

## Dean's Council on Faculty Affairs – 2024-2025 Annual Report

The Deans Council on Faculty Affairs (DCFA) is a standing committee of the College of Medicine which 1) develops and implements programs that will enhance faculty life (career development, mentoring, leadership, etc); and 2) develops policies pertinent to the faculty at the College of Medicine and 3) advises the Dean of Faculty Affairs on matters at the College of Medicine related to the promotion and tenure, recruitment, retention, professional development and ongoing support of faculty. The work of the council is supported and disseminated by the College of Medicine Office of Faculty Affairs.

The Council agreed to focus on the following goals for the 2025-2026 year.

**Goal 1:** Increase communication among clinical and research faculty

**Goal 2:** Increase morale and unity among clinical and research faculty

**Goal 3:** Increase communication and transparency between COM-T leadership and COM-T faculty

To this end, we have accomplished the following:

- Co-developed with the COM-T's communications office a faculty media sheet to identify more ways to highlight faculty, increase faculty visibility and recognition.
- Initiated request for DCFA to have a landing page on Faculty Affairs webpage
- Established that Dr. Coull will join DCFA's monthly meetings to improve communication between the Dean's suite and DCFA.
- DCFA is working with Dr. Coull to develop a pathway for faculty highlighted during COM-T Dean's Executive Committee meeting to also be highlighted beyond the meeting for greater visibility and breadth of faculty kudos.
- Established that Dean Abecassis will attend DCFA meetings once every 6 months to improve communication between the Dean and the council (and faculty)
- Collaborated with Dean's Research Council (DRC) and Committee of 10 to discuss survey items affecting retention
- Collaborated with Dr. Dahmer to identify areas of faculty wellness on which we can collaborate and to develop a strengths-based faculty survey.
- DCFA awarded seven Mentor Awards

Ongoing activities:

- Develop DCFA landing page to support the goals and activities of DCFA and improve communication and transparency on the committee work.
- Continue to develop a system that broadens faculty highlights and encourages faculty to submit kudos (academic and personal achievements).
- Continue work with DRC with a focus on improving faculty morale as it relates to research and retention

- Work with Dr. Dahmer and Dr. Serena Scott to ask faculty using a strengths-based survey what has been working for them and what they would like to see more of in COM-T
- Continue improving direct communication with the Dean's office so faculty feel heard and to disseminate information regarding Dean's office initiatives to faculty.
- Create a Faculty Development series on a variety of topics that may interest faculty at different points in their careers.

#### Activities and Programs:

In recent years the council has addressed a variety of issues focusing on enhancing faculty life, professional development and wellness. This year, the council is focusing on establishing infrastructure and systems to increase faculty visibility, consistency of activities, and more unity among faculty and between faculty and leadership. We are establishing communication pathways between the council and leadership to encourage direct feedback on survey results and activities impacting faculty morale. We are developing a landing page for DCFA activities and working to archive communications, awardees, and activities. We believe that this infrastructure and system-oriented approach, may help improve faculty morale by building a sense of faculty community, unity, and appreciation.

#### Council Members:

Allison Huff, DHEd – Chair  
 Bradley Dreifuss, MD  
 Chad Viscusi, MD  
 Cindy Chin, MD  
 Erika Bracamonte, MD  
 Indu Partha, MD  
 Karen Lutrick, PhD  
 Kristian Doyle, PhD  
 Lalitha Madhavan, MD, PhD  
 Rifat Latifi, MD  
 Tally Largent-Milnes, PhD  
 Venkatesh Ariyamuthu, MD