



The Medical College of Georgia Office of Academic Affairs

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Approved by: COC
Category: Other
Context:

Educator Faculty Recruitment Policy

In an effort to maintain and enhance MCG's medical education (MD) program excellence, the COC will conduct an annual review of educator faculty staffing needs for all phases of the curriculum. Identified gaps will be addressed through either internal recruitment from within the existing faculty body, or through external recruitment into budgeted educator faculty positions.

The search process for educator faculty will be jointly completed by corresponding departments and the Office of Academic Affairs (OAA). Applicant candidates may be identified through the OAA educator faculty search committee or a departmental search committee.

In order to assure that educator faculty recruitment efforts (both internal and external) are coordinated so that the needs of the medical education (MD) curriculum are fulfilled, the following processes will be utilized.

For any OAA budget allocated educator faculty position above 0.20 FTE:

1. A position description will be created. The position description should include essential components of the appended general educator faculty position description (Appendix 1).
2. If applicable, the OAA will support the advertising costs for the educator faculty positions.
3. When feasible, the OAA educator faculty search committee should provide initial screening of external applicants. These applicants will be jointly reviewed by the departmental search committee.
4. Once viable candidates are identified, members of the OAA and the department will be included in applicant interview process.
5. To ensure clarity of teaching expectations within the MD curriculum, the OAA will work jointly with the corresponding department to construct the offer letter once a suitable candidate is selected.



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Appendix 1

Medical College of Georgia

Educator Faculty positions in support of the MD Curriculum

Basic and Clinical Sciences

Description: The Medical College of Georgia (MCG) at Augusta University (AU) is seeking faculty of all academic ranks to fill positions as medical educators. MCG's basic science and clinical departments are the academic units of these medical educator faculty. Faculty members advance the educational mission within departments and the educational initiatives of the MCG MD Program. Creative, innovative educators contribute uniquely to the educational team at MCG. Each medical educator is expected to contribute to educational research, faculty development, or both. Ideally, each educator faculty will have some interdisciplinary educational focus, and all will contribute directly to key aspects of MD curriculum delivery. Clinical faculty will also practice medicine in their discipline, and must be eligible to be licensed in Georgia and credentialed at AU Health System.

Search Committee: Faculty candidates will be reviewed by an OAA/COC educator faculty search committee for medical educator effort allocation within academic departments.

Reporting: Faculty members will report to the departmental chair for duties in the department, and will be evaluated annually for their competency and excellence as medical educators by the OAA.

Requirements:

- Doctoral degree (MD, DO, PhD, PharmD, or equivalent)
- Board certification for physicians
- Educational experience in medical education or other health sciences-related educational programs

Preferred Experience in:

- Undergraduate medical education (UME)
- Educational research
- Faculty development
- Curriculum design
- Assessment & education
- Use of educational technology
- LCME Self-Study and accreditation process