WELCOME
New Faculty!
Orientation Guide

These materials are intended to orient new faculty to the University of North Carolina School of Medicine and provide resources for additional information.

Topics covered in this slide deck include:

» Overview of the Office of Faculty Affairs and Leadership Development
Mission & Vision

- Support the development of our faculty members

- Provide resources to assure their academic success

- Support the institutional mission of promoting a diverse, respectful environment where our colleagues can excel in the interrelated areas of patient care, education, and research

- Oversee programs and activities directed at all ranks of our faculty, including tenured, tenure-track, fixed-term, research, clinical, and teaching faculty
Our Team

Joanne Jordan, MD, MPH
Vice Dean for Faculty Affairs and Leadership Development

Amelia Drake, MD, FACS
Executive Associate Dean for Academic Programs

Lauren Westervelt, MPH
Assistant Director

Steve Bogdewic, PhD, MA
Executive Leadership Coach

Morgan Resnick-Kahle, MAEd
Business Services Coordinator

Judson MacDonald, MA
AOE Coordinator

Andrea Tyrrell, MSE
Executive Assistant
Faculty at a Glance

**Full-time vs Part-time Faculty**

- Full-time: 1759
- Part-time: 218

Total=1977

**Full-time Faculty**

- Clinical: 1430
- Basic Science: 255
- Allied Health: 74

Total=1759
Faculty at a Glance

Full-time Faculty by Minority Status

- Majority: 1548
- Underrepresented: 152
- Two or more races: 26
- Unknown: 33

Total=1759

Full-time Faculty by Gender

- Men: 882
- Women: 877

Total=1759
Faculty at a Glance

Full-time Faculty by Gender & Track

- Fixed Term:
  - Men: 548
  - Women: 670
- Tenure/Tenure Track:
  - Men: 336
  - Women: 207

Full-time Faculty by Rank

- Men:
  - Instructor: 53
  - Assistant: 327
  - Associate: 223
  - Full: 279
  - Total: 1759
- Women:
  - Instructor: 185
  - Assistant: 183
  - Associate: 154
  - Full: 355
  - Total: 1759
# Sample of Offerings

<table>
<thead>
<tr>
<th>Career Navigation</th>
<th>Professional Development</th>
<th>Leadership Development</th>
<th>Wellness</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Faculty Orientation</td>
<td>Academy of Educators</td>
<td>ACCLAIM</td>
<td>Passing the Torch (through Academy of Educators)</td>
</tr>
<tr>
<td>Appointments, Tenure, &amp; Promotion Workshops and Online Resources</td>
<td>Teaching Scholars</td>
<td>New Chair Onboarding, including New Chairs School</td>
<td>Well-Being Index</td>
</tr>
<tr>
<td>Post-Tenure Review</td>
<td>Foundation Series</td>
<td>Faculty Leadership Initiative</td>
<td>Appreciation Events (e.g. Wellness Week)</td>
</tr>
<tr>
<td>Coaching</td>
<td>Support for Internal Opportunities (e.g. Center for Faculty Excellence)</td>
<td>Making the Case</td>
<td>Well-Being Program</td>
</tr>
<tr>
<td>1:1 Mentoring Consults</td>
<td>Support for External Opportunities (e.g., AAMC Seminars, ELAM)</td>
<td>Association for Professional Women In Medical Sciences (APWIMS)</td>
<td></td>
</tr>
</tbody>
</table>
Academic Career Leadership Academy in Medicine (ACCLAIM)

- Founded in 2012
- Partnership with Public Health Leadership Program at the Gillings School of Global Public Health
- One-year (September – May), cohort program; launches with off-site retreat
- Provides leadership and career development opportunities to junior faculty members, emphasis on those underrepresented in medicine
Grants | Caregivers at Carolina Program

- Funded by the Doris Duke Charitable Foundation (DDCF)

- Provides support to physician scientists who are facing substantial caregiving demands at home

- Over the past three years:
  - 6 DDCF awards
  - 15 travel awards
  - 2 institutional support awards

More information: http://caregivers-kibe.cloudapps.unc.edu/
Making the Case

Now recruiting faculty for 2020

- Highly interactive
- Offered in partnership with Kenan Flagler Business School
- Designed to help faculty transform an idea into a compelling proposal
- Must have idea to apply
- Faculty at all ranks can apply

“Leadership courses come in all shapes and sizes but at the heart of all of them is the critical role of strong communication skills. Making the Case goes beyond just emphasizing the importance of communication and better than any other course I have taken, actually teaches the skills to communicate effectively. It has changed the way that I approach all important conversations and should be a prerequisite for anyone with leadership aspirations.”

- Edwin Kim, MD, MS, Assistant Professor of Medicine, 2018 - 2019 Making the Case Program Participant
Service Leadership

- Standing Committees
- Ad Hoc Committees
  - Search Committees
  - Review Committees
- AAMC Representation
- Programmatic Leadership (e.g., Academy of Educators)
Standing Committees

All School of Medicine faculty are eligible for appointment to Committees

The term of appointment to any Standing Committee is typically three years

What are the Standing Committees?

Advisory Committee of the School of Medicine
Admissions
Education
Student Progress

Appointments and Promotions to Associate Professor
Appointments and Promotions to Full Professor
Review Promotions of Fixed Term Faculty
Post-Tenure Review Committee

Full details available online:
http://www.med.unc.edu/www/about/administration/files/constitution-bylaws
The Council of Faculty and Academic Societies (CFAS), representing more than 350 faculty representatives appointed by member medical schools and academic societies, is a strong voice for academic faculty within the AAMC’s governance and leadership structures.

CFAS Junior faculty representative
Deanna Sasaki-Adams, MD
(Neurosurgery)

CFAS Senior faculty representative
Jonathan Oberlander, PhD
(Social Medicine)