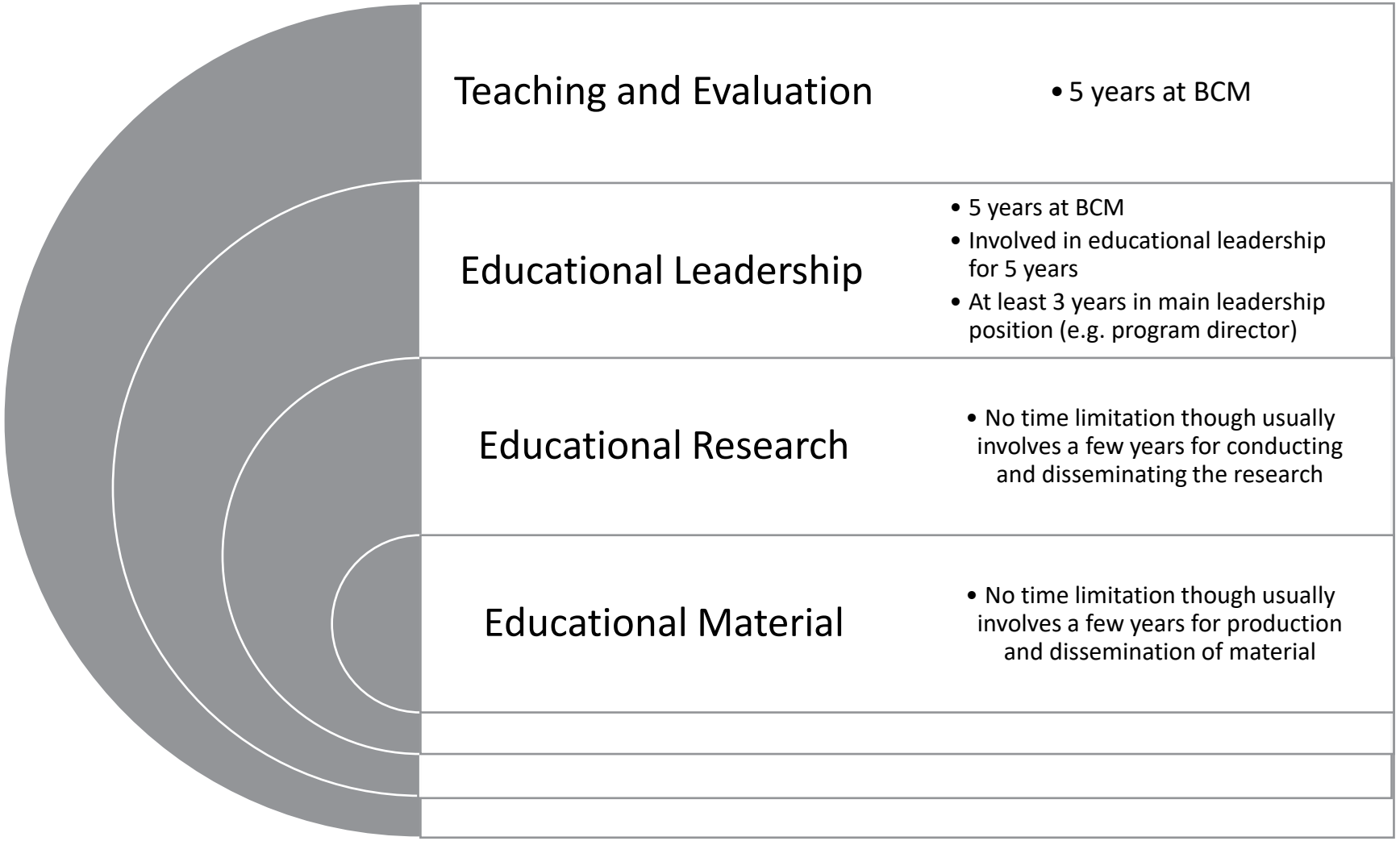

- BCM Faculty Member (instructor, assistant professor, associate professor or professor
- Please note that instructors do not include an instructor role as a trainee (i.e., as a fellow and/or chief resident).
- Time starts post trainee status

SCORING CHANGES

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PRIOR SCORING COMPARED TO EXAMPLES

- Goals – 5 points
- Personal Preparation and Self reflection-10 points
- Quantity 40 points
- Quality 35 points
- Breadth 10 points

NEW SCORING BASED ON RUBRIC

- Goals- 5 points
- Educator Development 5 points
- Self-reflection and improvement-5 points
- Portfolio preparation- 5 points
- Quality- 40 points (methods 20 points; Results 20 points)
- Quantity- 30 points
- Breadth- 10 points

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CHANGES TO APPLICATION MATERIAL

New transmittal form

New personal statement with reflective questions

- to allow applicants to better convey relevant information to reviewers

New structured summary templates

- to allow applicants to better convey relevant information to reviewers
- to align the format of NRF structured summaries with the FAP teaching portfolio template

Resubmissions cover letter

- For resubmissions of previously unsuccessful applicants
- requirement of a cover letter addressing the feedback and describing changes to the new portfolio

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CHANGES TO TEACHING & EVALUATION

- Eligibility (5 years as BCM faculty)
- Personal Statement Prompts
- New Structured Summary template
- Rubric for scoring instead of comparison to examples (provided to applicants)
- Examples of how to fill out structured summary provided to applicants

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CHANGES TO EDUCATIONAL LEADERSHIP

- Eligibility (5 years as BCM faculty)
- Personal Statement Prompts
- New Structured Summary template
- Rubric for scoring instead of comparison to examples (provided to applicants)
- Example of how to fill out structured summary provided to applicants

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CHANGES TO EDUCATIONAL MATERIALS

- Removed enduring from name
- Personal Statement Prompts
- New Structured Summary- subheadings for types of material; number of hours and learner group added
- Rubric for scoring instead of comparison to examples (provided to applicants)
- Example of how to fill out structured summary provided to applicants

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CHANGES TO EDUCATIONAL RESEARCH

- Personal Statement Prompts
- New Structured Summary- subheadings for types of material; number of hours and learner group added
- Rubric for scoring instead of comparison to examples (provided to applicants)
- Example of how to fill out structured summary provided to applicants

QUESTIONS?

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- Email Office of Faculty Development- faced@bcm.edu