2018-19 ACADEMY FOR FACULTY ADVANCEMENT
Welcome!

- Imagine it is now June 2019; you have completed the AFA.

What do you hope to have accomplished?

- Please journal for 5 minutes
Introductions

• Name
• Department
• Track (e.g. clinician educator, basic scientist, population scientist, clinical investigator)
• Poem, saying, song, piece of art, cartoon, or joke that describes what you hope to accomplish this year
Program Structure

- Meet Mondays 2:30 to 5:00pm for 14 sessions
- Professional development curriculum

**Mentoring**

- **Career**  Senior facilitators  3x/year
- **Project**  Content experts  1x/month
- **Peer**  Learning community  Each session
AFA Curriculum Map

Leadership
- Unconscious Bias
- Leading high performing teams
- Managing conflict/difficult conversations
- Resilience

Work/Life Integration
- Time management
- Integrating life and work

Communication
- Introduction to the AFA & your cohort
- Academic writing
- Giving effective presentations
- Writing proposals & obtaining funding

Career Development
- Mentoring & developing networks
- Demystifying the promotions process
- Turning how you spend your day into scholarship
- Navigating a research career
Individual Academic Projects

• Establish achievable milestones
• Meet project mentor monthly
• Contact Christy immediately if relationship is not a match (christyd@bu.edu)
## Career Mentors & Facilitator

- Meet quarterly with senior program facilitator
- If after meeting, you prefer different career mentor, contact Christy ASAP

<table>
<thead>
<tr>
<th>Facilitator</th>
<th>School</th>
<th>Department/Role</th>
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</thead>
<tbody>
<tr>
<td>Sharon Levine</td>
<td>BUSM</td>
<td>Geriatrics</td>
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<tr>
<td>Emelia Benjamin</td>
<td>BUSM</td>
<td>Cardiology</td>
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<tr>
<td>Francine Montemurro</td>
<td>BU</td>
<td>Ombuds</td>
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<tr>
<td>Tuhina Neogi</td>
<td>BUSM</td>
<td>Clinical Epidemiology</td>
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<tr>
<td>Stephanie Oberhaus</td>
<td>BUSM</td>
<td>Microbiology</td>
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<tr>
<td>Barbara Schreiber</td>
<td>BUSM</td>
<td>Biochemistry</td>
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<tr>
<td>Richard Wainford</td>
<td>BUSM</td>
<td>Pharmacology</td>
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Peer Mentorship

- 29 Participants from BUSM, GSDM and SPH
  - Clinician educators
  - Basic scientists
  - Population scientists
  - Scientist educators
  - Clinical investigators

- 3 Learning Communities

- Commitment to your cohort
  - Confidentiality
Your Commitment

- Attend at least 12 of 14 sessions
  - If you cannot attend, let Christy know in advance
- Come prepared and on time
- Participate actively in discussions
- Meet project milestones
- Complete evaluations
- Reach out to facilitators or Christy for support
  - Whenever you need it
  - If any aspect of the program can be improved
Questions
Touchstones

• Be present and committed to the group
• Allow yourself to be vulnerable and share openly
• Practice self-care
• Only use technology that contributes to the group
• Set ambitious and realistic goals
• Listen, challenge, and support one another
• Begin and end on time
• Maintain confidentiality
• Welcome room for laughter, song, & dance!
• Others?
Connect with Colleagues

Concentric Circles
Learning Communities

Learning Objectives:

• Practice peer coaching and active listening to support each other
• Create a safe space for sharing of challenges
• Apply learning from first half of session to your work/lives
• Hold each other accountable to meeting project and career goals
• Network with faculty peers across BUMC
• Develop facility to run effective meetings
Learning Communities Roles

- Facilitator
- Time keeper
- Observer of group dynamics
- Out of box thinker
- Recorder of commitments
- Pinch hitter

- Roles rotate for each session to practice various aspects of leadership
LC – Your Commitment

• Identify in first ½ of each session ≥1 question/concern you’d like addressed

• LC led entirely by group members

• You are responsible for making the experience high value for yourself and for your LC members
## Learning Communities

<table>
<thead>
<tr>
<th>LC 1</th>
<th>LC 2</th>
<th>LC 3</th>
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<tbody>
<tr>
<td>Francine Montemurro &amp; Richard Wainford</td>
<td>Sharon Levine &amp; Barbara Schreiber/Stephanie Oberhaus</td>
<td>Emelia Benjamin</td>
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<tr>
<td>• Craig Ross</td>
<td>• Alison Tam</td>
<td>• Shayna Sarosiek</td>
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<tr>
<td>• Aliza Stern</td>
<td>• Crandall Peeler</td>
<td>• Matthew Mara</td>
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<tr>
<td>• Jessica Pisegna</td>
<td>• Fadie Coleman</td>
<td>• Emily Baiyee</td>
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<td>• Soukaina Adolphe</td>
<td>• John Weinstein</td>
<td>• Hyunjoo Lee</td>
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<tr>
<td>• Kevin Donnelly-Boylen</td>
<td>• Katrina Traber</td>
<td>• Manijeh Berenji</td>
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<tr>
<td>• Michelle Long</td>
<td>• Lakshmi Garladinne</td>
<td>• Lawrence Long</td>
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<tr>
<td>• Okeanis Vaou</td>
<td>• Anna Rives</td>
<td>• Tanya Pulver</td>
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<tr>
<td>• Shakun Karki</td>
<td>• Deepa Gopal</td>
<td>• Nir Ayalon</td>
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<tr>
<td>• Julie Shulman</td>
<td>• Varsha Vimalananda</td>
<td>• Sabrina Sanchez</td>
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<td>• Tom Ostrander</td>
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Please complete evaluations…

Feedback is a gift!
Questions
Before next session

• Complete readings and prep work for mentoring & developmental networks session
• Make progress on your project
• Take action on your identified “next steps” on AFA Career Reflections & Planning worksheet