

# **RUSH University**

## **Faculty Affairs Annual Report**

---

FY2023







# Office for Faculty Affairs

---

## Mission

The mission of the Office for Faculty Affairs is to create a supportive, respectful and inclusive environment for the diverse faculty of RUSH University. Our focus is on institutional integration, specifically but not limited to faculty satisfaction and engagement, implementation of the strategic plan, interprofessional continued and lifelong learning, pursuit of diversity goals, support for accreditations and faculty management including onboarding, appointments and promotions. As part of faculty development, we provide resources to ensure faculty academic success through education, mentoring, professional and leadership development, advocacy, communication and recognition. The Office oversees Faculty Affairs and Faculty Development, the Office of Mentoring Programs, the Office of Global Health and the Center for Innovative & Lifelong Learning.

Section 1: Demographics

# FY2023

**RUSH University**

**Faculty Members 1,967**

Faculty by college



- **CON** College of Nursing **199** faculty
- **CHS** College of Health Sciences **108** faculty
- **RMC** RUSH Medical College **1,651** faculty
- **GC** Graduate College **9** faculty

**% Female** >

<b>RU</b>	<b>50%</b>	980 Faculty members
<b>CON</b>	<b>89%</b>	178 (#)
<b>CHS</b>	<b>61%</b>	66
<b>RMC</b>	<b>44%</b>	731
<b>GC</b>	<b>56%</b>	5

**% Minority\*** >

<b>RU</b>	<b>10%</b>	201 Faculty members
<b>CON</b>	<b>18%</b>	35 (#)
<b>CHS</b>	<b>7%</b>	7
<b>RMC</b>	<b>9%</b>	154
<b>GC</b>	<b>44%</b>	4

**% Black** >

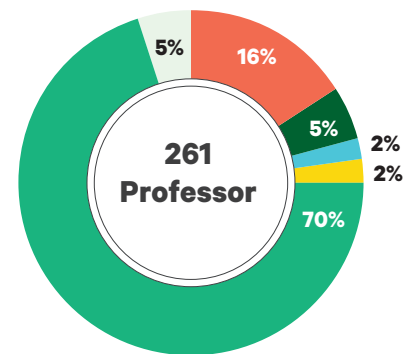
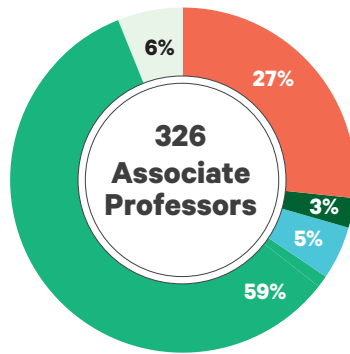
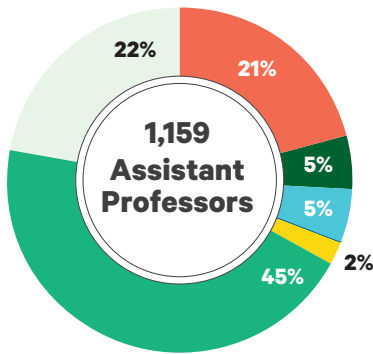
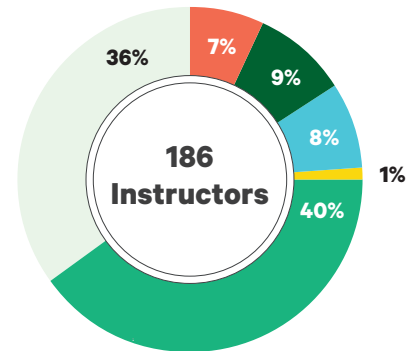
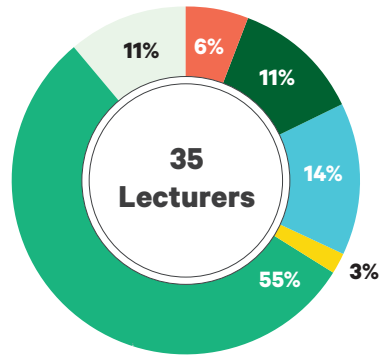
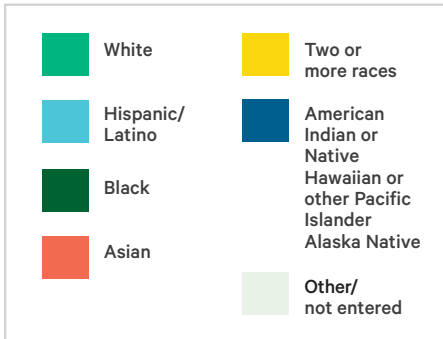
<b>RU</b>	<b>5%</b>	103 Faculty members
<b>CON</b>	<b>13%</b>	26 (#)
<b>CHS</b>	<b>4%</b>	4
<b>RMC</b>	<b>4%</b>	71
<b>GC</b>	<b>22%</b>	2

