

The Office of Faculty Affairs: Where to start and what to face: Three years review

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Collaborative work of the advisory committee



Rush University

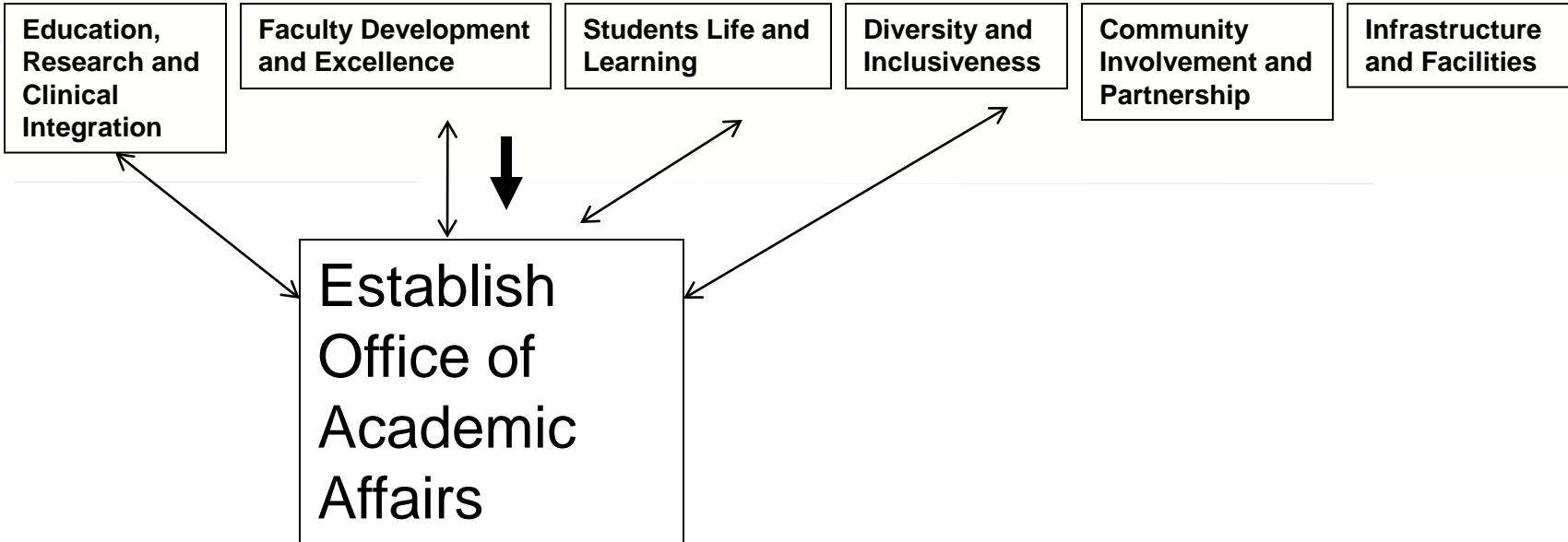
Education Strategic Plan Summary (2005-2015)



