



## **Best Practices to Recruit and Retain Part-time and Volunteer Educators**

The following best practices can be introduced to your institution to attract, develop, and retain successful part-time and volunteer educators.

AAP's Education Committee strongly encourages you to experiment with these proven practices, evaluate their effectiveness at your institution, and share your outcomes with us. Please email any comments or suggestions to Jasmine Alkhatib at [jasmine@perio.org](mailto:jasmine@perio.org).

### **Best Practices to Recruit**

- Invite new periodontists in town to your institution for a visit
- Promote the benefits of being a part-time/volunteer dental school educator, which may include:
  - Faculty benefits provided by your institution
  - Referrals from students and educators
  - Having a positive impact on how dental students perceive periodontics, patient co-management, etc.
  - Sharing your own interesting case studies of patients with students
- Discuss new recruitment initiatives with your department chair and/or dean
- Encourage faculty members in other departments to speak with their own periodontists about volunteering at your institution
- Provide prospective educators and students with opportunities to meet (e.g. Open House, Meet and Greet, Lunch 'n Learn)
- Foster a culture that encourages students to become educators

### **Best Practices to Retain**

- Encourage educators to take part in your faculty mentoring program
- Calibrate faculty on a regular basis for effective teaching and learning
- Nominate educators for the AAP Teaching and Mentoring Award
- Send thank you emails to educators from the dean, chair, etc.
- Update educators about school and department events: (e.g. study clubs, consultant visits, CE courses)
- Invite educators to social events: holiday party, residents' welcome party, inter-specialty parties, picnics, students vs. faculty sports and games, lunch with chair/dean, etc.
- Promote faculty benefits, which may include access to school library/publications, gym membership, CE courses, CPR/BLS renewal courses, paid dental license fees for state boards for retired practitioners, etc.