



Annual Report

2018 - 2019

Office of
FACULTY AFFAIRS &
LEADERSHIP
DEVELOPMENT

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Message

from the Vice Dean

What an exciting time it is to support the academic success and well-being of our faculty!

As we welcome our new CEO/Dean, Dr. Wesley Burks, and Executive Dean, Dr. Cristy Page, the Office of Faculty Affairs and Leadership Development is poised for strategic new growth and programming to benefit all of our faculty.

Do you know about all the exciting programs that our office oversees and services we provide to support academic success and well-being? Read through this, our very first Annual Report, to learn more about our work, our growing offerings, and other innovations.

We hope you will feel as inspired as we do by the amazing feats our faculty have achieved and the great potential for even higher heights as we develop and execute

a new and exciting School of Medicine Strategic Plan.

We welcome you to join us on this mission and let us know how our office can support your academic success.

In service and with gratitude,



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



IN REMEMBRANCE

Paul Godley, MD, PhD, MPP
Vice Dean for Diversity and Inclusion

1957 - 2019



Office Milestones

Though our mission has evolved, we have always held a deep commitment to supporting our faculty.

In 2015, the Office of Faculty Affairs became the Office of Faculty Affairs and Leadership Development. This name change reflected a recognition among institutional leaders that the ever-changing research, educational, and healthcare environments demand a new kind of leadership, and that the success of faculty depends on their ability to adapt to the dynamics of their environments.

2018

Morgan Resnick-Kahle, MAEd joins the Office of Faculty Affairs and Leadership Development as Business Services Coordinator.

2017

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

2016

Lauren Westervelt, MPH joins the Office of Faculty Affairs and Leadership Development as Assistant Director.

The Academy of Educators transitions from the Office of Medical Education, and the Post-Tenure Review process transitions from the Office of Research.

2015

Paul Godley MD, PhD, MPP becomes Vice Dean for Finance and Administration, and Joanne Jordan, MD, MPH becomes Executive Associate Dean for Faculty Affairs and Leadership Development.

2011

The Academic Career Leadership Academy in Medicine (ACCLAIM) Program launches.

The office reorganizes into the Office of Research, led by Vice Dean Terry Magnuson, PhD, and the Office of Faculty Affairs, led by Executive Associate Dean Paul Godley, MD, PhD, MPP.

2010

Amelia F. Drake, MD, FACS joins the Office of Faculty Affairs as Executive Associate Dean for Academic Programs.

The Office of Research and Faculty Affairs is established and led by Executive Associate Deans William (Bill) Marzluff, PhD and Gene Orringer, MD.

1998

Post-Tenure Review process launches.



Our Team

JOANNE M. JORDAN, MD, MPH

Joseph P. Archie, Jr. Eminent Professor of Medicine

Vice Dean

Proudest Accomplishment: Overseeing a record number of new department chair searches and launching a new on-boarding and mentoring process to welcome an amazing cadre of highly accomplished department chairs.



AMELIA F. DRAKE, MD, FACS

*Newton D. Fischer Distinguished Professor of
Otolaryngology/Head and Neck Surgery*

Executive Associate Dean for Academic Programs

Proudest Accomplishment: Transforming ACCLAIM into an interdisciplinary experience for the learners with inclusion of participants from the School of Nursing and the UNC Gillings School of Public Health.



LAUREN M. WESTERVELT, MPH

Assistant Director

Proudest Accomplishment: Launching the *Making the Case* program through a strategic partnership with colleagues at the UNC Kenan Flagler Business School and the Duke University School of Medicine Office of Faculty Development.



MORGAN RESNICK-KAHLE, MAED

Business Services Coordinator

Proudest Accomplishment: Expanding the reach and offerings of the Academy of Educators by having AOE-endorsed events at regional sites, almost doubling the number of events held as compared to previous years, and increasing marketing and communications.

