



The Office of Faculty Affairs
and Leadership Development

ANNUAL ◆ REPORT



2023—2024



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Message From the Senior Associate Dean

The mission of the UNC School of Medicine is to improve the health and well-being of North Carolinians and others whom we serve. The vision of the school is to be the nation's leading public school of medicine. The shoulders upon whom these noble aspirations are borne are mainly those of the faculty. And it is the privilege and responsibility of the UNC Office of Faculty Affairs and Leadership Development (FALD) to support, develop, and encourage these remarkable colleagues.

This report highlights some of the more than one hundred programs and major activities for which FALD is responsible. Such a robust set of offerings may seem quite substantial. However, given all that our faculty do, FALD continually asks the question, "Can we do too much to support them?" To that our unequivocal response is, "No."

We have been fortunate to recruit a remarkably talented team to advance our efforts. We welcome any thoughts or suggestions you may have for ways in which we can better accomplish our goal of helping all faculty be highly engaged and successful in each of their mission endeavors.

*Stephen Bogdewic, PhD, MA
Senior Associate Dean for Academic Affairs*



Our Team



MISSION

To develop a vibrant, diverse community where each member has the optimal capability to make meaningful contributions to their career goals and the institution's mission and help others do their best.



VISION

A vibrant, diverse community where each member is mission-focused, fully engaged, and highly valued for their contributions.



JENNIFER WU, MD, MPH
Professor of Obstetrics and Gynecology
Vice Dean for Academic Affairs



STEPHEN BOGDEWIC, PhD, MA
Professor of Family Medicine
Senior Associate Dean



LAWRENCE MARKS, MD
Professor of Radiation Oncology
*Assistant Dean
Organizational Health and Quality*



ASHLEY GRANTHAM, PhD
*Director
Research and Evaluation*





LAUREN WESTERVELT, MPH
Senior Director



ANGIE SMITH, MD
Professor of Urology
Associate Dean



JOAN TAYLOR, PhD
Professor of Pathology & Laboratory Medicine
Associate Dean



NADIA CHARGUA, MD
Associate Professor of Psychiatry
Director
Well-Being and Professional Engagement



CARRIE JACKMAN-HOYLE, MHA
Director
Professional Development



ERIC ZWEMER, MD
Professor of Pediatrics
President
Academy of Educators



DAWN MORRISTON, MPH
Faculty Development Consultant



ANNA CARPENTER
Business Services Coordinator



MADISON CALLAHAN
Executive Assistant

Year in Review

Appointments, Promotions, and Tenure By the Numbers

Total number of dossiers submitted to SOM: 233

Total number of Post-Tenure Reviews: 44



Tenure/Tenure Track	60%	93
Fixed-Term Track	40%	140

By Gender and Track

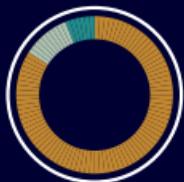


Tenure/Tenure Track	47% FEMALE	53% MALE
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Fixed-Term Track	44% FEMALE	56% MALE
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By Minority Status



Tenure/Tenure Track	10% UNKNOWN	6% URM	84% NON-URM
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Fixed-Term Track	1% UNKNOWN	9% URM	90% NON-URM
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Underrepresented in Medicine (URM)

Data as of May 2024

By Area of Excellence

Tenure/Tenure track



*N/A applied to dossiers for Distinguished Professorships or New appointments

Fixed-term track



FALD Team Highlights

At the 2024 Association of American Medical Colleges (AAMC's) Group on Faculty Affairs (GFA) meeting in New Orleans, Louisiana, FALD team members presented three podium sessions and one Ignite session, a format that allows for discussion of emerging trends in the field. Session abstracts included:

- Westervelt L, Sledge M, Flood T, Brady S, Smith AB, Wu J, Bogdewic S. "Pitch Perfect: Teaching the Art of Persuasion through 'Making the Case.'" (Podium Presentation)
- Westervelt L, Smith AB, Mitsch DJ, Mitsch B, Crawford J, Murphy B, Wu J, Bogdewic S. "The Transformative Power of Leader as Coach Training." (Podium Presentation)
- Smith AB, Westervelt L, Mitsch DJ, Mitsch B, Crawford J, Wu J, Bogdewic S. "Creative, Resourceful and Whole: Building a Coaching Academy at the UNC School of Medicine." (Podium Presentation)

