Faculty Development, Merits, and Promotions

Feb 3, 2021
Faculty Development

• Process by which to systematically improve skills in
  • Educational/teaching skills
  • Leadership skills
  • Skills to engage in scholarly activity/research
  • Personal development
  • Skills in designing and implementing a professional development plan
Faculty Development: Goals

Ongoing process
Find your passion: physician, educator, researcher, administrator, leader

• Goals
  • Short Term (1 to 2 years)
  • Long Term (3 to 5 years)
  • Write them down
  • Work with your mentor, dept chair/division chief
  • Make it know what you want to do
UCI School of Medicine Resources

• New Website from Office of Academic Affairs
  • Will have articles, video links, books, journals on topics of faculty development
• GME bi-annual training
• Medical Education in College of Health Sciences
• Mentoring Meetup for new faculty
• HS Mentoring Committee (to start spring 2021)
• Associate Dean for Faculty Development
• UC Learning Center on Implicit Bias
• Lean Six Sigma Training for Quality Improvement
National Resources

• Professional Societies offer training for junior faculty
  • ASGE Lead Program
  • ACP Council on Early Career Physicians
  • ACS
  • AAFP
• AAMC Professional Development
• AMWA (American Medical Women’s Association)
Other Institutions

- Stanford Faculty Development Center Fellowship
- UCSF Center for Faculty Educators
- Northwestern Feinberg Academy of Medical Educators
Leadership Training

• Start learning about leadership
• Many types of courses
Departmental Offerings

- Mentor in your Department
- Mentor where you trained
- Mentor from National Society
- Examples at UCI:
  - DOM Light Program for Education and Leadership
  - Dept of Family Medicine
  - Dept of Surgery
Networking

- Crucial
- Social Media: Doximity, Linked In
- Regional Chapters of Societies
- Meetings (regional and national) in your specialty
- Committees
- Make friends with other physicians

- Will need references/letters
Other Resources

• Books
  • Seven Habits of Highly Effective People, Stephen Covey
  • Crucial Conversations, Patterson et al
  • How to Win Friends and Influence People, Dale Carnegie
  • Primal Leadership, Goleman

• TED Talks
  • Happiness Advantage
  • Big Potential
  • Impostor Syndrome
  • Amy Cuddy
  • Simon Sinek
AP-10 and CV

- All UCs use this form for merit and promotions
- CV keep updated as you do the work
- AP 10 keep updated as you do the work
• Personal Development
• Wellness
• Habits
• Time Management
• Keep educating yourself
• Keep your CV Updated
• Network