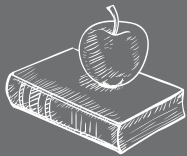


Notable Faculty Leaders



70%

INCREASE IN WEBSITE
ENGAGEMENT



22

DEVELOPMENT PROGRAMS
AVAILABLE TO FACULTY



1400+

FACULTY REACHED



Samantha Meltzer-Brody, MD, MPH

Professor of Psychiatry

Executive Medical Director, Integrated Well-Being Program
Appointed 2018



Tim Farrell, MD

Professor of Surgery

Chair, UNC School of Medicine Well-Being Committee
Appointed 2019



Amy Shaheen, MD, MSc

Professor of Medicine

President, Academy of Educators
Elected 2018



Susan Girdler, PhD

Professor of Psychiatry

Faculty in Residence, Center for Faculty Excellence
Appointed 2018



AnnaMarie Connolly, MD

Professor of Obstetrics and Gynecology

Director, Teaching Scholars
Appointed 2001

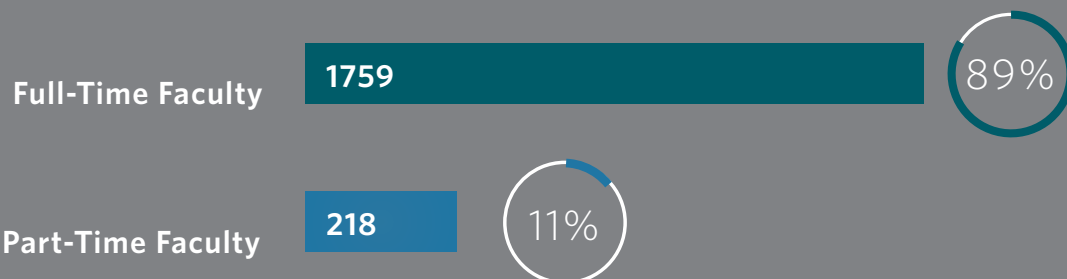


Wanda Nicholson, MD, MPH, MBA, FACOG

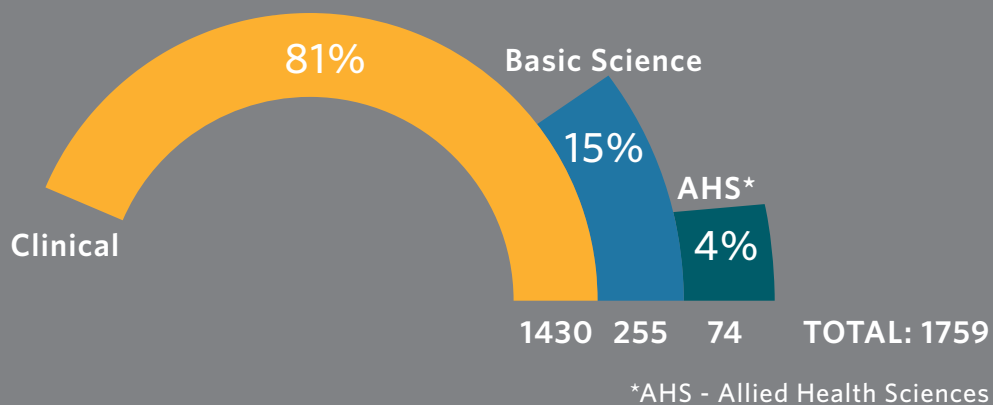
Professor of Obstetrics and Gynecology

President, Association of Professional Women
in Medical Sciences (APWIMS)
Appointed 2019

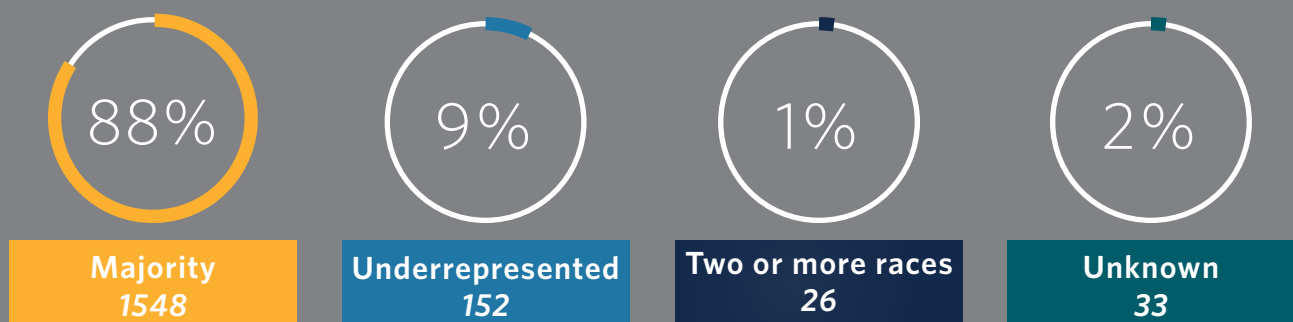
Faculty at-a-Glance



Full-Time Faculty



Faculty by Minority Status



Data as of May 2019

Faculty by Gender Status



50%
882



50%
877

Total: 1759

Faculty by Gender and Track



Fixed Term

670



Tenure Track or Tenured

207



546



336



Total: 1216

Total: 543

Faculty by Rank



Instructor

185

77%

53

23%

Total: 238

Assistant Professor

355

52%

327

48%

Total: 920

Associate Professor

183

45%

223

55%

Total: 406

Professor

154

36%

279

64%

Total: 433

Faculty Development Programs

Enhancing faculty development programs has been a key focus of the office over the past few years.

Our portfolio of programs aims to provide opportunities for personal reflection and growth for all faculty, to ensure individuals hired for leadership positions can develop the skills and ability to lead, and to address the unique needs of faculty sub-groups.

The programming overview provides a high-level view of the various opportunities available and key competencies addressed. In the pages that follow, we feature a few of our programs in detail.



Brent Senior, MD, FACS, FARS, Nathaniel and Sheila Harris Distinguished Professor of Otolaryngology, speaking at the Academy of Educator's Evening of Scholarship.