Leadership Development

This year we have continued to refine our portfolio of programs to be responsive to faculty development needs. Of note, we expanded opportunities for skill building and practice, personal reflection, and networking. This year we introduced two new programs – Leadership in Academic Medicine (LAMP)

and Leading Transformation in Academic Medicine (LTAM) – to address the unique needs of early- and mid-career faculty. The Coaching Academy also grew significantly, providing both coaching skills and coaching support to medical school faculty and staff.

Programming Overview

Program	Audience			
	Early-Career	Mid-Career	Late-Career	Open to All
Professional Development Series				✓
Leadership in Academic Medicine	✓			
Leading Transformation in Academic Medicine		✓		
Association for Professional Women In Medical Sciences				✓
Making the Case				✓
Leader as Coach				✓
Coach Training Academy				✓
Academy of Educators Development Workshops				✓
FLAGship (Faculty/Fellow Leadership and Growth)	✓	✓		
TARHEEL (Residents as Teachers)	✓			
Passing the Torch		✓		
Programs Available through External Partners				
Executive Leadership in Academic Medicine (ELAM)™		✓		
Executive Leadership in Healthcare		✓		
AAMC Leadership Development Seminars for Women	✓	✓		
AAMC Leadership Development Seminars for Minorities	✓	✓		
Harvard Program for Chairs of Clinical Services		✓	✓	
AAMC Organizational Leadership in Academic Medicine		✓	✓	

Leadership In Academic Medicine

Twenty-three early career faculty members from 15 departments represented the inaugural cohort of the LAMP program. The program, which supports faculty members who are new (within their first three years) to UNC, aims to support them in establishing viable career plans and making meaningful contributions to the tri-partite mission.

LAMP is designed to assist junior faculty in building community, purpose, and confidence. Participants learn and apply the fundamentals of career planning while engaging in networking opportunities. Professional development topics cover essential skills related to communication, time management, giving and receiving feedback, and navigating appointments, promotion, and tenure.

23

EARLY CAREER
FACULTY MEMBERS

15

DEPARTMENTS
REPRESENTED



Highlights

- Monthly, 4-hour sessions
- Expert speakers covering high-yield topics
- Highly interactive small group coaching sessions led by coaches certified through the UNC SOM Coaching Academy
- Introduction to UNC resources and collaborators
- Networking opportunities, including meetings with chairs outside of their departments
- Career development guidance
- Continuity coaching for the year following their participation in LAMP

“
It was one of the
top things I’ve
done to invest in
my career since
being at UNC.
”

Zev Nakamura, Psychiatry

Academy of Educators (AOE)

Through a range of programs and initiatives, the Academy of Educators (AOE) is committed to enhancing medical education and professional growth across all UNC medical campuses.

The AOE promotes excellence in teaching and educational scholarship through its longitudinal programs, through regular educational sessions, and through scholarship support. The regular series of offerings meet the needs of medical educators at campuses across the state. This year, 25 programs were offered virtually and approximately 540 participants engaged in general programming. The original three AOE Project ACCESS modules were completed 249 times, and the Frank C. Wilson Professionalism Forum featuring guest speaker Dr. Marcia Wofford, MD on encouraging connection and defining professionalism during changing times, had more than 100 guests in attendance.

This year, the AOE grew its leadership structure by welcoming a branch campus representative to the Leadership Council. The Academy has also added a new Events Committee to the existing Scholarship and Programming Committees, enhancing its ability to manage and support various initiatives and events.

The AOE supports educational innovation and scholarship through our complimentary scholarship consultation services that supported eight projects this year and through the Kathleen Rao Education Scholarship Grants, which funded six projects totaling \$21,804.