**% Hispanic** >

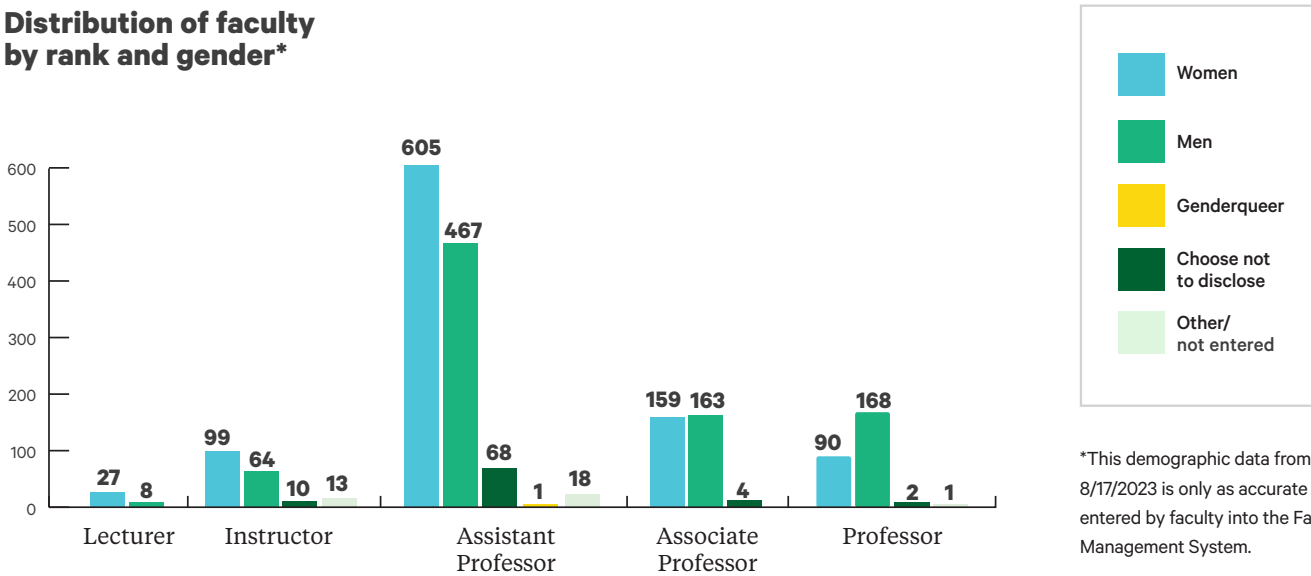
<b>RU</b>	<b>5%</b>	98 faculty members
<b>CON</b>	<b>5%</b>	9 (#)
<b>CHS</b>	<b>3%</b>	3
<b>RMC</b>	<b>5%</b>	83
<b>GC</b>	<b>22%</b>	2

