FACULTY DEVELOPMENT AND DIVERSITY COMMITTEE

VISION
Foster a respectful, creative and collaborative environment that will support the faculty to reach their full potential and maximize their contributions to the educational, research, clinical, and service missions of Boston University.

GOALS
The goals of faculty development and diversity efforts are to recruit, retain, promote and nurture a vibrant and diverse faculty.

BROAD MEASURABLE OUTCOMES
- Improve the ability to recruit most talented diverse faculty
- Retain, nurture, advance and promote faculty in all tracks
- Identify faculty in rank for extended time and work to develop personalized faculty development strategy
- All faculty members will have an individual development plan with articulated strategy to advance their careers
- Faculty satisfaction on annual survey with department leadership will improve in the domains of mentoring and leadership performance
GOAL: ENHANCE FACULTY RETENTION, ADVANCEMENT, AND VITALITY

STRATEGY: MENTORING

The Early Career Faculty Development Program launched in January 2011. An interdisciplinary committee selected 18 participants from 32 applicants representing 20 academic departments.

The curriculum reflects the input of the BUMC Mentoring Task Force, focus groups, and needs assessment survey.

<table>
<thead>
<tr>
<th>Topic</th>
<th>Presenter</th>
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</thead>
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<td>David Coleman</td>
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<tr>
<td>Building a Mentoring Network</td>
<td>Kathy Kram</td>
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<tr>
<td>Getting Promoted</td>
<td>Bob Witzburg, Marianne Prout</td>
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<td>Negotiating Relationships</td>
<td>Ed Evarts</td>
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<td>Writing Manuscripts</td>
<td>Peter Cahn</td>
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<td>Getting Published</td>
<td>Vasan Ramachandran</td>
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<td>Finding Funding</td>
<td>Maria Kukuruzinska, David Rosenbloom</td>
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<td>Writing Grants</td>
<td>Emelia Benjamin</td>
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<td>Supervision and Evaluation</td>
<td>Linda Hyman</td>
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<td>Curriculum Design</td>
<td>Celeste Kong, Lisa Sullivan</td>
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<td>The State of BUMC</td>
<td>Karen Antman</td>
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<td>Educational Scholarship</td>
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<tr>
<td>Work/Life Balance</td>
<td>Judy Jones</td>
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<tr>
<td>Oral Presentations</td>
<td>Carl McManama</td>
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Sample projects:

- Develop a K23 proposal to study treatment for myofacial pain
- Design a perioperative medicine curriculum
- Evaluate appropriate use of surveillance colonoscopy
- Investigate the association between prenatal chemical exposure and neurodevelopment in children
- Assess quality improvement processes in hospitals
GOAL: ENHANCE FACULTY RETENTION, ADVancement AND VITALITY

STRATEGY: SEMINARS

The Committee designed a curriculum of 21 one-hour professional development seminars. Participants received Continuing Medical Education credit. On a scale from 1 to 5 where 5 is excellent, the seminars rated an average of 4.5.

In total, over 100 faculty members attended the seminar series 242 times. Their comments on the evaluation forms reflect the utility of the seminars:

- Excellent suggestions for ambulatory teaching. Will use the techniques during teaching rounds.
- I will share my notes with the rest of my department and clerkship director.
- Excellent strategies for getting started.
- Loved this! I almost didn’t come because of “tasks” that needed attention. I decided it was time to prioritize my writing! Thanks again!
- Getting ready to submit an article, very helpful to understand the process. Should be part of every academic physician’s training!
- Lots of helpful tips on budget planning.

**SEMINAR TOPICS**

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<thead>
<tr>
<th>Education</th>
<th>Research</th>
<th>Professionalism</th>
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<td>- Giving Feedback on Professionalism</td>
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GOAL: ENHANCE FACULTY INVESTMENT IN THE INSTITUTION

STRATEGY: GRANTS

The FDDC awarded 27 grants for professional development. Applicants submit an online form and a letter of support.

Total funds disbursed: $33,731
Average grant: $1,775

Grantees by role

- Clinical Educator: 50%
- Clinical Investigator: 37%
- Basic Scientist: 11%
- Scientist Educator: 2%

Training programs attended:
- Evidence 2011: Transforming Healthcare
- Jackson Laboratory
- Academic Hospitalist Academy
- Enriching Relationships and Communication in Healthcare
- Perioperative Medicine Summit
- ACCP Critical Care Ultrasoundography Program
- Duke University Course on Evidence-Based Medicine
- Harvard Macy Program for Educators in Health Professions
- How to Teach Evidence-Based Clinical Practice Workshop
- AAMC Mid-Career Women Faculty Professional Development
- AAMC Early Career Women Faculty Professional Development