Programming Overview

Program	Competencies			
	Professional Development	Personal Leadership	Team Leadership	Organizational Leadership
New Faculty Orientation	✓			
Foundation Series	✓	✓	✓	
Faculty Leadership Initiative	✓	✓	✓	✓
Making the Case		✓	✓	✓
Academic Career Leadership Academy in Medicine (ACCLAIM)	✓	✓	✓	✓
Association for Professional Women In Medical Sciences (APWIMS)	✓			
Carolina Caregivers	✓			
Academy of Educators	✓			
Passing the Torch	✓			
Teaching Scholars	✓			
New Chairs School		✓	✓	✓
Health Care Leadership Certificate (Coming Soon)		✓	✓	✓
Coach Training Program (Coming Soon)		✓	✓	
Leader as Coach Skills Training Program (Coming Soon)		✓	✓	
Center for Faculty Excellence Programs				
Leadership Development Fundamentals	✓	✓	✓	
Faculty Administrator Development Program	✓			✓
Leadership Advanced Series	✓	✓	✓	✓
Leadership Peer Coaching	✓	✓		
Faculty Professional and Leadership Skills Development		✓	✓	
Programs Available through External Partners				
Executive Leadership in Academic Medicine (ELAM)™	✓	✓	✓	✓
Leadership Development Seminars for Women	✓	✓	✓	✓
Leadership Development Seminars for Minorities	✓	✓	✓	✓
Organizational Leadership in Academic Medicine	✓	✓	✓	✓
Program for Chairs of Clinical Services	✓	✓	✓	✓

Faculty Orientation

20 OCTOBER 2016
22 MARCH 2017
30 OCTOBER 2017
11 OCTOBER 2018

Since October 2016, the Office of Faculty Affairs and Leadership Development has hosted four new faculty orientations.

Aimed toward orienting new faculty members, the event provides opportunities for career planning and networking.

First New Faculty Orientation held in Sonja Haynes Stone Center

Second New Faculty Orientation included split track for clinical and research faculty

Third New Faculty Orientation moved to Strum Auditorium, Bondurant Hall and included exhibitor scavenger hunt

Fourth New Faculty Orientation moved to Kirkland Auditorium, Koury Oral Health Sciences Building and featured The Clef Hangers, UNC's quintessential a cappella group

Save the date! The New Faculty Orientation is held each year in October. Contact the office for details.



Stephanie Hoover, PhD at the 34th Annual Berryhill Distinguished Lecture which serves as the convocation for new faculty.



**In total, more than 200
faculty have participated
representing all but
two (26/28) School of
Medicine departments.**



100%

AGREED THE EVENT
PROVIDED AN EFFECTIVE
ORIENTATION TO THE
UNC SCHOOL OF MEDICINE



93%

WOULD RECOMMEND
THE ORIENTATION TO A
COLLEAGUE

(Data from 2018 Orientation evaluations)

Teaching Scholars

The Teaching Scholars Program, developed by Drs. Frank Stritter and William Herbert in 1986 and directed by Dr. AnnaMarie Connolly since 2001, aims to promote teaching expertise in medical education.

Through the program, participants develop skills in teaching and assessment of learners, and become familiar with issues in contemporary medical education. The program is intended for individuals who have responsibility for educational programs or courses, or whose work includes a focus on teaching and who seek to develop their skills in that area. Approximately 12-15 scholars

are selected each year from a pool of nominees identified by their chairs.

Scholars meet monthly throughout the year to engage in didactics and seminars examining the scholarship of teaching. By the conclusion of the program, scholars will have developed skills in educational planning, theories of instruction and educational research, large and small group instruction, clinical instruction, and evaluation of learners and teaching. The program culminates in presentations of individual interest projects, concentrating on teaching in the academic medical environment. Graduation from the program confers recognition as a scholar in medical education and provides the UNC School of Medicine with a resource of talent in education.



From left: Amy Levenson, MD; Quindelyn Cook, MD; Brian Handly, MD; Christina Shenvi, MD, PhD, FACEP; AnnaMarie Connolly, MD; Jason Crowner, MD; Sarah Smithson, MD, MPH; Kristy Borawski, MD; Janelle Bludorn, PA-C; Emily Moorefield, PhD; Jama Darling, MD; Not pictured: George Nowacek, MD; Jamison Chang, MD, MS; Sarah Adams, MD



200+

FACULTY HAVE
GRADUATED FROM
THE PROGRAM



CHRISTINA SHENVI, MD, PhD

Assistant Professor of Emergency Medicine

2017 - 2018 Teaching Scholar

"The Teaching Scholars program was a great way to get a broad overview of teaching ideas and insights. Sharing projects and solutions with fellow scholars was one of the best aspects, as well as getting to know other dedicated educators across different disciplines."



SARAH SMITHSON, MD, MPH

Assistant Professor of Medicine

2017 - 2018 Teaching Scholar

"Connecting with colleagues across the UNC School of Medicine and Allied Health in different departments who teach in a variety of settings was inspiring and informative. I now turn to those colleagues as a network of innovative educators for collaboration and expertise."

The Academic Career Leadership Academy in Medicine (ACCLAIM)

The Academic Career Leadership Academy in Medicine (ACCLAIM), was developed by Drs. Amelia Drake and Paul Godley in collaboration with the UNC Gillings School of Global Public Health.