\* Combined AA/Black and Hispanic/Latino

**Distribution of faculty by rank and race\***



**Distribution of faculty by rank and gender\***

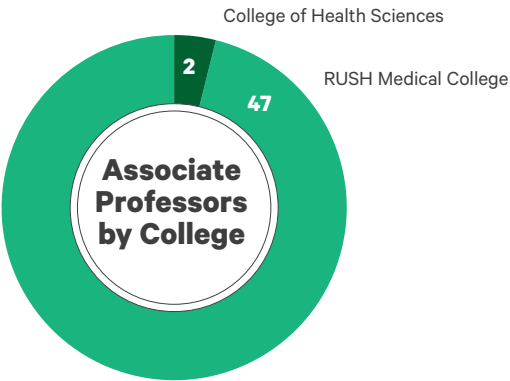


\*This demographic data from 8/17/2023 is only as accurate as entered by faculty into the Faculty Management System.

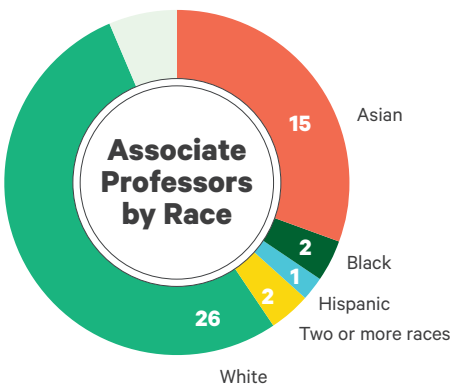
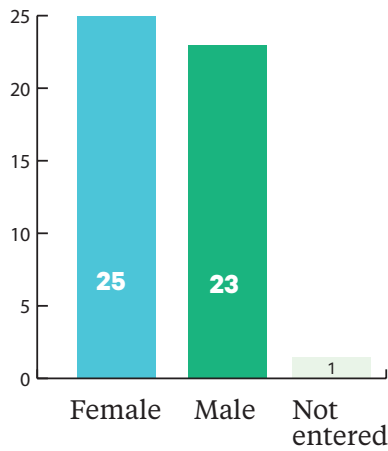
Section 1: Demographics

Newly promoted/appointed positions

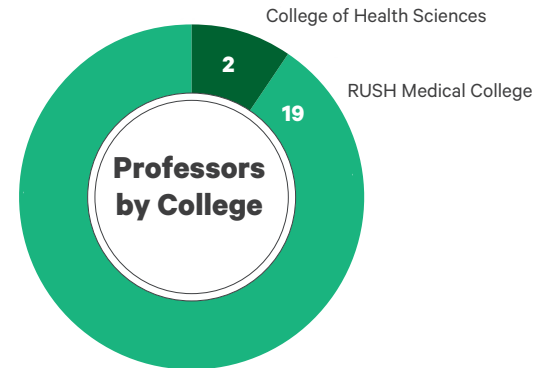
**Associate Professors** 49



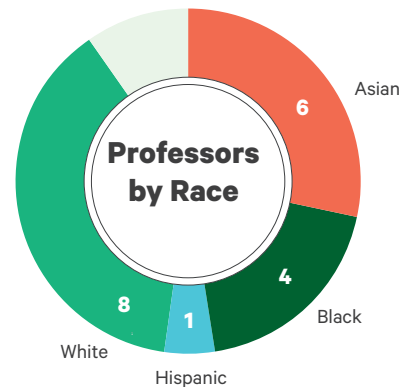
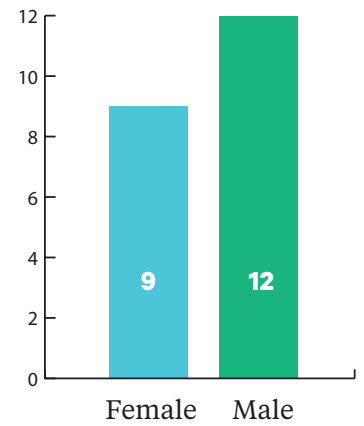
**Associate Professors by Gender**



