

Faculty Development, Merits, and Promotions

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Faculty Development

- Process by which to systematically improve skills in
 - Educational/teaching skills
 - Leadership skills
 - Skills to engage in scholarly activity/research
 - Personal development
 - Skills in designing and implementing a professional development plan

Faculty Development: Goals

Ongoing process

Find your passion: physician, educator, researcher, administrator, leader

- Goals
 - Short Term (1 to 2 years)
 - Long Term (3 to 5 years)
 - Write them down
 - Work with your mentor, dept chair/division chief
 - Make it know what you want to do

UCI School of Medicine Resources

- New Website from Office of Academic Affairs
 - Will have articles, video links, books, journals on topics of faculty development
- GME bi-annual training
- Medical Education in College of Health Sciences
- Mentoring Meetup for new faculty
- HS Mentoring Committee (to start spring 2021)
- Associate Dean for Faculty Development
- UC Learning Center on Implicit Bias
- Lean Six Sigma Training for Quality Improvement

National Resources

- Professional Societies offer training for junior faculty
 - ASGE Lead Program
 - ACP Council on Early Career Physicians
 - ACS
 - AAFP
- AAMC Professional Development
- AMWA (American Medical Women's Association)

Other Institutions

- Stanford Faculty Development Center Fellowship
- UCSF Center for Faculty Educators
- Northwestern Feinberg Academy of Medical Educators

Leadership Training

- Start learning about leadership
- Many types of courses

Departmental Offerings

- Mentor in your Department
- Mentor where you trained
- Mentor from National Society
- Examples at UCI:
 - DOM Light Program for Education and Leadership
 - Dept of Family Medicine
 - Dept of Surgery

Networking

- Crucial
- Social Media: Doximity, Linked In
- Regional Chapters of Societies
- Meetings (regional and national) in your specialty
- Committees
- Make friends with other physicians

- Will need references/letters

Other Resources

- Books
 - Seven Habits of Highly Effective People, Stephen Covey
 - Crucial Conversations, Patterson et al
 - How to Win Friends and Influence People, Dale Carnegie
 - Primal Leadership, Goleman
- TED Talks
 - Happiness Advantage
 - Big Potential
 - Impostor Syndrome
 - Amy Cuddy
 - Simon Sinek

AP-10 and CV

- All UCs use this form for merit and promotions
- CV keep updated as you do the work
- AP 10 keep updated as you do the work

Tips

- Personal Development
- Wellness
- Habits
- Time Management
- Keep educating yourself
- Keep your CV Updated
- Network