Welcome!

Strategic Imperative | Faculty Updates | May 24, 2021
Faculty Who Thrive and Lead in Their Chosen Career Paths
Agenda

1. Welcome and Forward Together Overview
2. Forward Together | Faculty Initiatives
3. Q & A
What is *Forward Together*?
Launched in 2019, *Forward Together* is the UNC School of Medicine’s Strategic Plan. It is intended to guide the institution through the next five years and move us closer to our goal of becoming the nation’s leading public school of medicine.
The Strategic Plan is comprised of six imperatives:

- Research
- Education
- Faculty
- Diversity
- Service
- Administration
<table>
<thead>
<tr>
<th>Strategic Imperative(s)</th>
<th>Date and Time</th>
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</thead>
<tbody>
<tr>
<td>Diversity</td>
<td>Tuesday, June 8, 2:00 – 3:00 pm</td>
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<tr>
<td>Education + Service</td>
<td>Wednesday, June 23, 5:00 – 6:00 pm</td>
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<tr>
<td>Clinical (UNC Health Strategic Plan)</td>
<td>Tuesday, June 29, 5:00 – 6:00 pm</td>
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Office of Faculty Affairs and Leadership Development
Resources for:
- New Faculty
- Career Navigation
- Emerging Leaders
- Professional Development

Appointments, Promotion, and Tenure
- Guidelines
- Cheat Sheets
- Office Hours with Dr. Kim Boggess
Contact

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Poll Everywhere | How to Join

- Go to: www.PollEv.com/uncfald
- Scan
Q: What was your familiarity with the Strategic Plan, *Forward Together*, prior to today’s session?
Q: What one word would you use to describe what the past year has been like for you?
Strategic Imperative
Faculty Who Thrive and Lead in Their Chosen Career Paths

1. Establish UNC as a leader in faculty wellness and engagement
2. Foster an institutional climate in which faculty thrive
3. Enhance leadership development programming
Save the Date: Diversity
Tuesday, June 8, 2:00 - 3:00pm

Share Your Feedback:
go.unc.edu/forwardtogether
Executive Coaching
- All new and interim department chairs
- Available to other senior SOM leaders upon request

Peer Coach Training Program
- 9 faculty participated in inaugural program
- 7 faculty peer coaches are available

Coaching Skills for Leaders Program
- 12 faculty leaders participated in inaugural program

Future Directions
- Expand peer coach training
- Coaching Skills for all SOM leaders
- Assess all existing efforts
Notable APT Revisions for FTF

- Removing modifiers (‘Clinical’, ‘Research’)

- Consider longer appointments with specifics for faculty > 5 years

- Notifications for non-reappointment
  - 30 days to 60 days for 1-yr appointments
  - 6 months for appointments > 1-yr

Working Group: Team Up to Further Fixed Term Faculty: TUFFF

- Promote Fixed Term Faculty vitality
- Recruiting working group members now
WHERE WE’VE BEEN
Innovative Programming
35-40 live participants per 2021 session

WHERE WE ARE
ACADEMY of EDUCATORS
Annual Alan W. Grass Evening of Scholarship
May 20, 2023 | 6:00 – 8:00 PM
Online via Zoom

WHERE WE’RE GOING
ACADEMY of EDUCATORS
VIRTUAL FACULTY EXCHANGE

Hybrid Programming

37% of Active Members have completed event requirements

Peer Obs of Teaching
Every department in the School of Medicine has a well-being liaison

- Support infrastructure that supports each department and facilitates bi-directional communication with leaders
- Liaisons can connect you to existing resources
- Faculty should bring well-being needs to the attention of the SOM through liaisons

UNC Health Integrated Well Being Program

System-wide (includes UNC Physicians, UNC School of Medicine, and UNC Health Care)

[www.unchcare.org/wellbeing](http://www.unchcare.org/wellbeing)

Well-Being Index

Brief self-assessment; anonymous, aggregate data shared regularly with department chairs

Identifies units that need intervention
Amelia Drake, MD, FACS
Associate Dean for Faculty Development

Academic Career Leadership Academy in Medicine (ACCLAIM)
• Career development opportunity for emerging leaders with an emphasis on URM

Caregivers at Carolina
• Support for physician scientists who are facing substantial caregiving demands

Association of Professional Women in the Medical Sciences (APWIMS)
• Professional development opportunities for women

Fall APWIMS Event
Sep 24, 2021
“Empowering Our Time”
Laura Vandercam and Lori Mihalich-Levin
New APT guidelines go into effect on July 1

- Improved clarity and transparency
- Creation of variable track for new hires
- Creation of ‘meet-the-mark’ criteria
- Revisions to promotion criteria for educational faculty
- Addition of DEI activities and statement
- Expectation of mentorship
Q & A