STATEMENT 5.0.11 – Capturing Faculty Contributions to UME with the Faculty Scorecard
Undergraduate Medical Education

Approved by:	**Curriculum Committee**
Date of original approval:	**March 2014**
Date of last review:	
Date of next scheduled review:	**March 2016**

I.   PURPOSE

The UME Faculty Scorecard will be a data-driven tool designed to highlight Faculty contributions to Undergraduate Medical Education. The audience of this tool is two-fold:

1. For Department Chairs, the scorecard provides key metrics on the contributions of their department members, using appropriate comparator data (e.g., Department averages, overall Faculty averages)

2. For individual Faculty Members, the scorecard contextualizes their contributions to Undergraduate Medical Education and provides them with a snapshot of these contributions.

Ultimately, the aim of the Faculty Scorecard is to help Departmental leaders better understand the role that their Faculty members play in Undergraduate Medical Education, and to assess these roles and responsibilities vis-à-vis other Departmental or clinical obligations.

II.   STATEMENT
   a. The Faculty Scorecard will draw from data captured by UME related to various facets of education.
      i. The scorecard data is presented using a visually driven "dashboard" tool.
      ii. This dashboard reports key metrics on an individual faculty member alongside appropriate comparator data (e.g., department average, overall faculty average).
      iii. This tool communicates meaningful and useful data in a visually intuitive manner, providing a snapshot of faculty contributions to UME.
   b. An example of the Faculty Scorecard can be viewed at:
      i. https://www.schulich.uwo.ca/medicine/undergraduate/policies-and-statements/files/Statements/Faculty-Scorecard.pdf
   c. The faculty scorecard is based on metrics approved by the Curriculum Committee. The metrics cover broad categories including teaching, service and professional development. The details of each section are identified below as well as information on what data sources will be used to populate the Scorecard.
   d. Much of the data listed in the table (see below) of Scorecard Metrics is accessed by UME through various source points (e.g., SAS, one45, department records, CPD databases).

Metric	Detail	Data Source
Faculty teaching evaluation scores	A summary of instructor evaluation data collected using the UME Faculty Evaluation forms, comparing overall Faculty averages and Department Faculty averages	• one45
Teaching hours	A summary of the number of hours, by type of teaching, the faculty member contributes over the academic year. Types of teaching **may include**: • Large Group • Small Group (Clinical Methods) • Small Group (PCCIA) • Small Group (Tutorial) • Portfolio Mentorship	• one45
Clinical Teaching	Data metrics **may include:** • Number of clinical days with students (Clerks/Year 4) • Number of Schulich Students supervised • Number of Visiting Elective Students supervised • Number of hours of Clerkship seminar-series teaching	• one45 • Clerkship/Year 4 Elective preceptor records • VSE records
Leadership Activities	Data metrics **may include:** • Course Committee membership and roles • UME Committee membership and roles • Other key committee membership and contributions (i.e., ISSTF sub-committees)	• UME course coordinators • UME committee TOR
Professional Development Activities	Data metrics **may include:** • Participation in Mentorship • Involvement in peer dialoguing • Participation in formal CPD activities [note that UME *only* has access to registration details of sessions/workshops offered internally by CPD]	• UME records • CPD

e. On an annual basis this data is collected and compiled into a single database which drives the Dashboard tool (e.g., Excel – via PivotCharts or XCelsius).

  i. The Data and Reporting Specialist in the UME Office designs and builds the dashboard using approved metrics for the Scorecard.