The AOE recognizes excellence in medical education at the annual Evening of Scholarship, which was attended by 111 faculty and staff members, and honored 27 teaching award winners, and showcased 21 scholarly posters. This year's keynote speaker, Joshua Jauregui, MD, spoke on the topic of psychological safety in the clinical environment.

The AOE is proud to have welcomed 66 new members in 2024, bringing its total membership to 363. This year, the AOE transitioned presidential leadership from Eric Zwemer, MD to Christina Shenvi, MD, PhD, MBA. The Academy also introduced seven new AOE Essentials modules to support educators across the state. With a focus on supporting excellent teaching, innovation, and leadership, AOE is dedicated to building a dynamic community of educators committed to advancing medical and biomedical education.

AOE 2023-2024 Highlights:



8

AOE SCHOLARSHIP
CONSULTATION
SERVICES PROVIDED



21

SCHOLARLY POSTERS
PRESENTED AT
THE EVENING OF
SCHOLARSHIP



249

AOE ESSENTIAL
TEACHING MODULES
COMPLETED BY
MEDICAL EDUCATORS
ACROSS THE STATE



6

PASSING THE TORCH
PARTICIPANTS



40

TAR HEEL
PARTICIPANTS



29

FLAGSHIP
PARTICIPANTS



6

KATHLEEN RAO
SCHOLARSHIP
GRANTS FUNDED
TOTALING

\$21,804

The Academy's annual longitudinal programs include the "FLAGship" Program with 29 faculty and fellow participants, the "TAR HEEL" Program completed by 40 residents, and the "Passing the Torch" Program with six clinician educator participants. Twenty-five educators attended the newly introduced AOE Teaching Bootcamp 2.0 in May 2024, which expanded upon Bootcamp 1.0, attended by 93 in January 2024, to cover topics on developing skills for a career in medical education, including producing educational scholarship and mentorship.

Leading Transformation in Academic Medicine (LTAM) is a cohort-based, mid-career leadership development program designed to provide emerging leaders with a series of experiences to help them fully develop their leadership capacities, clarify their career commitments, and build a leadership network within the medical school community. The curriculum centers on leading self, leading others, and leading across the UNC system. With the general charge of ensuring that UNC is equipped to face the ever-increasing complexities of academic medical centers, participants also identify challenges and/or opportunities within the SOM or UNC Health Care System, devise strategies to address these needs, and present their Capstone projects to leadership. This year, one team sought to capitalize on recent developments in artificial intelligence to advance the SOM's teaching mission, while another sought to use AI to better automate the promotion process. Other projects sought to establish creative means to enhance faculty success and vitality and to foster faculty and staff collaborations across

the state. One team devised and implemented plan for a new clinical faculty orientation to help introduce faculty to the UNC System, Hospital, Faculty Practice, and the School of Medicine. The bimonthly program, which launched in August 2024, includes presentations ranging from billing and compliance to legal considerations, wellness, and career advancement and development opportunities.



What to Fix (WTF)

In the fall of 2023, the What to Fix program was launched to identify and amplify faculty-engineered strategies to enhance the well-being, professional fulfillment, and overall culture within the School of Medicine.

The first phase of this initiative engaged faculty through a variety of venues to define the current state. The What to Fix Task Force was then formally established

to identify and respond to current issues that detract from well-being. The Task Force's mission is to catalyze changes in policy and procedures, improve transparency and facilitate routine, multi-directional communication between faculty and administrators, and provide oversight of improvement efforts.

Coaching Academy

The UNC School of Medicine Coaching Academy has significantly expanded, gaining national recognition. It now includes 23 certified coaches and 103 trained leaders. Five new trainers were added this year, allowing the Leader as Coach program to be offered fully in-house by Fall 2024. So far, 42 faculty and staff across 16 departments have been matched

with coaches. The Leader as Coach program is highly rated, with 98% of participants finding the skills valuable for their roles and 96% noting their immediate practicality. Positive feedback also highlights the effectiveness of peer coaching and time investment.

Association for Professional Women in Medical Sciences

The Association for Professional Women in Medical Sciences (APWIMS) is dedicated to fostering the professional growth of women within the UNC School of Medicine (SOM). This past year, APWIMS restructured its program and welcomed six leadership council members who represent the clinical, research, and allied health sciences. These members have been instrumental in planning events relevant to advancing women's professional growth.