**Professors** 21



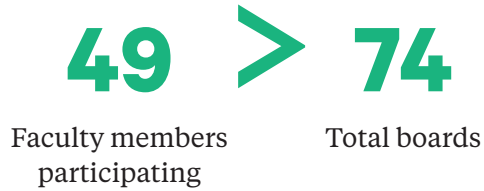
**Professors by Gender**



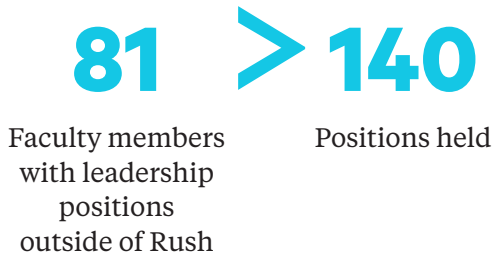
Section 2: Metrics

# Faculty Accomplishments

## Editorial Review Boards



## External Leadership Positions

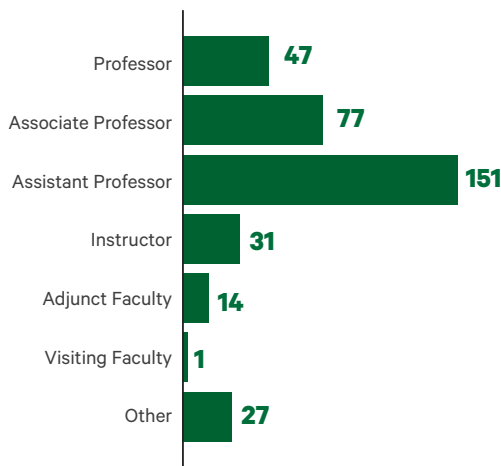


## Honors and Awards

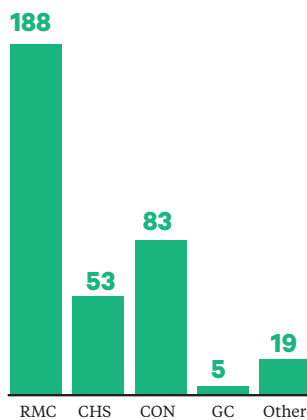


## Teaching Academy

### Participants By Rank



### Participants By College



## Faculty Excellence Awards

Nominees (light blue icon)      Winners (dark green icon)

### Clinical Service



### Community Service



### Education



### Mentoring



### Research



RMC	CHS	CON	GC
2	2	2	0

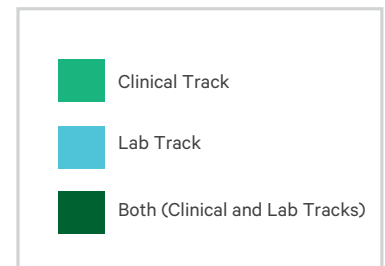
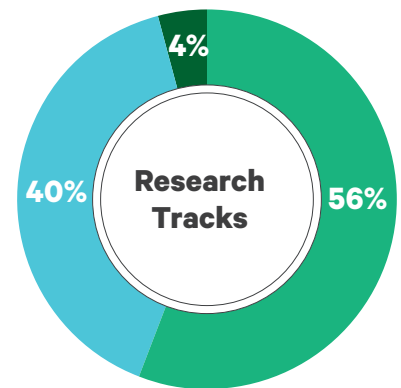
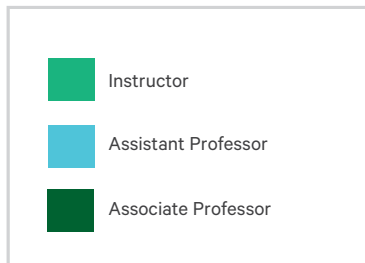
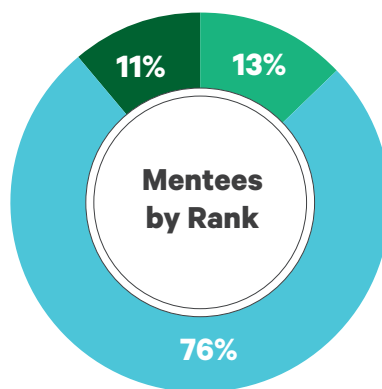
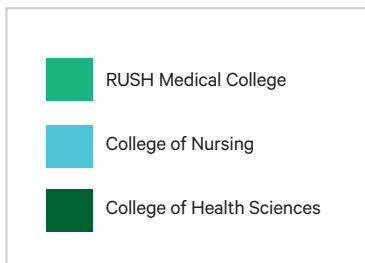
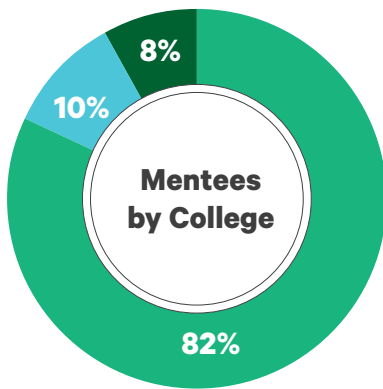
Section 3: Mentoring