Vision

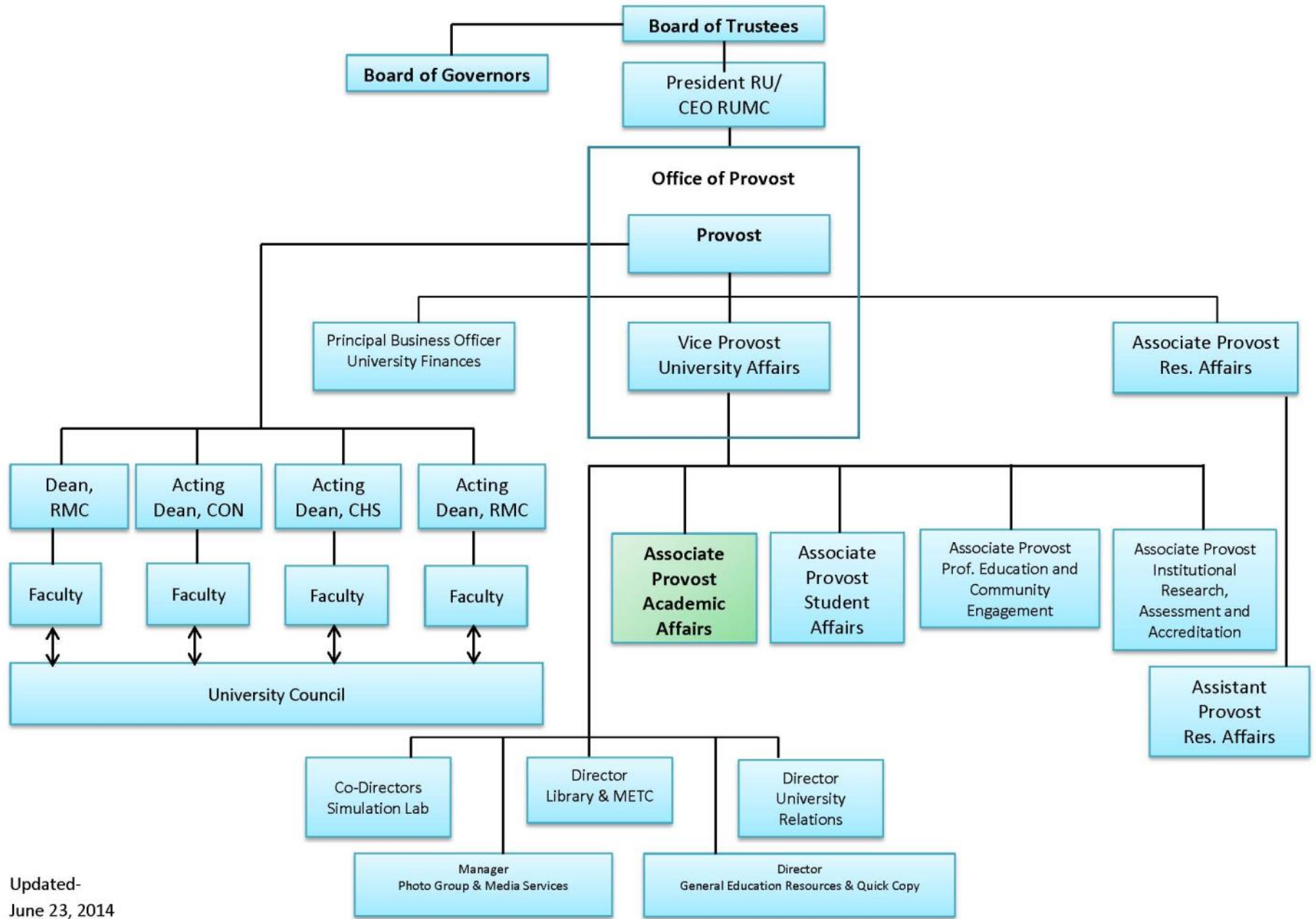
Rush University will use a practitioner teacher model to develop health care leaders who collaboratively translate and develop knowledge into outstanding health care outcomes