ACCLAIM is a cross-disciplinary leadership program for faculty, with an emphasis on providing development opportunities for women and under-represented minority (URM) faculty.

The one-year program utilizes a multi-faceted approach for leadership development, including a retreat facilitated by leadership experts and standard leadership development tools,

followed by executive coaching sessions and interactive weekly presentations by experienced leaders, whose backgrounds span both academia and the private sector. Using these components in a cohort model establishes a collaborative learning environment with extensive knowledge sharing across the broad range of departments represented by the participants.

The ACCLAIM program's method of leadership development differentiates leadership from the positional use of authority and supports "leadership at all levels." The model emphasizes leadership that requires critical thinking through suspending mental models, and engaging in dialogue and learning by stakeholders.



Since 2012, 72 early- to mid-career faculty members have completed the program.



Have advanced in professional rank since participating in the program.



Have taken on new leadership opportunities since their involvement in program.



Have left the institution, primarily for leadership opportunities elsewhere in academic medicine.



**Of program graduates,
approximately half
are women and one
third are URM faculty.**

Kenya McNeal-Trice, MD, Associate Professor
of Pediatrics, 2012 - 2013 ACCLAIM Graduate



Paul Godley, MD, PhD, MPP; Amelia Drake, MD, FACS



Benny Joyner, MD, MPH, Associate Professor
of Pediatrics, 2012 - 2013 ACCLAIM Graduate

Making the Case

Initiated in 2019, Making the Case teaches faculty how to develop an idea into a compelling pitch.

Making the Case, which aims to provide faculty with the skills required to build a successful business case, is a new program launched this year by the Office of Faculty Affairs and Leadership Development, in partnership with the Finance and Business Operations team, and colleagues from UNC Kenan Flagler Business School, UNC Heath Care, and the Duke University School of Medicine's Office of Faculty Development.

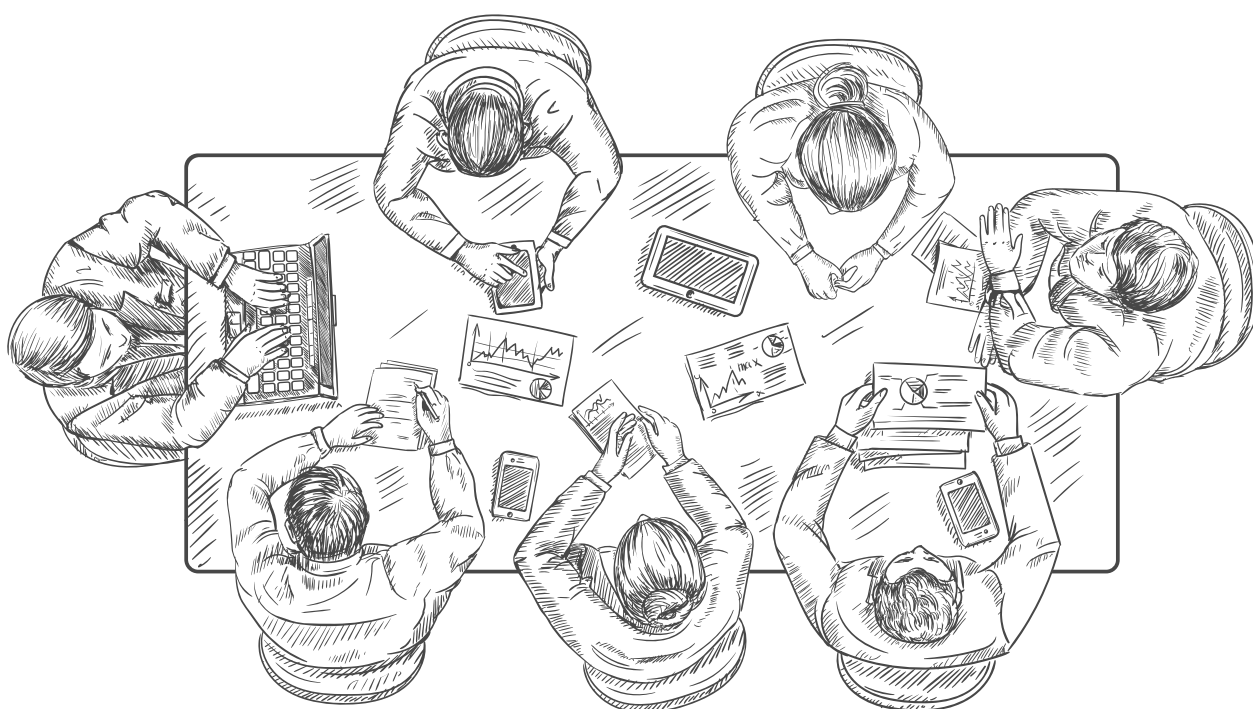
Over the course of three consecutive, intensive sessions, participants develop and refine their ideas and practice pitching their idea in front of peers and a panel of judges. Each participant receives coaching throughout the process from institutional leaders.