Mentees

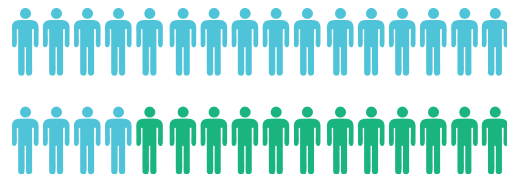
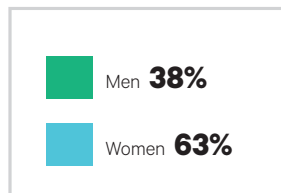
72

Our program’s mission is to support the success of RUSH University’s junior faculty who are working under the guidance of knowledgeable and committed mentors. An effective faculty mentoring program is a major asset in the recruitment of faculty and postdoctoral fellows, and is an essential investment for academic medical centers.

Demographics



Mentees by Gender





## Early Career Bootcamp

**Participants** 37

- RUSH Medical College: **15**
- Southern Illinois University School of Medicine: **1**
- Rosalind Franklin University: **4**
- External Institutions: **17**

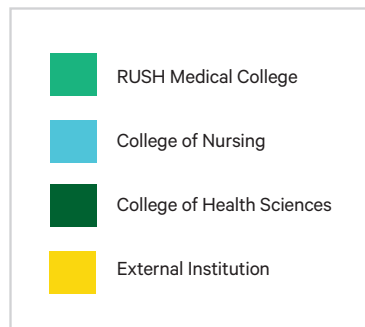
## Mid Career Bootcamp

**Participants** 22

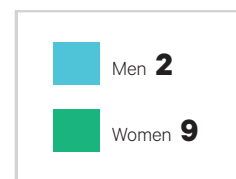
- RUSH University Medical Center: **13**
- Rosalind Franklin University: **1**
- Southern Illinois University: **3**
- External Institutions: **5**

## Teaching Excellence Bootcamp

**Participants** 11



### Participants by Gender



Section 3: Mentoring

## Extramural Funding

### Mentee as Principal Investigator

Federal	\$3,843,552	▶	<b>\$7,101,302</b>
Non-Federal	\$3,257,750		

### Mentee as Co-Investigator

Federal	\$35,308,860	▶	<b>\$36,650,382</b>
Non-Federal	\$1,341,521		

**\$43,751,684**  
Total Extramural Funding

## RUSH Mentoring Programs

### Cohn Fellows

**44**

Mentees completed their Cohn fellowship

Every year the Cohn Family Foundation provides grant support to junior faculty at RUSH University who are mentees in the RUSH Research Mentoring Program. The Cohn Fellowship allows mentees to gather preliminary data for research proposals and continue engagement in research activities.