Throughout the year, APWIMS hosted several successful programs, starting with the Women in Medicine Conference. This event featured Emmy Award-winning broadcaster and TEDx speaker Sharon Delaney McCloud and Dr. Jennifer Swanson, former Associate Chief Medical Officer of Duke Primary Care, who led an interactive workshop on using storytelling to develop leadership voices.

In the spring, APWIMS introduced a new series titled, "SheThrives Conversation Club". This series is designed as a support network where participants discuss articles and collaborate to address challenges, share

resources, and explore opportunities faced by women in the medical sciences.

The year concluded with a memorable dinner presentation from Dr. Meg Zomorodi, Associate Provost for Interprofessional Health Initiatives, and Dr. Sue Estroff, Professor of Social Medicine and Psychiatry. The program, "Moving from "ME" to "WE": Pathways to Collective Success" explored the importance of interprofessional collaboration, emphasizing constructive feedback, crucial conversations, and psychological safety.

By fostering an inclusive community of faculty, residents, graduate and medical students, and post-doctoral students, the association provides networking, mentorship, and professional development opportunities that benefit everyone, regardless of their role or affiliation.

“
The speakers
were amazing,
and the audience
participation added
to the dynamic
presentations.
”

--APWIMS Program Participant



Program Highlights:



COACH-CLIENT
MATCHES



CERTIFIED
INTERNAL COACHES



LEADER AS COACH
PARTICIPANTS





» Making the Case

Making the Case is an interactive faculty development program designed to equip faculty with skills to build successful business cases and turn ideas into compelling proposals. Launched by the Office of Faculty Affairs and Leadership Development in partnership with the Finance and Business Operations team and UNC Kenan-Flagler

Business School, the program spans four intensive sessions. Participants develop financial plans and presentations, pitch their ideas to peers and leaders, and receive feedback and coaching throughout. The goal is to refine ideas and enhance participants' ability to present strong business cases effectively.

Professional Development Series

The Discover Your Superpower Professional Development Series offered faculty and staff 15 sessions focused on leadership, communication, and professional wellness. A highlight was “Conflict Engagement as a Leadership Competency” by Dawn Osborne-Adams and Joshua Canzona, which drew nearly 100 in-person attendees and over 230 virtual participants. Other

sessions covered time management, productivity tools for Microsoft Outlook, OneNote, and To Do, healthy work habits, career advancement, generative AI in academic medicine, and using Prezi Video. The series celebrated Career Development month with a focus on enhancing professional skills through workshops and discussions.



FY 2024 Program Overview:

1320

TOTAL REGISTRATIONS

15

TOTAL SESSIONS



40% FACULTY

44% STAFF

12% OTHER

“

The broad understanding of communication, the UNC system, and budgeting was very helpful. Having the pitch day at the end with important stakeholders from UNC made the program feel like it had real stakes. ”

Making the Case Program Participant Evaluation

Faculty Affairs Highlights

Our office is responsible for several vital routine operations, ranging from oversight of appointments, promotions, and

tenure policies to five-year reviews of senior leaders to facilitating the school's standing committee elections.

Standing Committees

Each year, faculty members have the opportunity to play an active role in shaping the governance of the School of Medicine by standing for election to a Standing Committee. These committees provide essential guidance and support to the Dean, focusing on key areas such as education, research, health care, and administration. Serving on a committee is an important way for faculty to contribute their expertise and help advance the mission of the UNC School of Medicine.

This year, 83 faculty stood for election to six of the nine standing committees. Thirty-eight percent of the faculty voted in the election.

Congratulations to the faculty who were elected this year and many thanks to those who rotated off committee service this year. If you are interested in service on a Standing Committee, we encourage you to contact our office.

