

**Faculty Development & Diversity**  
**Department of Medicine, BUSM**  
**June 16, 2009**

**Emelia J. Benjamin, MD, ScM**



# FDDC Seminars

<b>10/14/2008</b>	<b>Creating an Individual Development Plan Part 1: How to get from A to Z</b>
<b>11/3/2008</b>	<b>Creating an Individual Development Plan Part 2: Planning your journey</b>
<b>12/4/2008</b>	<b>Academic Advancement &amp; Promotion</b>
<b>1/8/2009</b>	<b>How to Assess Performance &amp; Provide Feedback</b>
<b>2/24/2009</b>	<b>Seven Habits of Highly Effective People</b>
<b>3/23/2009</b>	<b>Conflict Management for Academic Faculty</b>
<b>4/13/2009</b>	<b>Peer Mentoring: Small Group Discussions</b>
<b>5/18/2009</b>	<b>How to Make the Most of a Mentor</b>
<b>6/8/2009</b>	<b>Creating an Effective Culturally Diverse Work Environment</b>

# Faculty Development & Diversity Grants

## Winter

Awardee	Program
Isabel Dominguez	<ul style="list-style-type: none"><li>• Mass. Biotechnology Education Foundation: Leadership training program for scientists</li></ul>
David Seldin	<ul style="list-style-type: none"><li>• AAIM: ASP Seminar for New Division Chiefs</li></ul>
James Meisel	<ul style="list-style-type: none"><li>• Cleveland Clinic /U. Miami 4<sup>th</sup> Annual Perioperative Medicine Summit</li></ul>
Subha Ramani	<ul style="list-style-type: none"><li>• Harvard Macy Institute- Leading Innovations in Health Care &amp; Education</li></ul>
Robert Lowe	<ul style="list-style-type: none"><li>• HMS—Principles of Medical Education: Maximizing Your Teaching Skills</li></ul>
Robert Simms	<ul style="list-style-type: none"><li>• AAIM: ASP Seminar for New Division Chiefs</li></ul>

# Faculty Development & Diversity Grants Spring

Awardee	Program
<b>Matt Russell</b>	<ul style="list-style-type: none"><li>• American Academy on Communication in Healthcare's "Enriching Relationships in Communication in Healthcare (ENRICH) course</li></ul>
<b>Sandhya Rao</b>	<ul style="list-style-type: none"><li>• Duke University Mini-Fellowship program in Palliative Care Education</li></ul>
<b>George Philippides</b>	<ul style="list-style-type: none"><li>• Boston University School of Management's Pocket MBA for Physicians</li></ul>
<b>Vasan Ramachandran</b>	<ul style="list-style-type: none"><li>• AAIM: Executive Leadership Program</li></ul>

# **Faculty Development and Diversity**

## **2009-2010**

- **Faculty Development Seminars**
- **Faculty Development Grants**
- **Faculty Development Awards**
- **Mentoring Task Force Proposal**
- **New Faculty Orientation**
- **Website**
  - **Resources**
- **Diversity**

# Faculty Development and Diversity Grants

- **Deadlines**

- January 15, April 15, July 15, October 15

- **Possible programs**

- AAMC Minority Faculty Career Development Seminar  
<http://www.aamc.org/meetings/minfac/2009/start.htm>  
Puerto Rico, September 11-14, 2009

- Mid-Career Women Faculty Professional Development Seminar, December 5-8, 2009

- **FDD Website for grant ideas, web links and reviews**

- <http://www.bumc.bu.edu/medicine/facultydevelopment/>

# BUMC Faculty Awards

- **Prior Awards**

- **Robert Dawson Evans Junior Research Faculty Merit Award**
- **Research Mentoring**

- **New Awards**

- **Clinician Educator Faculty Mentoring**
- **Junior Faculty Mentoring Award**
- **Outstanding Citizenship Awards**

# BUMC Faculty Mentoring Program

- **Objectives**
  - Faculty recruitment, retention and advancement
  - Community building
- **Task force - BUMC**
  - Co-Chairs, Sharon Levine, Emelia Benjamin
  - Diverse: Research/Clinical; Jr/Sr.; race/ethnicity
- **Background research**
  - Scientific literature; webs
- **Training**
  - Mentors & Mentees
- **Support & Sustainability**
- **Evaluation**
  - Annual contracts & No-fault reassignment

# **Career Development**

## **New Faculty Orientation**

- **Objectives**

- Faculty advancement and promotion
- Community building

- **Format**

- 1 hour introductions Meet leaders
  - » Chair
  - » Vice Chairs Research, Education, Faculty Development, Clinical in and outpatient
  - » A&P
- 1 hour break out sessions
  - » Ice breaker
  - » Goals & resources

# Faculty Development and Diversity 2009-2010

- Diversity
  - Developing web material
  - Develop robust database to track advancement and promotion by sex and URM status
  - Please email [emelia@bu.edu](mailto:emelia@bu.edu) or [lizlee@bu.edu](mailto:lizlee@bu.edu) if you are willing to meet with Emelia in your office to discuss program development for diversity