Yale

In partnership with the Liberia Ministry of Health, A.M. Dogliotti College of Medicine, and the Liberia College of Physicians and Surgeons

is seeking SCIENTIFIC TEACHING POSTDOCTORAL ASSOCIATES to serve as PRECLINICAL MEDICAL FACULTY at Liberia's only medical school, A.M. Dogliotti College of Medicine

(Funding pending, expected June 2017)

PURPOSE OF THE PROJECT
The Government of Liberia aims to build a high quality and sustainable healthcare system. Liberia currently faces a critical deficit of physicians and other healthcare workers, and one key root cause of this shortage is the lack of an adequate number of faculty to train future physicians. A.M. Dogliotti College of Medicine (AMD) trains an average of 40-60 students per year as Liberia's only medical school but has very few basic science faculty to provide preclinical, basic science teaching to medical students. In addition, AMD needs to develop Liberian educators in the long-term in order to produce a sustainable preclinical education program, reduce the medical school's reliance on donor funding, and improve the quality of graduates entering medical specialty programs.

The Liberian Ministry of Health has established the Health Workforce Program (HWP), a multi-year project that aims to bolster and expand the health education infrastructure and health workforce in order to create a high quality, resilient healthcare system in Liberia. Yale School of Medicine has been identified to help develop a sustainable model to strengthen medical education at AMD and develop a sustainable pipeline for Liberian basic science, preclinical faculty.

The program will be inaugurated in July 2017. We are now seeking applications for 2017-2018 academic year (July 2017-June 2018).

Scientific Teaching Postdoctoral Associates Scope of Work

Yale Scientific Teaching Postdoctoral Associates will serve as preclinical faculty members at A.M. Dogliotti College of Medicine and will work with colleagues at Yale and with their Liberian counterparts to deliver a context-oriented curriculum, mentor junior faculty and teaching apprentices, and develop interdepartmental initiatives to enhance the overall quality of the medical education program.

For the 2017-18 academic year, three (3) pre-clinical faculty members will be needed in the following areas: Neuroscience, Pharmacology, and Community Medicine/Public Health.

Specific areas of responsibility include:

Didactic Training
- Teach medical students according to the schedule provided by the AMD Dean's office at the beginning of each semester
- Develop and distribute course syllabi to students during the first week of each semester
- Develop additional learning resources for students, both within and outside of the classroom

- Conduct continuous assessment and academic evaluation of students, including end of semester and end of academic year examinations
- Support the implementation of anonymous student evaluations of professors at the end of each semester
- Contribute to the development and implementation of a summer remediation program for incoming AMD medical students
- Submit end of semester final grades to the department head 72 hours following the examination(s) for onward transmission to the office of the Dean by the department head
- Be responsible for all books, teaching aids, and other basic materials given to him/her to facilitate his/her work at the college
- Enhance the structure and design of pre-clinical training

Mentoring
- Conduct seminars/workshops to enhance the knowledge and skills of students and other colleagues in the department
- Mentor junior faculty and teaching apprentices in teaching methods, delivery and academic planning
- Mentor 1-2 teaching apprentices in development of course syllabi, setting course objectives, pedagogical techniques and theory, and developing diverse and robust assessments
- Mentor teaching apprentices in preparing and applying for graduate (Master's Degree) programs in Africa
- Mentor medical students for academic and professional success

Administration
- Write monthly reports of activities
- Review and recommend revision to curricula and modules, where applicable
- Report regularly to supervisors both within the Yale teaching team (as needed), to program leads at Yale, and to department chair and/or Dean of AMD on progress, challenges, and development of the preclinical education program
- Support the development and implementation of administrative tools and structures required for medical education operations, including the creation of student, faculty, and program evaluation tools

Pre-clinical faculty members will be needed for Neuroscience, Pharmacology, and Community Medicine/Public Health for the 2017-18 academic year.

Qualifications:
- A minimum of 2 years of experience teaching at an accredited college of medicine, medical school, school of pharmacy or equivalent preferred
- A PhD or equivalent from an accredited institution is preferred or MD with Masters or equivalent; Master's degree or equivalent with at least 5 years teaching experience will be considered (Qualified candidates without a PhD will be appointed as Postgraduate Associates)
- Current affiliation with an academic institution in an educator capacity preferred
- Experience in program and curriculum development preferred
- A proven track record as a leader and educator
- Strong interpersonal skills, including the ability to communicate effectively and diplomatically, and to work flexibly and independently with multiple reporting relationships
- Emotional intelligence and personal maturity, enthusiasm for working in a developing country, cultural flexibility and competence, creativity, and a passion for teaching and improving healthcare delivery
- Strategic and innovative thinking skills, and the ability to foster interdisciplinary collaboration
- English proficiency required

Preferred experience in:
- Program evaluations
- Mentoring students and colleagues
- Curriculum review
- Respect for the experience and expertise of other colleagues and students
- Professional experience in cross-cultural, resource constrained and low-income settings is strongly preferred

LENGTH OF ROTATION
One year, with possibility of extension for a second year. Reappointment will be contingent upon satisfactory job review by Yale program supervisors and colleagues at AMD.

COMPENSATION
Scientific Teaching Postdoctoral Associates will be employed by Yale University, and will be provided with a salary and benefits package. One Scientific Teaching Postdoctoral Associate will be hired in a senior role, responsible for reporting to the AMD Dean and Yale program supervisors, as well as team building and other administrative activities, at an annual benefit of $70,000 plus fringe. The remaining Scientific Teaching Postdoctoral Associates will be paid an annual benefit of $60,000 plus fringe. Annual travel allowance for airfare, and a stipend for incidentals will be provided. Housing will be provided. Contracts for full-time Scientific Teaching Postdoctoral Associates will cover a 12-month period. Longer commitments are encouraged but not required.

Interested applicants should submit a copy of their CV, names and contact information for two references, and a one-page cover letter to the Project Director, Nikole Allen: nikole.allen@yale.edu.

The cover letter should:
1) Describe your interest in scientific teaching and global health;
2) Describe previous experiences in scientific teaching;
3) Outline your career goals and interests;
4) Explain why you are interested in the Liberia position;
5) Describe the personal qualities or experiences that make you well suited for the position.

Review of applications will begin immediately. Candidates selected for interview will be notified via email.

We look forward to the opportunity to work with those of you who are interested in becoming involved in this exciting, groundbreaking global health medical education and capacity building initiative.