New Faculty Orientation: Developing Your Career at HU College of Medicine

Office of Faculty Development
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Assistant Dean, Office of Faculty Development
I have no relevant financial or industry related disclosures to make.
Wilkerson and Irby 1998

“Comprehensive faculty development empowers faculty members to excel and to create vibrant academic communities."
LCME Guideline Compliance

Element 4.5 Faculty Professional Development
A medical school and/or its sponsoring institution provides opportunities for professional development to each faculty member in the areas of discipline content, curricular design, program evaluation, student assessment methods, instructional methodology, and/or research to enhance his or her skills and leadership abilities in these areas.

a. Describe the availability of knowledgeable individuals who can assist faculty in improving their teaching and assessment skills.
b. Describe how the medical school identifies faculty development programming needs.
c. Describe how faculty are informed about the availability of faculty development programming.
d. Describe the means by which problems identified with an individual faculty member’s teaching and assessment skills are remediated.
e. Describe the availability of funding to support faculty participation in professional development activities related to their respective disciplines and to their roles as teachers.
Faculty Development Functions
Office of Faculty Development

• Teaching skills
• Mentoring programs
• Leadership development
• Programs for women and minorities
• Orientation programs for new faculty
• Career planning
• Research skills
• Maintaining clinical accreditation
• Scientific ethics and good practices
• Administrative skills
• Faculty Wellness
Faculty Affairs Functions
Office of the Dean

• Administrative support for appointment, promotion, and tenure committees
• Faculty policies
• Databases for faculty appointment information
• Contracts and letters of appointment
• Faculty handbook
• Bylaws
• Administrative support for searches for department chairs, center directors, deans
Faculty Affairs Functions Office of the Dean

• Faculty governance/ administration (committee maintenance, preparing minutes, scheduling)
• Grievance proceedings (particularly with respect to contracts)
• Personnel management issues (e.g. faculty counseling, ombudsperson)
• Annual or periodic trend analysis (e.g. retention, recruitment, gender issues)
Faculty Development Advisory Committee

Dr. Fatima Barnes
Dr. Helen Bond
Patsy Hayden
Dr. Swati Jain Goel, Chair
Dr. Marjorie Gondre-Lewis
Dr. Dexter Lee
Dr. David Rose
Dr. Peter Sealy
Dr. Zaki Sherif
Dr. William Southerland
Dr. Lekidelu Taddesse-Heath
Mission Statement

The Office of Faculty Development and Advancement is dedicated to enhancing the leadership capabilities of medical faculty through professional development. The goal of the office is to link medical faculty to campus-wide opportunities and to create new opportunities, unique and responsive to the interests of the medical faculty. The office aims to support faculty in attaining excellence in the academic competencies of their choice.
Features Of Productive Organizations

• High quality clinical care
• Educational innovations and high quality teaching
• Awards, prestige
• High morale and motivation
• Impactful articles, grants, books
• Ability to adapt to Opportunities and Changes

= Faculty retention
How does the office of faculty development achieve its goals?

- Provision of knowledge and skill-building seminars and workshops
- Promotion of professional development courses offered through other programs via monthly newsletter and college-wide dissemination of information
- Onboarding of new faculty members with a personalized approach
- Provision of an annual off campus day long faculty retreat
How does the office of faculty development achieve its goals?

• Linking you to multiple resources:
  • within the college of medicine
  • interdisciplinary resources within the larger Howard University Academic Community (CETLA, Health sciences Library, Office of the Provost)
  • regional and national resource infrastructure (through GHUCCTS, RCMI, AAMC)
COM Faculty Development Resources

• Center for Excellence in Teaching, Learning & Assessment (CETLA) [www.cetla.howard.edu/](http://www.cetla.howard.edu/)
• Office of Sponsored Programs [www.howard.edu/research/](http://www.howard.edu/research/)
• Georgetown Howard University Center for Clinical and Translational Science [www.georgetownhowardctsa.org](http://www.georgetownhowardctsa.org)
• Louis Stokes Health Sciences library: [hsl.howard.edu](http://hsl.howard.edu)
• Office of Faculty Development in the Office of the Provost [http://www2.howard.edu/provost/faculty-development](http://www2.howard.edu/provost/faculty-development)
• Howard University Research Centers in Minority institutions [rcmi.medicine.howard.edu/](http://rcmi.medicine.howard.edu/)
COM Faculty Development Resources

• Travel Award: faculty member eligible for travel for faculty development; up to $2500; open to faculty members who have attended at least 3 OFD workshops/seminars in one academic year

• Harvard Macy Institute residential program for educators in health professions (fully funded for 2 faculty members annually)

• Dean’s office support as needed for additional specific opportunities
The Office of Faculty Development is charged with enhancing the leadership capabilities of the medical faculty through professional development.