9

PARTICIPANTS
COMPRISED THE
PILOT COHORT

6

INSTITUTIONAL
LEADERS SERVED
AS COACHES





"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

Supporting Faculty Well-Being

This year, the UNC School of Medicine has launched a new Well-Being Committee to liaise with and complement the Integrated Well-Being Program's efforts. The Committee, chaired by Dr. Tim Farrell, Professor of Surgery, will support efforts to communicate effective interventions, disseminate well-being metrics, and champion a culture of well-being across the UNC School of Medicine's Clinical and Basic Science departments.

Over the past few years, the Office of Faculty Affairs and Leadership Development has worked closely with Dr. Samantha Meltzer-Brody in support of faculty well-being efforts. Dr. Meltzer-Brody led the creation of the Taking Care of Our Own Program and the Integrated Emotional Support Program at the UNC Medical Center and School of Medicine. She now serves as the Executive Medical Director of the new Integrated Well-Being Program.

In response to the 2016 Association of American Medical Colleges (AAMC) Faculty Engagement Survey, 29% of UNC School of Medicine faculty indicated experiencing one or more symptoms of burnout. Soon thereafter, the UNC School of Medicine made a commitment to include wellness as a critical metric in our collective performance as an institution and adopted the Quadruple Aim which aims to improve provider work life in

addition to the traditional aims of enhancing the patient experience, improving population health, and reducing costs.

To track faculty well-being, the UNC School of Medicine launched the Well-Being Index, an online self-assessment tool that measures stress in just nine questions. Upon taking the self-assessment, users receive immediate, confidential feedback on their overall well-being as compared to peers, and access to targeted resources aligned to the risk dimensions. De-identified data gathered from the Index provide important metrics for the institution and allow for assessment of our effectiveness in addressing these issues. Now, two years after the UNC School of Medicine's original launch, the Well-Being Index is available to more than 32,000 individuals across all entities within the UNC Health Care System.

The UNC School of Medicine Well-Being Committee is formalizing an organizational structure comprised of three sub-committees - research faculty, clinical faculty, and scholarship, chaired by Drs. Ilona Jaspers, Deanna Sasaki-Adams, and Susie Martinelli, respectively - and an executive committee.

The aim is to have 100% representation from each of the UNC School of Medicine's departments to ensure efforts are responsive to the well-being needs of the faculty at large and complementary to efforts at the system level.

QUADRUPLE AIM



What is the Integrated Well-Being Program?

The Integrated Well-Being Program is a partnership between UNC Physicians, the UNC School of Medicine, and UNC Health Care led by Dr. Samantha Meltzer-Brody, Executive Medical Director, and Scott Doak, System Vice President of Human Resources for UNC Health Care.

The program, which spans UNC Health Care's owned hospitals, Physician Network, and the UNC School of Medicine, builds on the various wellness programs already in place, and synergizes efforts to focus on the primary drivers of burnout.

Together, partners aim to develop a comprehensive, system-wide approach to identify the best tools already in use at each entity and find innovative ways to improve both Epic@UNC and the flow of practice, with the goal of meeting the fourth arm of the Quadruple Aim: preventing burnout and improving work life.



SAMANTHA MELTZER-BRODY, MD, MPH

Professor of Psychiatry

Executive Medical Director, UNC Integrated Well-Being Program

"The well-being of our faculty is vital to achieving the mission of the UNC School of Medicine. The Office of Faculty Affairs and Leadership Development is a tremendous support and advocate of this important work."



TIM FARRELL, MD

Professor of Surgery

Chair, School of Medicine Well-Being Committee

"It's exciting that there is uniform support from the UNC School of Medicine, the Health Care system and the Physician Network for improving the well-being of faculty and staff across the UNC system. The UNC School of Medicine Well-Being Committee will work within the broader framework to represent the particular needs of clinical and basic science faculty."

