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


Collaborative work of the advisory committee
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**

- Education, Research and Clinical Integration
- Faculty Development and Excellence
- Students Life and Learning
- Diversity and Inclusiveness
- Community Involvement and Partnership
- Infrastructure and Facilities

Establish Office of Academic Affairs

Priorities of the office were defined based on these six strategic goals.
Institutional Strategic partners for the Office of Faculty Affairs

RUSH UNIVERSITY

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

Student Affairs
SLC/Research
CE & Community Engagement Office
Univ. Assessment & Student learning
DLG/ELG

Provost
Vice-Provost
Associate Provost, Academic Affairs

Faculty Affairs

Faculty Affairs Advisory Committee

representatives

RMC
CON
CHS
GC

Office of Mentoring Programs:
RRMP
RTMP
RPMP
RWMP

HR/Talent Management
Faculty Recruitment Office
Philanthropy
WLC
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
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