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

RU 50% 980 Faculty members

CON 89% 178 (#)

CHS 61% 66

RMC 44% 731

GC 56% 5

% Minority*

RU 10% 201 Faculty members

CON 18% 35 (#)

CHS 7% 7

RMC 9% 154

GC 44% 4

% Black

RU 5% 103 Faculty members

CON 13% 26 (#)

CHS 4% 4

RMC 4% 71

GC 22% 2

% Hispanic

RU 5% 98 faculty members

CON 5% 9 (#)

CHS 3% 3

RMC 5% 83

GC 22% 2

*Combined AA/Black and Hispanic/Latino
Distribution of faculty by rank and race*

- Lecturers: 35
  - White: 55%
  - Hispanic/Latino: 14%
  - Black: 11%
  - Asian: 6%
  - Two or more races: 3%
  - Genderqueer: 6%
  - Choose not to disclose: 11%
  - Other/not entered: 11%

- Instructors: 186
  - White: 40%
  - Hispanic/Latino: 4%
  - Black: 7%
  - Asian: 7%
  - Two or more races: 1%
  - Genderqueer: 9%
  - Choose not to disclose: 8%
  - Other/not entered: 16%

- Assistant Professors: 1,159
  - White: 59%
  - Hispanic/Latino: 5%
  - Black: 7%
  - Asian: 3%
  - Two or more races: 5%
  - Genderqueer: 5%
  - Choose not to disclose: 3%
  - Other/not entered: 5%

- Associate Professors: 326
  - White: 70%
  - Hispanic/Latino: 2%
  - Black: 16%
  - Asian: 2%
  - Two or more races: 2%
  - Genderqueer: 1%
  - Choose not to disclose: 2%
  - Other/not entered: 16%

- Professor: 261
  - White: 40%
  - Hispanic/Latino: 7%
  - Black: 9%
  - Asian: 14%
  - Two or more races: 8%
  - Genderqueer: 2%
  - Choose not to disclose: 2%
  - Other/not entered: 33%

Distribution of faculty by rank and gender*

- Lecturer: 27
  - Women: 18
  - Men: 6
  - Genderqueer: 4
  - Other/not entered: 1

- Instructor: 99
  - Women: 64
  - Men: 22
  - Genderqueer: 1
  - Other/not entered: 2

- Assistant Professor: 605
  - Women: 467
  - Men: 103
  - Genderqueer: 4
  - Other/not entered: 1

- Associate Professor: 467
  - Women: 159
  - Men: 163
  - Genderqueer: 4
  - Other/not entered: 2

- Professor: 168
  - Women: 90
  - Men: 68
  - Genderqueer: 1
  - Other/not entered: 1

*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

- College of Health Sciences: 2
- RUSH Medical College: 47

**Professors** 21

- College of Health Sciences: 2
- RUSH Medical College: 19

**Associate Professors by Gender**

- Female: 25
- Male: 23
- Not entered: 1

**Professors by Gender**

- Female: 9
- Male: 12

**Associate Professors by Race**

- White: 26
- Black: 2
- Asian: 15
- Hispanic: 2
- Two or more races: 1

**Professors by Race**

- White: 8
- Hispanic: 1
- Asian: 6
- Black: 4
- Not entered: 1
Section 2: Metrics

Faculty Accomplishments

Editorial Review Boards

- Faculty members participating: 49
- Total boards: 74

External Leadership Positions

- Faculty members with leadership positions outside of Rush: 81
- Positions held: 140

Honors and Awards

- Faculty members received external honors and awards: 107

Faculty Excellence Awards

<table>
<thead>
<tr>
<th>Nominees</th>
<th>Winners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Service</td>
<td></td>
</tr>
<tr>
<td>Community Service</td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td></td>
</tr>
<tr>
<td>Mentoring</td>
<td></td>
</tr>
<tr>
<td>Research</td>
<td></td>
</tr>
</tbody>
</table>

Teaching Academy

Participants By Rank

- Professor: 47
- Associate Professor: 77
- Assistant Professor: 151
- Instructor: 31
- Adjunct Faculty: 14
- Visiting Faculty: 1
- Other: 27

Participants By College

- RMC: 188
- CHS: 53
- CON: 83
- GC: 5
- Other: 19

RMC    CHS     CON       GC   Other

FY2023
Section 3: Mentoring

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

- Total Mentees: 72

Mentees by College
- Rush Medical College: 82%
- College of Nursing: 10%
- College of Health Sciences: 8%

Mentees by Rank
- Instructor: 11%
- Assistant Professor: 13%
- Associate Professor: 40%

Research Tracks
- Clinical Track: 56%
- Lab Track: 40%
- Both (Clinical and Lab Tracks): 4%

Mentees by Gender
- Men: 38%
- Women: 63%
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
- Men: 2
- Women: 9
Section 3: Mentoring

Extramural Funding

Mentee as Principal Investigator

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Federal</td>
<td>$3,843,552</td>
<td>$7,101,302</td>
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<tr>
<td>Non-Federal</td>
<td>$3,257,750</td>
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</table>

Mentee as Co-Investigator

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal</td>
<td>$35,308,860</td>
<td>$36,650,382</td>
</tr>
<tr>
<td>Non-Federal</td>
<td>$1,341,521</td>
<td></td>
</tr>
</tbody>
</table>

$43,751,684
Total Extramural Funding

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

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.

171 Journal articles published by mentees
167 Presentations
79 Posters
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.
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

100% 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
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)

<table>
<thead>
<tr>
<th>RMC</th>
<th>CHS</th>
<th>CON</th>
<th>GC</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>18</td>
<td>5</td>
<td>1</td>
</tr>
</tbody>
</table>

**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. Virdi, 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.

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).