Strategic Goals



Priorities of the office were defined based on these six strategic goals

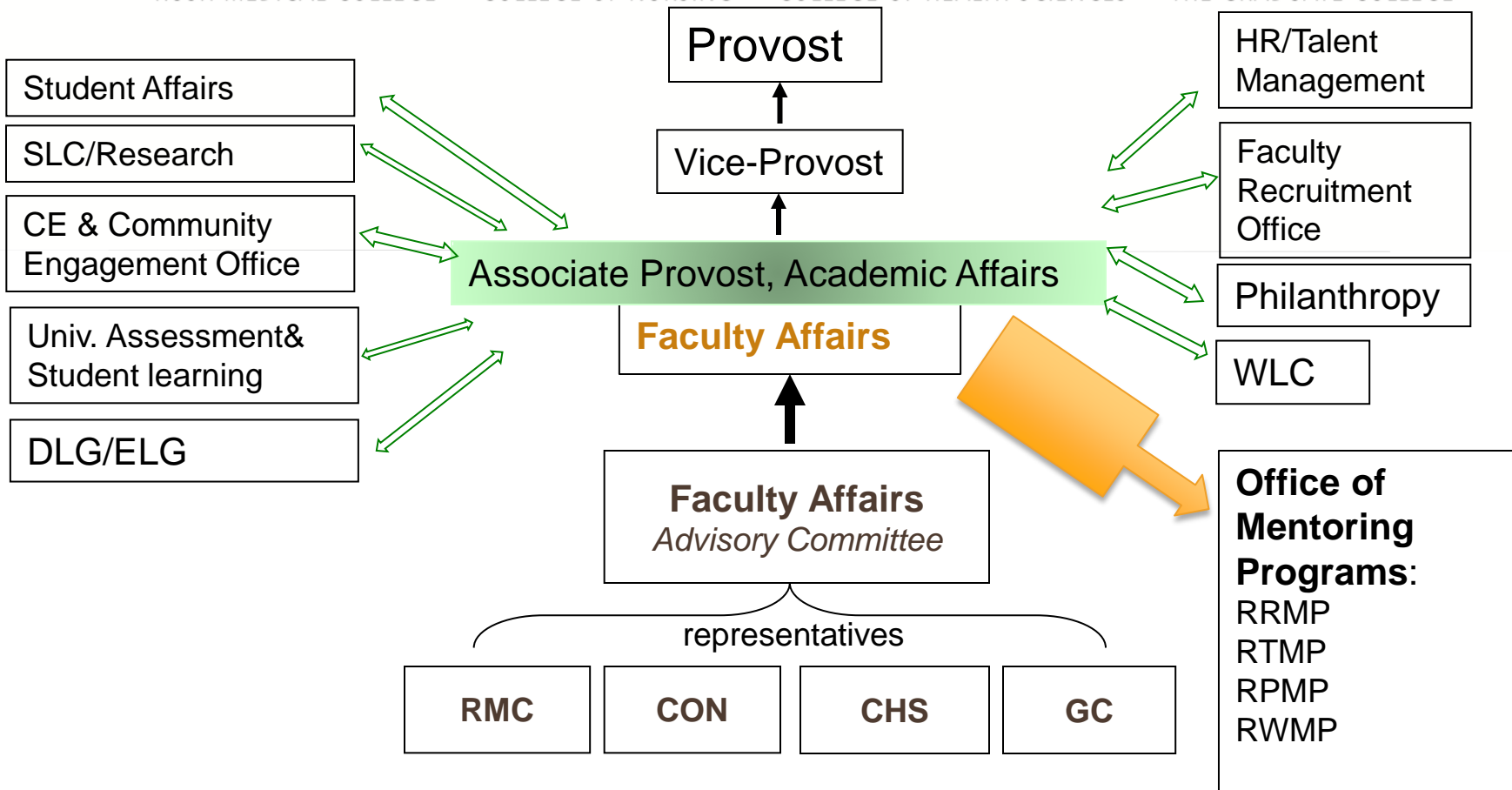
Rush University Infrastructure



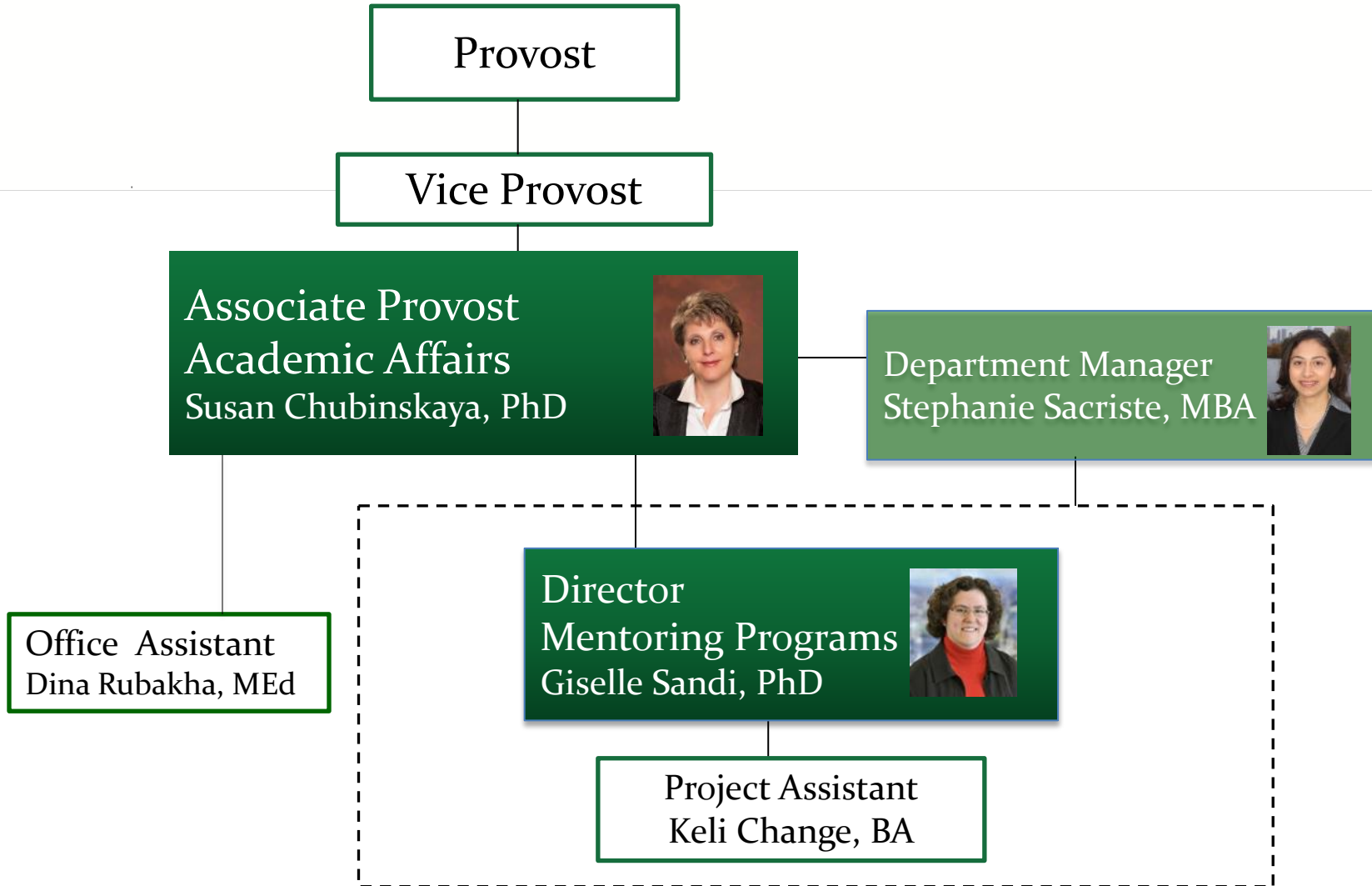
Institutional Strategic partners for the Office of Faculty Affairs



RUSH MEDICAL COLLEGE • COLLEGE OF NURSING • COLLEGE OF HEALTH SCIENCES • THE GRADUATE COLLEGE



Office of Academic Affairs



Faculty Affairs Mission Statement

We are determined to enhance the quality of faculty life in the environment of multicultural competence by insuring professional satisfaction in mentorship, career development, leadership development, skills development, and gender equity

Current scope of Faculty Affairs @ Rush

Faculty Affairs

- Policies/Accreditations
- Faculty recruitment/Search committees deans/chairs
- Faculty on-boarding/orientation
- Faculty Database
- Faculty handbook
- Internal/External visibility (website, newsletters, facts-at-glance)
- P&T/University appointments
- Excellence awards in 5 categories (30-40 nominations/year)
- Faculty recognition reception
- Faculty Satisfaction/engagement
- AAMC/GFA/GWIMS/GDI
- Scholarly work
- Fundraising/Philanthropy

Faculty Development

- Teaching Academy/CE credits (4th season, 12 lectures/year)
- Mentoring programs/Courses
- Workshops/seminars (CE credits)
- Professional/career development (internal & external)
- Individual coaching (50-60 faculty/year)
- Social Networking
- Academic and career mentoring (defined cohorts of faculty)
- Minority faculty development

~100

Faculty
Development
Events/year

*Including mentoring programs,
teaching academy events, seminars,
receptions, courses*

UNIVERSITY

Professional/
Career
Development

Office of Rush
Mentoring
Programs

Social Events

Challenges

- Initial skepticism on multiple levels
- Limited support from the Deans, departmental leaders, and the faculty
- Limited resources
- Hard to bring senior faculty in
- Scheduling!!!

Conclusions/Lessons learned

- Needs assessment
- Support from the faculty and leadership is critical!
- Learn external resources and best/efficient practices
- External collaborations and partnerships to maximize resources and expertise
- Join professional organizations (GFA/GWIMS/GDI/AAMC) and come to the annual meetings!
- Engage influential faculty/chairs early in the process
- Diverse Advisory Committee
- Collaboration longitudinally and horizontally within organization
- Trustworthy relationships with faculty
- Professional staff
- Identify low hanging fruits and secure early wins