**34**

Mentees reported funding

**101**

Total grants

**56**

Grants received from federal sources, including 53 from the National Institutes of Health and two from other federal agencies

**171**

Journal articles published by mentees

**167**

Presentations

**79**

Posters

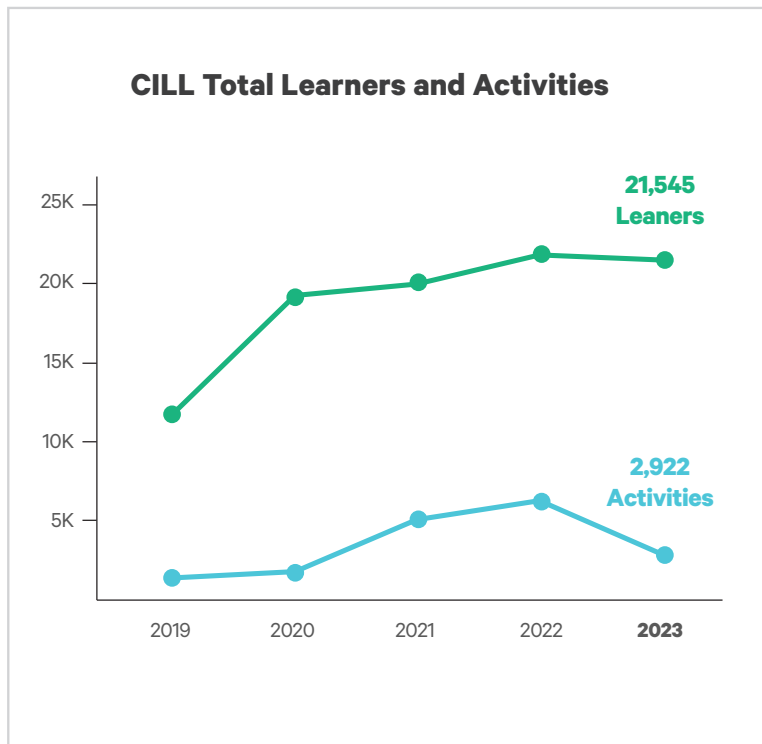
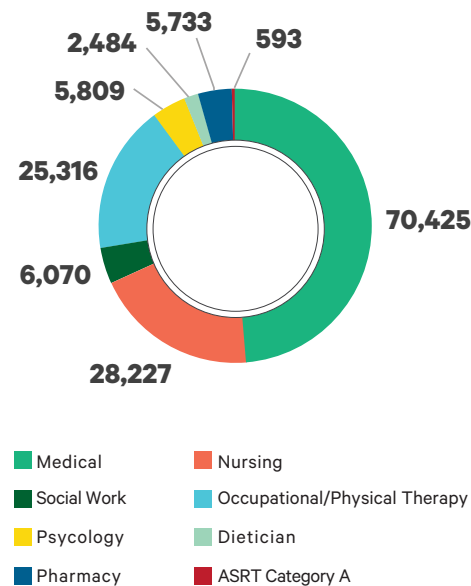
Section 4: Center for Innovative & Lifelong Learning (CILL)

# Clinical Education

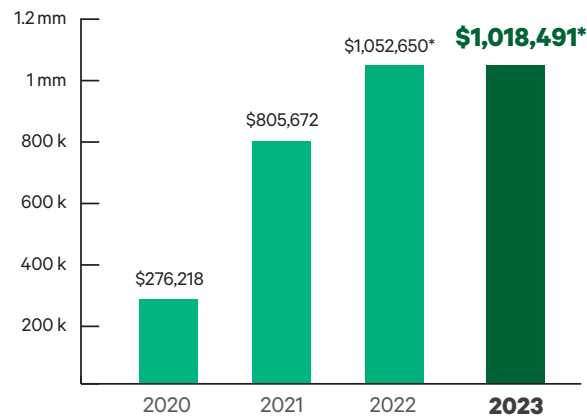
This has been a busy year of expansion for the Interprofessional Continuing Education office. Through new leadership, several important milestones have been met including the addition of new types of credit being offered through Joint Accreditation. The foundation of interprofessional education begins with education developed by the team for the team. To become better aligned with the practice team, we now offer social work, dietitian, and psychology credit, which has expanded our number of learners. Learners earned credit by attending one of our 2,922 educational activities throughout the year\*. Credit was earned through live conferences, symposiums, grand rounds and on demand education.