GRANT RECIPIENTS

Uri Avissar
Amy Baranoski
Tom Barber
Jonathan Berz
Audrey Calderwood
Serena Chao
Teresa Cheng
Shoumita Dasgupta
Suparna Dutta
Naomi Hamburg
Robin Ingalls
Satish Kenchaiah
Ilona Kopits
Andrea Kronman
Won Lee
Angela Leung
Katherine Lupton
Renee McKinney
Craig Noronha
Richard Saitz
Frank Schembri
Karin Sloan
Dan Simpson
David Thornton
Ellen Weinberg
Renda Wiener
Xuemei Zhong
GOAL: INCREASE FACULTY AWARENESS OF PROFESSIONAL DEVELOPMENT OPPORTUNITIES

STRATEGY: WEBSITE

The Faculty Development and Diversity website includes 177 pages of frequently updated content. Some of the features:

- Appointments and Promotions documents with sample CVs
- Frequently Asked Questions
- Onboarding instructions
- Calendar of events
- Time management suggestion box
- Grant writing resources with templates
- Links to articles on faculty development topics

Website: [http://www.bumc.bu.edu/facdev-medicine/](http://www.bumc.bu.edu/facdev-medicine/)
Twitter: @pscahn

Traffic to website from June 21, 2010-June 20, 2011

Unique visitors: 2,893
Visits: 8,928
Page views: 27,852
Average time on site: 4 minutes, 34 seconds
Pages per visit: 3.12

ORIGIN OF VISITORS

United States: 8,525
Canada: 67
India: 52
United Kingdom: 24
China: 19
Mexico: 19
Japan: 18
Germany: 18
Philippines: 15
Australia: 9
Brazil: 8
Netherlands: 7
Italy: 7
Romania: 6
Turkey: 6
France: 6
Spain: 5
Ukraine: 5
Thailand: 5
Saudi Arabia: 5
Pakistan: 4
Iran: 4
Greece: 4
Egypt: 3
Singapore: 3
Croatia: 3
South Korea: 3
Ecuador: 3
GOAL: IMPROVE THE DIVERSITY AND VIBRANCY OF THE FACULTY

STRATEGY: MINORITY OUTREACH

The Committee works to recruit and retain faculty that reflect the diversity of our community. Representatives made information on unconscious bias available to search committees and met with faculty candidates.

Over 30 faculty members attended a dinner for women faculty at the home of Emelia Benjamin, Vice Chair of Faculty Development and Diversity.

In conjunction with the Office of Diversity and Multicultural Affairs, the Committee hosted a dinner to celebrate faculty diversity.

EVENTS

Women
- Networking Dinner
- Meeting for participants in AAMC women faculty seminar

LGBT
- Grand Rounds speaker on LGBT health
- Needs assessment survey
- Networking dinner
- Safe Space Training
- Delegation in Boston Pride parade

Underrepresented Minorities
- Networking dinner
- Helped create a diversity directory
- Met with Joan Reede, Dean for Diversity and Community Partnership at Harvard Medical School
GOAL: INCREASE PROMOTION AND RECOGNITION OF DOM FACULTY

STRATEGY: ORIENTATION AND AWARDS

To help integrate new faculty, the Committee organized a new faculty orientation at the Departmental level and one at the School of Medicine level. An online onboarding document outlines the steps for joining the faculty: [http://www.bumc.bu.edu/facdev-medicine/files/2010/08/Faculty_Checklist_New_Hires_7-21-10.pdf](http://www.bumc.bu.edu/facdev-medicine/files/2010/08/Faculty_Checklist_New_Hires_7-21-10.pdf)

The Director of Faculty Development and Diversity prepares faculty for promotion through several ways:

- 38 resumes reviewed
- 27 individual meetings with faculty
- 12 meetings with section chiefs
- 8 grant applications edited
- 4 meetings of community of training grant recipients
- 3 letters submitted in support of training grants
- 2 faculty members nominated for external awards

By updating and correcting the faculty database, the Committee is able to identify faculty who have been at rank for longer than average and target them for promotion.

<table>
<thead>
<tr>
<th>Role</th>
<th>Men</th>
<th>Women</th>
<th>URM</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor</td>
<td>21</td>
<td>35</td>
<td>1</td>
<td>56</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>88</td>
<td>92</td>
<td>10</td>
<td>180</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>58</td>
<td>35</td>
<td>5</td>
<td>93</td>
</tr>
<tr>
<td>Professor</td>
<td>86</td>
<td>24</td>
<td>4</td>
<td>110</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>253</td>
<td>186</td>
<td>20</td>
<td>439</td>
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