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

FY2022

RUSH University

Faculty Members 1,938

Faculty by college

- **CON**
  - College of Nursing
  - 225 faculty

- **CHS**
  - College of Health Sciences
  - 82 faculty

- **RMC**
  - RUSH Medical College
  - 1,623 faculty

- **GC**
  - Graduate College
  - 8 faculty

% female

- RU 51%
- CON 90%
- CHS 65%
- RMC 45%
- GC 65%

% minority

- RU 10%
- CON 17%
- CHS 6%
- RMC 9%
- GC 38%

% black

- RU 5%
- CON 13%
- CHS 5%
- RMC 4%
- GC 25%

% hispanic

- RU 4%
- CON 4%
- CHS 1%
- RMC 4%
- GC 13%
Section 1: Demographics

Distribution of faculty by rank and race*

*This demographic data from 8/10/2021 is only as accurate as entered by faculty into the Faculty Management System.

Distribution of faculty by rank and gender*

*This demographic data from 8/10/2021 is only as accurate as entered by faculty into the Faculty Management System.
Section 1: Demographics

Newly promoted/appointed positions

**Associate Professors** 53

- College of Health Sciences: 1
- College of Nursing: 5
- RUSH Medical College: 47

**Professors** 27

- College of Health Sciences: 1
- RUSH Medical College: 26

**Associate Professors by College**

**Associate Professors by Race**

- Asian: 19
- Hispanic: 1
- Two or more races: 1
- White: 32

**Associate Professors by Gender**

- Female: 30
- Male: 23

**Professors by College**

**Professors by Race**

- Asian: 6
- Hispanic: 1
- Two or more races: 1
- White: 16
Section 2: Metrics

Faculty Accomplishments

Editorial Review Boards

56 Faculty members participating

85 Total boards

External Leadership Positions

81 Faculty members with leadership positions outside of Rush

128 Positions held

Honors and Awards

128 Faculty members received external honors and awards

Teaching Academy

Participants By Rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>45</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>117</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>234</td>
</tr>
<tr>
<td>Instructor</td>
<td>69</td>
</tr>
<tr>
<td>Adjunct Faculty</td>
<td>46</td>
</tr>
<tr>
<td>Visiting Faculty</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>39</td>
</tr>
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</table>

Participants By College

<table>
<thead>
<tr>
<th>College</th>
<th>Nominees</th>
<th>Winners</th>
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</thead>
<tbody>
<tr>
<td>RMC</td>
<td>315</td>
<td>91</td>
</tr>
<tr>
<td>CHS</td>
<td>112</td>
<td>12</td>
</tr>
<tr>
<td>CON</td>
<td>1</td>
<td>33</td>
</tr>
<tr>
<td>GC</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>2</td>
</tr>
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</table>

Clinical Service

Community Service

Education

Mentoring

Research
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 by College**
  - RUSH Medical College: 81%
  - College of Nursing: 10%
  - College of Health Sciences: 10%

- **Mentees by Rank**
  - Instructor: 71%
  - Assistant Professor: 16%
  - Associate Professor: 13%

- **Research Tracks**
  - Clinical Track: 52%
  - Lab Track: 40%
  - Both (Clinical and Lab Tracks): 8%

- **Mentees by Gender**
  - Men: 35%
  - Women: 66%
Section 3: Mentoring

Early Career Bootcamp

**Participants** 52

- Adjunct Assistant Professor: 1
- Assistant Professor: 36
- Associate Professor: 2
- Instructor: 13

- Chicago Medical School: 4
- College of Health Professions: 1
- RUSH College of Health Sciences: 2
- RUSH College of Nursing: 8
- Cook County Health: 3
- RUSH Medical College: 21
- Southern Illinois University School of Medicine: 13

Teaching Excellence Bootcamp

**Participants** 24

- Assistant Professor: 15
- Associate Professor: 3
- Instructor: 4
- Unknown: 2

- Men: 4
- Women: 20
Section 3: Mentoring

Extramural Funding

### Mentee as Principal Investigator

<table>
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<tr>
<th>Source</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Federal</td>
<td>$4,323,686</td>
</tr>
<tr>
<td>Non-Federal</td>
<td>$2,968,463</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$7,292,149</strong></td>
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### Mentee as Co-Investigator

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<th>Amount</th>
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<tr>
<td>Non-Federal</td>
<td>$29,636</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$16,010,305</strong></td>
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**$23,302,454 Total Extramural Funding**

39 Mentees reported funding

87 Total grants

51 Grants received from federal sources, including 48 from the National Institutes of Health and two from other federal agencies

RUSH Mentoring Programs

**Cohn Fellows**

<table>
<thead>
<tr>
<th>Count</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>40</td>
<td>Mentees completed their Cohn fellowship</td>
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</table>

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.

202 Journal articles published by mentees

219 Presentations

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

The office also realized increased revenue in FY 2022. This reflects both reduced operational costs and the above-mentioned essential partners with whom we quickly adapt strategies to a rapidly changing marketplace. As reported by ACCME, most providers report stable or decreased revenues.

CILL Net Revenue

Exceeded target by 48%

Budget target was $712,524 for net revenue in FY22.

Free Leadership Webinars

3 Effective Practices of Great Leaders
May 2022
- 48 registrants

Essentialism and Change Leadership
June 2022
- 101 registrants
Fiscal Year 2022

**Signature Leadership Development Programs**

Resilient Leadership Retreats:
- 58 learners

Interprofessional Leadership Essentials:
- 37 learners

Interprofessional Leadership Advanced:
- 30 learners

**Consultations**

**OB-GYN Department**
Residents Training
- 28 Residents

Department-wide Retreat
- 65 Participants

**Center for Clinical Wellness**

Program 1
Advocating for Struggling Students

Program 2
Advocating for Struggling Trainees

**Specialty Practice Areas**

Executive Leadership Coaching
(Emergency Department)

360 Leadership Evaluations
(Division of Plastic surgery)
**International Interprofessional Global Health Trips**

**FY22**

**Total trips** 17

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

**Student Participants**

9

Students were only allowed to participate around March of 2022

<table>
<thead>
<tr>
<th>RMC</th>
<th>CHS</th>
<th>CON</th>
<th>GC</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>4</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total Participants**

135

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

**Symposium Count**

279

total count

5

M4 Elective

9

Scholarships
Manuscripts Published

**Academic Impressions**, December 2021
Amarjit Virdi and Susan Chubinskaya:
- *How RUSH University established a mentoring program for women faculty that can serve as a model for other universities.*

**Journal of Faculty Development**, 2021. 35(3): 8-15
Susan Chubinskaya, Melita Isic and Suzanne Keers:
- *Connecting faculty productivity and academic advancement with annual performance assessment by using customized faculty management system.*

**Acad. Med**, 2022
Amarjit Virdi, Giselle Sandi and Susan Chubinskaya:
- *Intramural grant program to promote research activity among early career faculty members.*

Scholarly Productivity of CILL Team

**Association for Medical Education Annual Global Conference**
- Cultivating Self-compassion: A Critical Skill for Medical Educators
  - 75 Participants
  - August 30, 2021

**National Center for Healthcare Leadership Annual Conference**
- Resilient Leadership: Fostering Wholeness & Positive Change
  - 45 Participants
  - November 9, 2021
The Office of Faculty Affairs

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