Academy of Educators

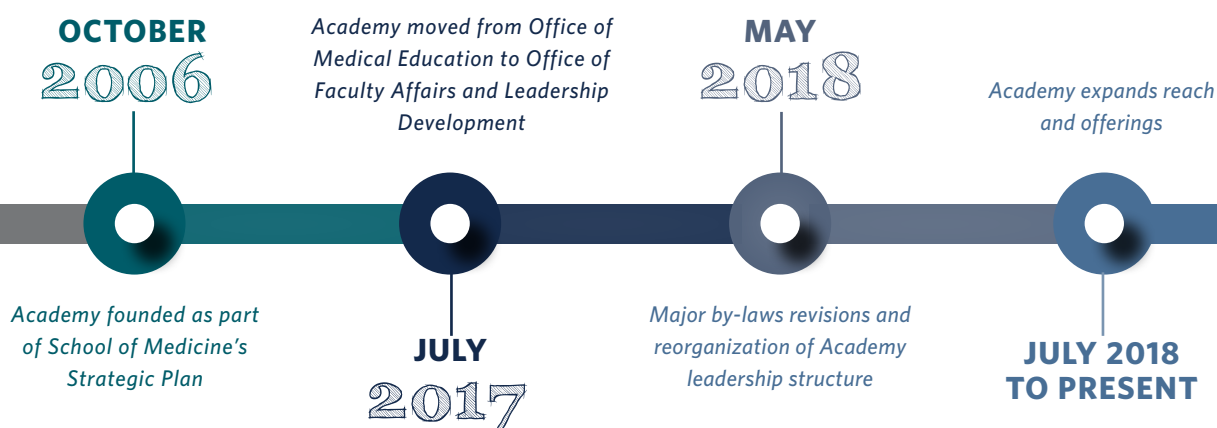
A Year in Transition

In the past year, under the leadership of past president Dr. Alice Chuang and current president Dr. Amy Shaheen, the Academy's presence, programming, and scholarship output has substantially grown. Changes such as a longer presidency term, the addition of the Leadership Council and task-oriented sub-committees, and enriched programming have laid the foundation for a transformative year. The Academy has increased member engagement, collaboration and institutional knowledge sharing, and leadership opportunities for members, and created synergies with departments' educational programming.

Together with the President, the Leadership Council expands the Academy's breadth, quality, and reach of faculty development offerings. In just a few months, Council members launched a needs assessment survey and two committees focused on programming

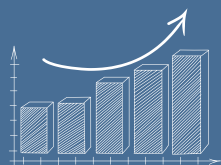
and scholarship. The Council also expanded the number and variety of faculty development workshops, introduced a Mentored Member Program to engage faculty earlier in their teaching careers, and established collaborations with Area Health Education Centers (AHEC) sites across the state. This year, the Academy focused on improving the learning environment, increasing educational scholarship output, enhancing teaching in the clinical setting, and fostering faculty resilience and well-being.

The inaugural Leadership Council consists of six faculty elected from the membership, and two members appointed by the President. The elected members include: Drs. Jason Crowner (Surgery), Benny Joyner (Pediatrics), Susie Martinelli (Anesthesiology), Christina Shenvi (Emergency Medicine), Lindsay Wilson (Medicine), and Eric Zwemer (Pediatrics). The appointed members are Drs. Gary Beck Dallaghan (Office of Medical Education) and Fei Chen (Anesthesiology).



11%

GROWTH IN FACULTY
MEMBERSHIP FROM
2017-2019



48%

GROWTH IN RESIDENT
MEMBERSHIP FROM
2017-2019

1 in 7

SCHOOL OF MEDICINE
FACULTY ARE MEMBERS
OF THE ACADEMY



77%

OF THE AOE'S MEMBERSHIP
VOTED IN THE 2018
LEADERSHIP COUNCIL
ELECTION



From left: Alice Chuang, MD, MEd, AOE Past-President;
Eric Zwemer, MD, Leadership Council Member; Amy
Shaheen, MD, MSc, AOE President

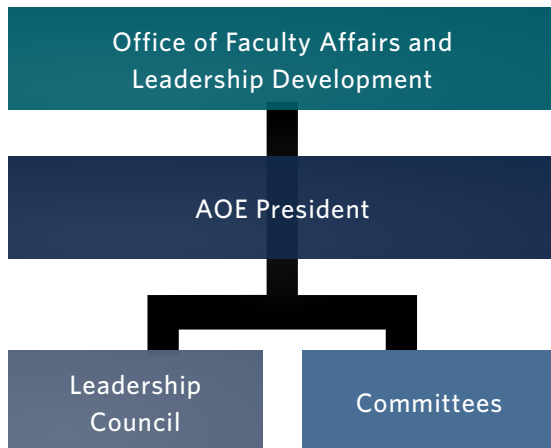


2019 Alan W. Cross Evening of Scholarship
poster session at the UNC Friday Center



Faculty networking and discussing educational scholarship
at the 2019 Alan W. Cross Evening of Scholarship

Academy of Educators Organizational Chart



Since introducing these changes, and with the support of the new coordinator Morgan Resnick-Kahle, the Academy has seen tremendous increases in engagement. Academy events have seen over 700 AOE faculty participants in the last year, and over 1000 faculty, staff residents, and medical students have engaged at these events. Engagement across the state has also increased, thanks in large part to offering AOE-endorsed events, a new initiative to identify events at AHEC sites that align with the AOE mission, having AOE liaisons at participating AHEC sites, and offering more opportunities to participate in events virtually.

In the next year, the Academy plans to continue to increase member engagement, further enhance programming and programmatic evaluation for members, and to improve educational offerings for members on campus in Chapel Hill and at our regional AHEC sites. The Academy also aims to support the UNC School of Medicine community in areas of wellness, promotion and career navigation, educational scholarship, and teaching.

Visit the Academy of Educators [website](#) to learn more.



1 in 3 events were held
at regional AHEC sites

Academy of Educators Committees

	Scholarship Committee	Programming Committee	Awards Committee	Membership Committee
Chair	Dr. Susan Martinelli <i>Associate Professor of Anesthesiology</i>	Dr. Eric Zwemer <i>Assistant Professor of Pediatrics</i>	Dr. Brent Senior <i>Professor of Otolaryngology</i>	Dr. Amy Shaheen <i>Professor of Medicine</i>
Aim	To increase scholarly output (both in quality and quantity) and improve the learning environment	To improve visibility and perceived value of the Academy through high yield programming	To solicit nominations and select award recipients for the Academy of Educators	To solicit nominations and select new members for the Academy

Faculty Affairs Year in Review

In addition to our efforts around faculty development, the office serves several other functions.