- **ADMISSIONS** Evaluates and selects individuals for admission to the UNC SOM
- **ADVISORY** Advises the Dean on the handling of administrative matters and academic policies
- **EDUCATION** Manages the medical student curriculum
- **NOMINATING** Develops a slate of candidates who will stand for election to the Standing Committees
- **STUDENT PROGRESS** Reviews academic and professional performance of medical students
- **APPOINTMENTS AND PROMOTIONS**
 - **ASSOCIATE PROFESSOR** Reviews initial appointments and promotions to Associate Professor on the tenure track
 - **PROFESSOR WITH TENURE** Reviews initial appointments and promotions to Full Professor with tenure
 - **FIXED TERM FACULTY** Reviews promotions of fixed term faculty
 - **POST-TENURE REVIEW** Reviews performance of tenured faculty

UNC-Novant Partnership

In 2020, Novant Health, UNC Health, and the UNC School of Medicine established a partnership to expand medical education, research, and clinical services to Novant Health facilities and other locations across North Carolina. One aspect of this partnership focuses on faculty development, promoting opportunities to develop preceptor skills, and streamlining the process for adjunct and non-salary fixed term appointments for preceptors at our Novant regional campuses. These efforts are spearheaded by the faculty development subcommittee through collaboration with FALD.

Faculty Development Grand Rounds in both Charlotte and Wilmington have been a cornerstone of our initiatives, featuring a variety of topics and grand rounds speakers from Chapel Hill, covering essential topics such as boundary setting, turning patient/family frustrations into actionable goals, best practices in pain management, and residents as teachers.

Members of the FALD team visited both Charlotte and Wilmington campuses, and both campuses held successful faculty development retreats in May, with

Five-Year Reviews

The UNC School of Medicine is committed to supporting strong leadership in our quest to improve the health, function, and well-being of people across North Carolina and beyond through excellence in patient care, education, research, and innovation. To that end, we routinely review the performance of each of our senior leaders. In 2024, our office conducted seven five-year reviews. In addition to annual reviews, Chairs and Center Directors are formally and routinely reviewed every five years.

Each Five-Year Review Committee (comprised of SOM faculty) prepares a report summarizing the performance of the leader and their department or center. The report highlights successes and identifies opportunities for improvement or increased support. Five-Year Reviews include the following:

- Self-Study – thorough self-assessment by the senior leader undergoing review
- 360 Leadership Survey – multi-rater assessment that gathers observational data about leader's strengths and development needs. Sent to senior leaders and peers, faculty, and staff in the unit
- Call for Feedback – open invitation to medical school community to offer perspectives, including input from key stakeholders such as human resources, graduate and medical education, research, and finance colleagues
- Committee Meeting – full day review by committee

strong attendance and active participation from Chapel Hill faculty. These retreats also celebrated teaching excellence by recognizing outstanding educators.

Overall, the UNC-Novant partnership has demonstrated a robust commitment to faculty development, fostering a culture of continuous learning and professional growth among our educators across the state.

The outcome of the review is a report prepared by the committee that is shared with the Vice Dean for Academic Affairs, the Vice Dean for Research, the Executive Dean, and the Office of the Provost (center reviews only). Following the review, the Executive Dean will meet with the leader to debrief the results of the review and develop an action plan. Chair reappointments are dependent upon the outcome of the review.



“ The Office of Faculty Affairs and Leadership Development provides timely, high-quality presentations to support faculty development to the faculty of our GME programs and of our UNC SOM Wilmington Campus. These development opportunities enable them to be better educators to our residents and students. We are grateful for the partnership. ”

--Joseph Pino, MD, MHA
Associate Dean and Campus Director, UNC School of Medicine, Wilmington Campus and Senior Vice-President of Medical Education and Research, Novant Health

Celebrating Our People

AAMC Travel Scholarships

Each year, our office provides scholarships to assist with the cost of registration and travel to participate in the AAMC's Faculty Leadership Development Seminars for Women and Minority Faculty. Congratulations to this year's awardees!



