

# **Dean's Council On Faculty Affairs – Annual Report (2019)**

## **Mission**

The Dean's Council on Faculty Affairs is a Standing Committee of the College of Medicine which: 1) develops and implements programs that will enhance faculty life (related to, for example, career development, mentoring, leadership, and the like); 2) develops policies pertinent to the faculty at the College of Medicine; and 3) advises the Dean on 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.

This year, the Council decided to emphasize faculty wellbeing and professional development while continuing its contributions to faculty development.

## **Ongoing DCFA Contributions**

- FLEX (Faculty Learning Exchange) – Podcast (2019-ongoing)
- Faculty Development Workshop Series (2019-ongoing)
- Learning to Lead (2009-ongoing)
- Lunch with Leadership (2015-ongoing)
- Mentoring Societies (2015-ongoing)
- Mentoring Awards (2015-ongoing)
- Annual Faculty Event (2013-ongoing)
- Holiday Cookies (2016-ongoing)
- Needs assessment survey for child care (2012)
- Myth busting re opportunities for flex-time faculty employment (2012)
- Improved mechanism for faculty suggestions (2013)
- Faculty engagement survey (2013/2014)
- Faculty Wellness Suggestions Survey (pending)
- Series on Professionalism & Professional Development (2019 pending; planning for implementation in 2019-20)

## **Activities and Programs**

In recent years, the Council has addressed a variety of issues focusing on enhancing faculty life, professional development and wellness. Some projects have become continuing programs implemented through the efforts and dedication of Council members and the Office of Faculty Affairs. Specifically, the Council has reviewed and initiated discussions and projects that aim to respond to faculty concerns or suggestions for

## **Dean's Council On Faculty Affairs – Annual Report (2019)**

enhancing faculty life, including mentoring; publicizing activities or events that support professional development; promoting open and transparent communication with College of Medicine leaders; enhancing and promoting mentoring societies; and hosting a social reception for faculty.

### **Summary of 2019-2020:**

The Dean's Office of Faculty Affairs continues to offer sessions about key aspects of professional development, such as Promotion & Tenure workshops, and continues the Mentoring Societies program. The Council continues its facilitation of communication between the leadership of the College of Medicine and faculty members through its *Lunch with Leadership* series. Various leaders have been invited to participate in these lunches with an invitation sent to all faculty. There are *Lunch with Leadership* events scheduled throughout the rest of the year, although many planned activities are on hold due to the COVID outbreak.

Multiple successful faculty development workshops were put on this year, with topics including:

- What is your Personal Brand?
- Peer Support for Adverse Events
- Harnessing Education Technologies for Medical Education Instruction and Assessment
- Graceful Self Promotion

To support and promote faculty morale and provide information about activities of the Council and Faculty Affairs, the Council has hosted an annual Holiday Cookie Social in December, which was successful, and well attended, as in previous years. The Holiday Cookie Social lasts 4 hours and was held in the faculty lounge. Council members donated home baked desserts. Council members participated in handing out treats, familiarizing them with the work of the Council and asking about their concerns or ideas for faculty support.

## **Dean's Council On Faculty Affairs – Annual Report (2019)**

The most recent event occurred in March 2019, which was the joint hosted Banner/UA Faculty Appreciation event at the Botanical Gardens. Catered food and drink were provided. Despite the rain that day, we had a great turn-out of faculty and their families, who participated in, a photo booth and a raffle with great prizes donated from some amazing local vendors and artists. The kids had a chance to enjoy activities also, including face painting and a treasure chest.

The council is looking for new ways to utilize the new physician lounge for promotion of our events and ways to provide even more support to our faculty. We are hoping to add a new lunchtime event called “Lunch and Learn” to add to the luncheon series.

Additionally, funding has been secured to host an Early Career Faculty Workshop, which was planned for the spring, and a subcommittee was created to develop this workshop.

One of the most significant new undertaking of the Council is to create a new leadership program for early career faculty modeled on the Learning to Lead Program. This would run in years between the Learning to Lead Program.

### **Upcoming Events/Activities**

Upcoming events and activities are currently on hold until further notice due to the COVID social distancing rules but could include:

- Early Career Faculty Workshop
- Early Career Leadership Program
- Lunch and Learn

### **DCFA Committee Members (2019-20):**

Amber Rice, MD - Emergency Medicine (2nd term) Chair (2019-20)

Kimberly Gerhart, MD – Pediatrics

Patrick Ronaldson, PhD – Pharmacology (2nd term)

Marion Henry, MD, MPH – Surgery

Sarah Desoky, MD – Medical Imaging

Maria A. Proytcheva, MD – Pathology

Karen C. Spear-Ellinwood, PhD – OB/Gyn

Athena Ganchorre, PhD – Cellular and Molecular Medicine

Nafees Ahmad, PhD – Immunobiology (2nd term)

Tally Largent-Milnes, PhD – Pharmacology

## **Dean's Council On Faculty Affairs – Annual Report (2019)**

Elaine Situ-LaCasse, MD – Emergency Medicine (2nd term)  
Mari Ricker, MD – Family and Community Medicine

### **Non-voting Participants**

DCFA enjoys the participation of supportive and dedicated non-voting participants:  
Alice Min, MD, Assistant Dean, Faculty Affairs (Emergency Medicine)

### **Support Staff**

The Council would like to acknowledge and thank the staff for providing excellent support for our efforts:

Eva Sanchez, Program Coordinator, Senior - Faculty Affairs  
Patricia Markel, Executive Director, Faculty Affairs