

Dean's Council on Faculty Affairs – Annual Report February 2017

The Dean's Council on Faculty Affairs is charged with developing policies and programs pertinent to the faculty of the College of Medicine and advising the Dean on matters pertaining to faculty affairs (e.g., career development activities, mentoring, leadership development, faculty awards, recruitment and retention).

In recent years, the Council usually has addressed a few different issues each year, with some extending for more than a year. Some recent issues have included responding to the results of the Faculty Forward survey, specifically those related to mentoring; publicizing the sessions available to support faculty members' professional development; promoting open and transparent communication with College of Medicine leaders; and hosting a social reception for faculty. The Dean's Office of Faculty Affairs continues to offer sessions about key aspects of professional development, such as Promotion & Tenure workshops.

In 2016-2017, the Council is focusing its efforts once again on the issues of faculty mentoring and faculty retention. The Council has developed a peer-to-peer interdepartmental mentoring program called the Mentoring Societies program that began in August 2015. Selected senior faculty mentors were grouped with two to four junior faculty members. These groups have been encouraged to meet monthly and develop mentoring strategies and goals based on the members' needs. This is the second year of this program.

In addressing issues with faculty retention, the Council has also focused on promoting communication between the leadership of the College of Medicine and faculty members. The Lunch with Leadership series was developed last year to meet this goal and has continued this year. Various leaders have been invited to participate in these lunches with an invitation sent to all faculty.

In an effort to support and promote faculty morale and communication, the Council also hosted a Holiday Cookie Social in December. We are also in the process of organizing our Annual Faculty Social to be held on April 19th, 2017.

Members 2016-2017

Ilana Addis, Obstetrics & Gynecology
Nafees Ahmad, Immunobiology
Colleen Cagno, FCM
Erika Eggers, Physiology
Brenda Gentz, Anesthesiology
Kimberly Gerhart, Pediatrics
Marlon Guerrero, Surgery
Samantha Harris, CMM
Guadalupe "Lu" Martinez, Medicine
Alice Min, Emergency Medicine (Chair)
Patrick Ronaldson, Pharmacology
Andrew Tang, Surgery
Anne Wright, Faculty Affairs (ex-officio)