Early-Career Women Faculty Leadership Development Seminar

- Arshiya Ahuja, MD, Pediatrics
- Dhruti Chen, MD, Medicine
- Lindsey Gouker, MD, Anesthesiology
- Katherine Jordan, MD, Pediatrics
- Jennifer McEntee, MD, Medicine
- Genny Taylor, MD, Pediatrics

Mid-Career Women Faculty Leadership Development Seminar

- Amanda Nelson, MD, Medicine

Minority Faculty Leadership Development Seminar

- Chemtai Mungo, MD, Obstetrics and Gynecology

Welcome New Chairs

This year, our office supported the recruitment, appointment, and onboarding of four department chairs. The process includes the New Chair Leadership Forum which is designed to help incoming department chairs develop a base of knowledge about the UNC School of Medicine and UNC Health system. The program uses 12 sessions across several months to introduce new chairs to resources and persons across UNC. The goal is to have chairs finish the program with a set of tools to help them navigate their new role and responsibilities while feeling more connected with their new colleagues and the SOM as a whole. We are pleased to welcome:



Tetsuro Sakai, MD, PhD, MHA
Professor and Chair of Anesthesiology



Christopher Ingersoll, PhD
Professor, Chair, and Senior Associate Dean of Health Sciences



Laura Ferris, MD, PhD
Professor and Chair of Dermatology



Jean Wright, MD
Professor and Chair of Radiation Oncology



Norma Berryhill Distinguished Lecture

The Norma Berryhill Distinguished Lecture is a longstanding tradition that honors the legacy of Norma Berryhill, a key figure in the school's history alongside her husband, Dr. Walter Reece Berryhill. Established in 1985, the lectureship honors outstanding faculty members, fostering a sense of community and academic excellence within the School of Medicine.

This year's Norma Berryhill Distinguished Lecture paid tribute to the late Dr. Adaora Adimora, a highly respected physician-scientist known for her groundbreaking work in HIV

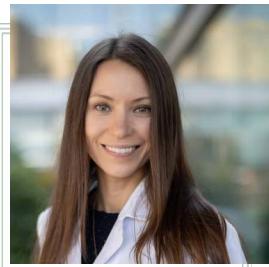
epidemiology. On the evening of June 20, 2024, family, friends, and colleagues came together to hear Dr. Michelle Floris-Moore deliver a lecture highlighting Dr. Adimora's significant contributions to addressing disparities in HIV care, particularly among marginalized communities in the southern United States.

The lecture also served as opportunity for ViiV Healthcare to unveil the Dr. Adaora Adimora Fellowship, a program that will train UNC physician scientists and epidemiologists studying the treatment and prevention of HIV.

Executive Leadership for Women

Drexel University's Executive Leadership in Academic Medicine (ELAM) and Executive Leadership in Healthcare (ELH) programs provide a prestigious national leadership fellowship for women which aims to increase the number and impact of women in leadership positions in the health sciences.

Each year our office solicits nominations for these programs from within the School of Medicine and Health Care System. We are proud to announce Dr. Angie Smith's acceptance to the ELAM program and Dr. Jenny Boyd's acceptance to the ELH program.



Dr. Angie Smith



Dr. Jenny Boyd

Pilot Innovation Grant

Dr. Katherine Chan, an Associate Professor in Urology and coach in the School of Medicine was awarded a UNC Pilot Innovation Grant to evaluate the feasibility and acceptability of a three-month, small-group coaching intervention among a diverse group of physicians at UNC. Dr. Chan will be working collaboratively with our office to deploy the intervention using coaches from the School of Medicine's Coaching Academy and to acquire preliminary data about the intervention's effects.



Academy of Educators Excellence in Teaching Awards

RESIDENT EDUCATOR AWARD: Taylor Carter, MD, *Surgery* and Sydney Hendricks, MD, *Pediatrics*

SCHOLARSHIP AWARD: Fei Chen, PhD, MEd, *Anesthesiology*

EDUCATIONAL RESEARCH MENTOR AWARD: Sofia Aliaga, MD, MPH, *Pediatrics*

EDUCATIONAL MENTOR/ ADVISOR AWARD: William Kwan, Jr., MD, *Medicine* and Olga Otter, MD, *Emergency Medicine*