These functions include shared governance, onboarding and reviews of key leadership personnel, and faculty reviews and recognition. In these areas, we have continued to focus on finding ways to enhance our work through operational efficiencies, collaboration, and faculty engagement.





Shared Governance:

Standing Committees

Overview and Elections

The UNC School of Medicine has nine Standing Committees that assist and advise the Dean in the areas of education, research, health care, and administration.

Each year, the Standing Committees election offers faculty an opportunity to participate in medical school governance by serving on a committee as a faculty representative or simply

voting in the election. A full description of the UNC School of Medicine's Standing Committees is available in the Constitution and Bylaws ([available online; see Bylaws, Article II and III](#)).

Consider service on one of the UNC School of Medicine's Standing Committees today. Participation in shared governance is a valuable way to make your voice heard, to connect with colleagues from diverse backgrounds, and to influence the direction of the institution.

Committee Name	Mission
Nominating	Develops a slate of candidates for election to the Standing Committees
Advisory	Advises the Dean on items that affect the entire SOM faculty
Admissions	Evaluates and selects individuals to be offered admission to the UNC School of Medicine
Education	Manages the medical student curriculum
Student Progress	Reviews academic and professional performance of medical students
Associate Professor Promotions	Reviews initial appointments and promotions to Associate Professor on the tenure track
Full Professor Promotions	Reviews initial appointments and promotions to Full Professor with tenure
Fixed Term Faculty Promotions	Reviews promotions of fixed term faculty
Post-Tenure Review	Reviews performance of tenured faculty



110%

INCREASE IN VOTING PARTICIPATION



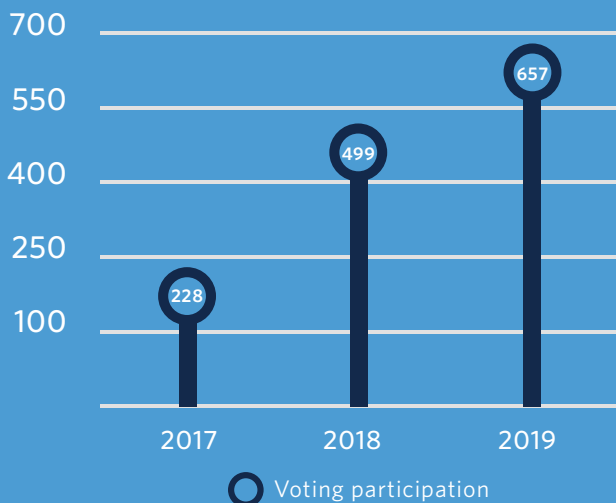
84%

INCREASE IN FACULTY STANDING FOR ELECTION



43%

RESPONSE RATE IN ELECTION



KATRINA DONAHUE, MD

Professor of Family Medicine

Chair, Committee to Review Appointments and Promotions to Professor (with tenure)

"It gave me a glimpse into the impressive work and expertise of our UNC School of Medicine faculty. I also learned a ton about the promotion process that will hopefully allow me to guide others along this path."



DONNA EVON, PhD

Associate Professor of Medicine

Chair, Committee to Review Promotions of Fixed Term Faculty

"I am honored to work with a diverse group of committee members representing many departments. I enjoy, and am often intrigued, learning about the multi-faceted and passionate academic careers of our UNC School of Medicine faculty and the critical role each person plays as a clinician, educator, researcher and/or administrator."

Faculty Updates



New Appointments, Promotions, and Tenure Resources

Aligning with the Office's mission to support the faculty's academic success, the Office of Faculty Affairs and Leadership Development recently expanded resources to help faculty navigate the promotion process. These tools, created in partnership with the UNC School of Medicine Office of Human Resources, are now available [online](#), and include one-page "cheat sheets" and brief videos. Each "cheat sheet" outlines the key components of a promotion dossier, the promotion timeline (by rank), and specific criteria for promotion for each track and area of excellence. The videos provide a more detailed look at the components of a promotion dossier, timelines, and promotion criteria by area of excellence and track.

Five Year Reviews

In the past few years, we completed 20 Five-Year Reviews of Department Chairs and Center Directors.

In addition to yearly administrative reviews with the Executive Dean, each Department Chair and Center Director undergoes a routine comprehensive leadership review every five years. These reviews are a standard procedure of The University of North Carolina.

Our office appoints ad hoc committees to conduct each review and solicits feedback about the reviewee from the UNC School of Medicine community at-large. These are excellent opportunities for our faculty to engage in the governance of our school. Review committees typically have diverse members of all faculty ranks who can review the clinical, research, and educational components of the department or center and speak to its financial health, diversity, and well-being of the faculty, staff, and students/trainees.