\*Number of learners is defined as the number of attendees who claimed credit (most are counted more than once). This number does not reflect the full number of attendees. On average, there are more attendees than those that claim credit.

Credits Awarded by Profession



CILL Net Revenue



\*Includes non-CE eligible gross revenue from leadership development consultations and programs

The office realized revenue and commercial support over the budgeted amount both with a positive variance.

## Section 4: Center for Innovative & Lifelong Learning (CILL)

### Fiscal Year 2023

#### Programs offered:

##### Longitudinal comprehensive programs:

- **Interprofessional Leadership™**  
8 topic modules over 4 months
- **Resilient Leadership Retreat**  
6 topic modules over 3 consecutive days
- **Visionary Leadership**  
7 topic modules over 7 months

##### A la Carte programs:

- **Immersive Leadership Retreat Series**  
Portfolio of 5 individual topics, each retreat is comprised of 20 minutes of online prework, followed by a customized 3-hour in-class interactive applications.

7 additional topics in development for FY24



of post-retreat respondents acknowledged the **retreats were impactful**, stated they plan to apply the knowledge and skills acquired from these retreats to their practice team

#### Consulting Services:

- Customized leadership skill building retreats for 2 clinical departments
- Departmental structuring, strategic planning, and team building consultations
- Executive coaching
- Custom curriculum and educational & branding campaign design & development offered for RUSH System departments and offices



The presenters kept me very engaged throughout the course. The course was also interactive with opportunities to practice the skills being presented. I found everything I learned to be useful in both my professional life, as well as my personal life.

– Kristen Gast, MBA, MSN, RN

Section 5: Global Health

# International Interprofessional Global Health Trips

FY23

**Total trips** 19

- General Surgery
- Orthopedic Surgery
- ENT
- Urology/Gynecology
- Audiology
- Primary Care

**35 Student Participants**

Student participation was reinstated in March 2022. (post COVID-19 policies)

RMC	CHS	CON	GC
11	18	5	1

**132 Total Participants**

Including providers, techs and nurses, staff (external and internal)

**Symposium Count**

**516**  
total count

**13**  
M4 Elective

**45**  
Scholarships

## Section 6: Scholarly Productivity

### Scholarly Activity

**Conference:** Transform MedEd

**Location:** Imperial College, London, England

**Presenter:** Janet Shlaes, PhD, MBA, MA, ICP/ACC

Two Presentations; Each was a 90-minute workshops

**Co-presenters for both workshops:** Jay Behel, PhD and Susan Glick, MD, MHPE

Workshop Topics:

**Cultivating Self-compassion:** A Critical Skill for Medical Educators

Transformation Narratives: Fostering Meaning and Growth through Educational Storytelling

**Poster Title:** Inter-Institutional Collaboration Strategies For Developing The Next Generation Of Leaders

**Conference name:** 2023 Group on Diversity and Inclusion (GDI) and Group on Faculty Affairs (GFA)

Joint Professional Development Conference (June 12, 2023 - June 14, 2023)

**Author/co-authors:** Amarjit S. Viridi, Nutan Vaidya, Stacy Sattovia, Boyung Suh, Archana Chatterjee, and Susan Chubinskaya

Mylona E, Crow S, Federico-Martinez G, Chubinskaya S.

The New Flexibility: Systemic Changes To Promote Women Faculty Beyond The Pandemic.

Ignite session. GFA annual conference, 2022, July 13-15 (virtual conference).

Apps J, Cain LD, Chubinskaya S, Matsui J, Pipitone K, Termuhlen A, Runge C.

Modernizing the Faculty Experience: Innovations in Promotion Guidelines and Practices.

Academic Medicine (In press).





**The Office of Faculty Affairs**

---

Armour Academic Center  
600 S. Paulina Street, Suite 1044  
Chicago, IL 60612

**[Faculty\\_Affairs@rush.edu](mailto:Faculty_Affairs@rush.edu)**