The goal of the office is to link medical faculty to campus-wide opportunities and to create new opportunities, unique and responsive to the interests of the medical faculty. The program aims to support faculty in attaining excellence in the academic competency of their choice.

To support you, we:

- provide knowledge and skill-building seminars and workshops,
- organize departmental mentorship and leadership programs
- promote professional development courses offered through other programs, and
- create web-based information resources to support faculty development.

The office also assist new faculty in obtaining important information when coming on board as a new faculty member.
Who are our faculty?

- 219 Full time: 154 clinical 56 basic science
- 10 Part time: 6 clinical 4 basic science
- Adjunct: 204 POI registered

**Age**
- Under 55 years old (49.6%)
- > 55 yrs old (50.4%)

**Ethnicity**
- Asian 13 (6%)
- Black 49 (21%)
- Hispanic 3 (1%)
- White 12 (5%)
- Not specified 157 (67%)
## HUCM Faculty Trends

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<th>Faculty</th>
<th>Basic Sciences 2017-18</th>
<th>Basic Sciences 2016-17</th>
<th>Clinical Sciences 2017-18</th>
<th>Clinical Sciences 2016-17</th>
<th>Totals 2017-18</th>
<th>Totals 2016-17</th>
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<td>Female</td>
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<td>Professor</td>
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Faculty Survey: results

Curriculum
   Integrating on line learning into your course

Assessment
   Effective small group teaching
   Assessment of student performance and course evaluation
   Providing feedback

Mentoring
   Developing mentoring plans for mentees

Faculty Promotions
   Increasing productivity for dissemination

Personal growth and wellbeing
   Strategies for career advancement
   Preventing, recognizing and handling burnout

Leadership
   Managing change

Research
   Effective research collaboration
Faculty Wellness

“FALL INTO FITNESS” WITH WORKOUT GURU MUAI STORM ON OCT. 16

“Fall into Fitness” with Muai Storm
Part One

September
Group Exercise Class 45-minutes
Featuring Muai Storm
Limited to the 1st 20 employees to sign up.
Tuesday, September 12th – 3rd floor-Towers Building Room 3800 12:00pm – 12:45pm

October
Line Dancing – Move your feet to the beat
Friday, October 20th - HUH Café (Rear) 12:00pm – 1:00pm

Smoothies with Healthy Dessert and Seminar
“Delicious, Sweet, and No Guilt
Featuring Alana Sugar
1st 30 employees to sign up receives awesome prizes- Space is limited
Thursday, October 20th – Function Room D

November
Open Enrollment Benefits Fair with Massage Chairs
Friday, November 3rd - HUH Café 7:00am-5:00pm

MARCH 16, 2018
HUH KICKS-OFF FIT(BIT) 4 LIFE CHALLENGE
Upcoming Workshops

What: HIV & Cultural Competency  
Speaker: Deborah Dunn, MBA, PA-C  
When: November 13, 2018  
Where: Towers auditorium – HUH  
Time: 2.30-4.00pm  
Link: [http://www.maetc.org/events/materials/11872](http://www.maetc.org/events/materials/11872)

What: LGBTQ- Inclusive cultural competency training  
Speaker: Sharon J Lettman-Hicks, CEO National Black Justice Coalition  
When: November 15, 2018  
Where: Louis H. Stokes Health Sciences Library, Room 138  
Time: 2.30-4.30pm  
Link: [https://goo.gl/forms/JXMYCqAmsJHXDcQD2](https://goo.gl/forms/JXMYCqAmsJHXDcQD2)

Save the Date! HUCOM Annual Faculty Retreat
May 30th 2019 8am-5pm  
AAMC 655K Street, NW, Washington DC 20001
Administrative Office:
The Office of Faculty Development

• Faculty Focus Newsletter HUCM_Fac-Focus@howard.edu
• Website: https://medicine.howard.edu/faculty-staff/office-faculty-development
• Health sciences library website: https://hsl-howard.libguides.com/FacultyDevelopHUCM/newfacultyorientation
• CME credit certification
Leadership for OFD

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THANK YOU
QUESTIONS?