

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

COMMITTEE MEMBERS

Jane Liebschutz, MD, *Chair*
Sonia Ananthakrishnan, MD
Phyllis Carr, MD
Barbara Corkey, PhD
Isabel Dominguez, PhD
Francis A. Farraye, MD, MSc
Karen Freund, MD, MPH
Caroline A. Genco, PhD
Michael H. Leong, MD
Angela H. Jackson, MD
Stephanie Lee, MD, PhD
Sharon A. Levine, MD
Katherine Lupton, MD
Paola Massari, PhD
Subha Ramani, MD, MPH
Matthew L. Russell, MD
Faina Schwartz, PhD
Christopher Shanahan, MD

Vice Chair for Faculty Development and Diversity
Emelia Benjamin, MD, ScM

Director of Faculty Development and Diversity
Peter S. Cahn, PhD



Boston University
Faculty Development
& Diversity
Department of Medicine

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.

Topic:

Presenter:

Setting Career Goals	David Coleman
Building a Mentoring Network	Kathy Kram
Getting Promoted	Bob Witzburg, Marianne Prout
Negotiating Relationships	Ed Evarts
Writing Manuscripts	Peter Cahn
Getting Published	Vasan Ramachandran
Finding Funding	Maria Kukuruzinska David Rosenbloom
Writing Grants	Emelia Benjamin
Supervision and Evaluation	Linda Hyman
Curriculum Design	Celeste Kong, Lisa Sullivan
The State of BUMC	Karen Antman
Educational Scholarship	Sharon Levine
Work/Life Balance	Judy Jones
Oral Presentations	Carl McManama

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

MENTORING PROGRAM PARTICIPANTS

Goldman School of Dental Medicine
Corinna Culler
Devaki Sundararajan
Ying Wu

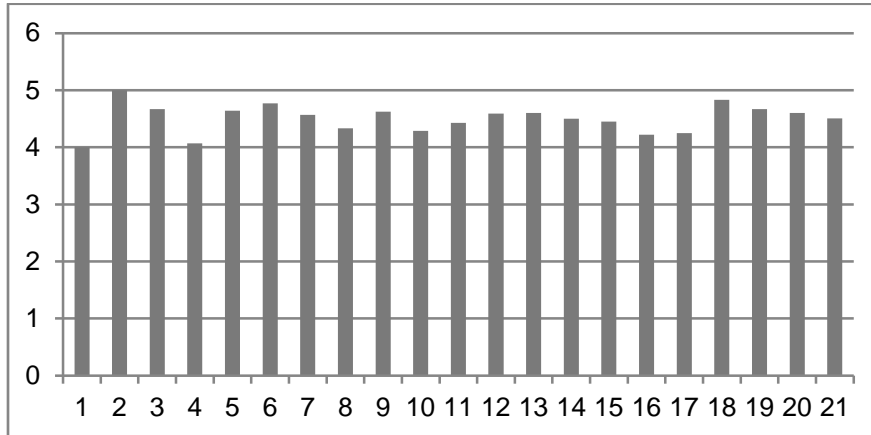
School of Medicine
Audrey Calderwood
Melissa DiPetrillo
Tara Dumont
Nicole Glazer
Andrea Mercurio
Lauren Nentwich
Craig Noronha
Amy Sobota
Winnie Suen
Bob Varelas
Martina Vendrame

School of Public Health
Gouri Gupte
Natasha Hochberg
Sharon Sagiv
Catharine Wang

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

Education

- Tips for the Wards
- Clinical Teaching
- Approaches to the Reluctant Learner
- Creative Teaching Approaches
- Publishing on MedEd Portal
- Thinking Beyond PowerPoint
- Teaching Clinical Reasoning
- Giving Feedback on Professionalism
- Simulation-Based Teaching
- Ambulatory Teaching

Research

- Hiring Personnel
- Conference Networking
- Budget Planning
- Deciding Authorship
- Overcoming Writer's Block
- Journal Submissions

Professionalism

- *Getting Promoted*
- *The Efficient Clinical Session*
- *Resume Boot Camp*
- *Interviewing to Hire the Best*
- *Managing Challenging Meetings*

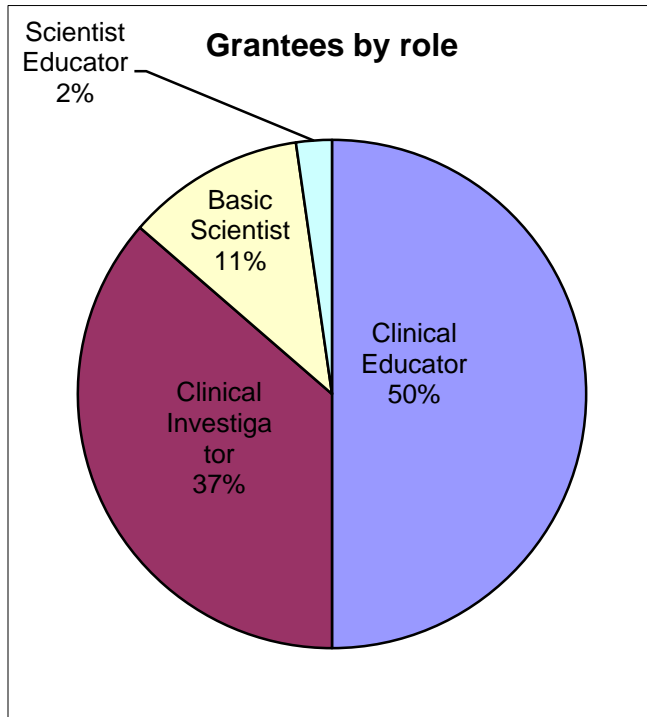
GOAL: ENHANCE FACULTY INVESTMENT IN THE INSTITUTION

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



Training programs attended:

- Evidence 2011: Transforming Healthcare
- Jackson Laboratory
- Academic Hospitalist Academy
- Enriching Relationships and Communication in Healthcare
- Perioperative Medicine Summit
- ACCP Critical Care Ultrasonography 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: 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

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.

	<u>Men</u>	<u>Women</u>	<u>URM</u>	<u>Total</u>
Instructor	21	35	1	56
Assistant Professor:	88	92	10	180
Associate Professor:	58	35	5	93
Professor:	86	24	4	110
	253	186	20	439

AWARD RECIPIENTS

Research Mentoring
Neil Ruderman

Junior Faculty Mentoring
Marie McDonnell

*Robert Dawson Evans
Special Recognition
Teaching*
Harrison Farber

Outstanding Citizenship
Christine Campbell
Reardon

*Hospital-Based Faculty
Teaching*
Adam Segal

*Community-Based
Faculty Teaching*
Catherine Rich

*Fellow Teacher of the
Year*
Stephen Humm

*Resident Teacher of the
Year*
Mark Villalon