Welcome to the Five Newest Department Chairs



New Chair Onboarding

In the past few years, we have welcomed 11 new Department Chairs with an enhanced chair onboarding process and new peer-mentoring program.

Each new chair now receives:

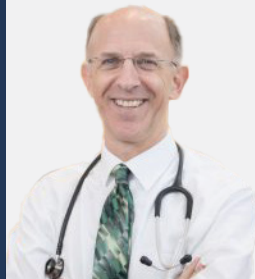
- A packet of onboarding materials that covers topics like budgeting and finance, human resources policies, faculty appointments and promotions guidelines, and tips to help orient the new chair to their role and the University
- A 360-degree assessment, purely for professional development, along with a coaching session to debrief the results of the assessment
- An introduction to a peer-mentor
- An invitation to attend an external leadership development program designed specifically for new chairs



Fernando Pardo-Manuel de Villena, PhD

Department of Genetics

March 2018



Joshua Alexander, MD

Department of Physical Medicine and Rehabilitation

March 2018



Stephanie Davis, MD

Department of Pediatrics

July 2018



Wendell Yarbrough, MD

Department of Otolaryngology

September 2018



James Sanders, MD

Department of Orthopaedics

April 2019

Faculty Highlights

Sarah Graham Kenan Distinguished Professorships

Ada Adimora, MD, MPH, *Professor of Medicine*

David Margolis, MD, *Professor of Medicine*

Janet Rubin, MD, *Professor of Medicine*

Excellence in Basic Science Mentoring Awards*

Kathleen Caron, PhD, *Professor and Chair of Cell Biology and Physiology*

Henrik Dohlman, PhD, *Professor and Chair of Pharmacology*

Dorothy Erie, PhD, *Professor of Chemistry*

Christopher Mack, PhD, *Professor of Pathology and Laboratory Medicine*

M. Ben Major, PhD, *Associate Professor of Cell Biology and Physiology*

Gary Pielak, PhD, *Kenan Distinguished Professor of Chemistry and Biochemistry and Biophysics*

Matt Redinbo, PhD, *Professor of Chemistry, Biochemistry and Biophysics, Microbiology and Immunology*

Jeff Sekelsky, PhD, *Professor of Biology*

Brian Strahl, PhD, *Professor and Vice Chair of Biochemistry and Biophysics*

Joan Taylor, PhD, *Professor of Pathology and Laboratory Medicine*

William R. Kenan, Jr. Distinguished Professor

Paul A. Dayton, PhD, *Professor of Biomedical Engineering*

Jefferson-Pilot Fellowships in Academic Medicine

2018 | Angela Smith, MD, MS, FACS, *Assistant Professor of Urology*

2018 | Qing Zhang, PhD, *Assistant Professor of Pathology and Laboratory Medicine*

2019 | Arlene Chung, MD, *Assistant Professor of Medicine*

2019 | Jiandong Liu, PhD, *Associate Professor of Pathology and Laboratory Medicine*

34th Annual Norma Berryhill Distinguished Lecturer

Giselle Corbie-Smith, MD, MSc, *Professor of Social Medicine*

Dr. James W. Woods Junior Faculty Awards

2018 | Jennifer Flythe, MD, *Assistant Professor of Medicine*

2019 | Natalie Bowman, MD, *Assistant Professor of Medicine*

*Office of Graduate Education and Office of Faculty Affairs and Leadership Development Co-Sponsored Awards



2018 Sarah Graham Kenan Distinguished Professors. From left: David Margolis, MD, Professor of Medicine; Ada Adimora, MD, MPH, Professor of Medicine; and Janet Rubin, MD, Professor of Medicine.



Giselle Corbie-Smith, MD, MSc, Professor of Social Medicine and 34th Annual Norma Berryhill Distinguished Lecturer.



2019 Excellence in Basic Science Mentoring Awardees. Back row, left: Henrik Dohlman, PhD; Jeff Sekelsky, PhD; Matt Redinbo, PhD; Brian Strahl, PhD; Dorothy Erie, PhD, MS; Front row: Kathleen Caron, PhD; Gary Pielak, PhD; Chris Mack, PhD; Anna Sokac, PhD, guest lecturer. Not pictured: Joan Taylor, PhD; and Ben Major, PhD.

Forward Together

In line with the UNC School of Medicine's overarching aspiration to be the nation's leading public school of medicine, the institution embarked on a thorough year-long strategic planning process.

We are now beginning to implement the faculty-related recommendations coming out of the recent strategic planning exercise, and we are so very excited for the years ahead. Within the next five years, we plan to:

- Formalize a faculty coaching program
- Develop a certificate program for health care leaders
- Continue to expand our work related to faculty well-being
- Optimize development opportunities for educators
- Continue to enhance leadership development programming
- Increase our presence and service to faculty across the state

This is an exciting time for our office as we are poised for even more growth. We look forward to a bright future for faculty at the UNC School of Medicine, and we welcome your engagement.





To stay connected with our team throughout the year, check out our bi-weekly feature in the UNC School of Medicine Vital Signs e-newsletter.

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

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