FACULTY TEACHING RESIDENT/FELLOW AWARD: Jonathan Heath, MD, *Medicine*

HIGH-VALUE CARE AWARD: John Stephens, MD, *Medicine*

INNOVATION IN BIOMEDICAL GRADUATE TEACHING AWARD: Mara Evans, PhD, *Biology*

INNOVATION IN TEACHING AWARD: Jennifer Fuchs, MD, *Pediatrics*

APPLICATION/INDIVIDUALIZATION PHASE CLINICAL PRECEPTOR EXCELLENCE AWARD (REGIONAL CAMPUS FACULTY):

- Elizabeth Acquista, MD, *Surgery (Wilmington)*
- Rongrong Fan, MD, *Obstetrics and Gynecology (Asheville)*
- William Ntim, MD, *Medicine (Charlotte)*
- Zachary Pettigrew, MD, *Pediatrics (Greensboro)*

APPLICATION/INDIVIDUALIZATION PHASE CLINICAL PRECEPTOR EXCELLENCE IN TEACHING AWARD: Russell Coletti, MD, MPH, *Medicine* and Matthew Pizzuto, MD, *Pediatrics*

FOUNDATION PHASE TEACHING EXCELLENCE AWARD: Gina Donato, PhD, *Microbiology, and Immunology* and Megan Pruette, MD, *Psychiatry*

Staff Development Awards

This year, the Office of Faculty Affairs and Leadership Development provided financial support for 133 Staff Development Awards totaling \$250,000+. Our exceptional staff pursued professional development opportunities beyond UNC with funding support for tuition reimbursement, program certifications, conference travel, and other non-credit programs.



133

STAFF
DEVELOPMENT
AWARDS TOTALLING
\$250,000+



**BIOLOGICAL AND BIOMEDICAL SCIENCES
PROGRAM DISTINGUISHED TEACHING AWARD:
Robert Nicholas, PhD, Pharmacology**

**DEPARTMENT OF HEALTH SCIENCES
DISTINGUISHED TEACHING AWARD: Nancy Bagatell,
PhD, OTR/L, FAOTA, Health Sciences**

**SCHOOL OF MEDICINE CRAVER MEDICAL STUDENT
TEACHING AWARD: Jennifer Carr, MD, Surgery**

**JUNIOR FACULTY AWARD: Shiva Zargham, MD, MSc,
Pediatrics**

**SENIOR FACULTY AWARD: David Mayer, MD, FASA,
Anesthesiology**

**MEDICAL ALUMNI DISTINGUISHED TEACHING
PROFESSORSHIP: Evan Raff, MD, Medicine and Emily
Vander Schaaf, MD, MPH, Pediatrics**



**LIFETIME ACHIEVEMENT AWARD
IN MEDICAL EDUCATION:**

**Marco Alemàn, MD, Medicine
Karon Dawkins, MD, Psychiatry**



Looking Ahead

We have big plans.

In Spring 2024, FALD launched a new research and evaluation initiative to ensure we are providing the most effective services possible to the UNC School of Medicine community. We have been working diligently to rigorously assess our existing programming with a focus on program outcomes as well as faculty and institutional needs.

With the launch of the School of Medicine's new strategic plan, Accelerating Forward Together, we will lead efforts to value and develop our people. The new strategic plan emphasizes efforts related to development, service, and belonging to attract the best talent and promote success and retention.

Integration of coaching programming across UNC Health and the School of Medicine is one example of how we are aligning programming with strategic organizational goals. The integration will

leverage the combined resources and expertise of both entities to develop a unified coaching program that enhances leadership effectiveness, faculty and staff well-being, and engagement.

In addition to offering high-quality programming, we aim to grow our reputation as national leaders in the fields of faculty development and leadership development through scholarly endeavors. We look forward to continued engagement at national meetings and increasing scholarly publications by the FALD team, sharing our successes with others in academic medicine and contributing to the scholarly literature on faculty and leadership development.

By dedicating ourselves to evidence-based practice, we aim to provide the highest level of service possible to the school, equipping our faculty with the toolkit they need to further succeed as leaders at UNC School of Medicine and beyond.





**Supporting the development of
our faculty members and providing
resources to assure their academic
success.**

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