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 of Faculty Affairs oversees the Office of Mentoring Programs, the Office of Global Health and the Center for Innovative and Lifelong Learning.
Section 1: Demographics

**FY2021**

**Rush University**

**Faculty Members** 2,045

**Faculty by college**

- **CON**
  - College of Nursing
  - 211 faculty

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

- **RMC**
  - Rush Medical College
  - 1,658 faculty

- **GC**
  - Graduate College
  - 6 faculty

**% female**

<table>
<thead>
<tr>
<th></th>
<th>RU 54%</th>
<th>1,104 faculty members</th>
</tr>
</thead>
<tbody>
<tr>
<td>CON</td>
<td>91%</td>
<td>192 (#)</td>
</tr>
<tr>
<td>CHS</td>
<td>71%</td>
<td>121</td>
</tr>
<tr>
<td>RMC</td>
<td>48%</td>
<td>796</td>
</tr>
<tr>
<td>GC</td>
<td>50%</td>
<td>3</td>
</tr>
</tbody>
</table>

**% minority**

<table>
<thead>
<tr>
<th></th>
<th>RU 10%</th>
<th>205 Faculty members</th>
</tr>
</thead>
<tbody>
<tr>
<td>CON</td>
<td>18%</td>
<td>38 (#)</td>
</tr>
<tr>
<td>CHS</td>
<td>10%</td>
<td>17</td>
</tr>
<tr>
<td>RMC</td>
<td>9%</td>
<td>149</td>
</tr>
<tr>
<td>GC</td>
<td>50%</td>
<td>3</td>
</tr>
</tbody>
</table>

**% black**

<table>
<thead>
<tr>
<th></th>
<th>RU 5%</th>
<th>110 Faculty members</th>
</tr>
</thead>
<tbody>
<tr>
<td>CON</td>
<td>12%</td>
<td>25 (#)</td>
</tr>
<tr>
<td>CHS</td>
<td>5%</td>
<td>8</td>
</tr>
<tr>
<td>RMC</td>
<td>5%</td>
<td>76</td>
</tr>
<tr>
<td>GC</td>
<td>17%</td>
<td>1</td>
</tr>
</tbody>
</table>

**% hispanic**

<table>
<thead>
<tr>
<th></th>
<th>RU 5%</th>
<th>96 faculty members</th>
</tr>
</thead>
<tbody>
<tr>
<td>CON</td>
<td>6%</td>
<td>12 (#)</td>
</tr>
<tr>
<td>CHS</td>
<td>5%</td>
<td>8</td>
</tr>
<tr>
<td>RMC</td>
<td>5%</td>
<td>74</td>
</tr>
<tr>
<td>GC</td>
<td>33%</td>
<td>2</td>
</tr>
</tbody>
</table>
Section 2: Demographics

Distribution of faculty by rank and race*

- White
- Hispanic/Latino
- Black/AA
- Asian
- Two or more races
- Not entered

**291 Instructors**
- 22% White
- 9.5% Hispanic/Latino
- 8% Black/AA
- 6.5% Asian
- 2% Two or more races
- 9.5% Not entered

**57 Lecturers**
- 63% White
- 14% Hispanic/Latino
- 12% Black/AA
- 9% Asian
- 9% Not entered
- 1% Two or more races

**1,127 Assistant Professors**
- 48% White
- 22% Hispanic/Latino
- 15% Black/AA
- 5% Asian
- 2% Two or more races
- 1% Not entered

**308 Associate Professors**
- 62% White
- 22% Hispanic/Latino
- 4.5% Black/AA
- 4% Asian
- 3% Two or more races
- 1% Not entered

**251 Professor**
- 76% White
- 22% Hispanic/Latino
- 4% Black/AA
- 2% Asian
- 1% Two or more races
- 1% Not entered

Distribution of faculty by rank and gender*

- Women
- Men
- Genderqueer

**Lecturer**
- 46 Women
- 11 Men

**Instructor**
- 206 Women
- 85 Men

**Assistant Professor**
- 638 Women
- 495 Men
- 1 Genderqueer

**Associate Professor**
- 139 Women
- 171 Men

**Professor**
- 86 Women
- 167 Men

*Demographic data 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: 6
- College of Nursing: 1
- Rush Medical College: 42

**Professors** 24

- College of Health Sciences: 2
- College of Nursing: 3
- Rush Medical College: 19

**Associate Professors by Race**

- White: 28
- Asian: 14
- African American: 2
- Hispanic: 1
- Two or more races (not Hispanic or Latino): 4

**Professors by Race**

- White: 16
- Asian: 1
- African American: 1
- Other: 6
Faculty Accomplishments

Editorial Review Boards

68
Faculty members participating

135
Total boards

External Leadership Positions

95
Faculty members with leadership positions outside of Rush

143
Positions held

Honors and Awards

122
Faculty members received external honors and awards

Teaching Academy

(Including Restorative Justice Seminars)

Participants By Rank

Professor
Associate Professor
Assistant Professor
Instructor
Adjunct
Visiting Faculty
Other

113
159
336
78
38
1
83

Participants By College

RMC
CHS
CON
GC
Other

445
129
167
3
64

Faculty Excellence Awards

Clinical Service

Community Service

Education

Mentoring

Research

Nominees

Winners

RMC
CHS
CON
GC

1
1
4
0
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: 11%
- College of Nursing: 10%
- College of Health Sciences: 79%

Mentees by Rank
- Instructor: 8%
- Assistant Professor: 15%
- Associate Professor: 33%
- Clinical and Lab Tracks: 3%
- Research Tracks: 64%

Mentees by Gender
- Men: 39%
- Women: 61%
## Extramural Funding

### Mentee as Principal Investigator

<table>
<thead>
<tr>
<th>Type</th>
<th>Funding (USD)</th>
<th>Total Funding (USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal</td>
<td>$12,484,650</td>
<td>$14,886,809</td>
</tr>
<tr>
<td>Non-Federal</td>
<td>$2,402,159</td>
<td></td>
</tr>
</tbody>
</table>

### Mentee as Co-Investigator

<table>
<thead>
<tr>
<th>Type</th>
<th>Funding (USD)</th>
<th>Total Funding (USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal</td>
<td>$5,927,520</td>
<td>$6,087,853</td>
</tr>
<tr>
<td>Non-Federal</td>
<td>$160,333</td>
<td></td>
</tr>
</tbody>
</table>

**Total Extramural Funding**: $20,974,662

- 35 Mentees reported funding
- 96 Total grants
- 59 Grants received from federal sources, including 57 from the National Institutes of Health and two from other federal agencies

## Rush Mentoring Programs

### Cohn Fellows

- **35** 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.
Section 4: Continuing Medical Education

5,227
Continuing education programs
In multiple professions
Internal and external learners

Interprofessional 63%
Interprofessional educational programs (those educational activities planned by and delivered to two or more professions) made up 63% (3,293) of total programming.

Total Credits & Learners

<table>
<thead>
<tr>
<th>Credits Awarded</th>
<th>Individual Learners</th>
</tr>
</thead>
<tbody>
<tr>
<td>11,646</td>
<td>111,662</td>
</tr>
<tr>
<td>18,780</td>
<td>92,588</td>
</tr>
<tr>
<td>20,773</td>
<td>138,597</td>
</tr>
</tbody>
</table>

Net Revenue

<table>
<thead>
<tr>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>342,933</td>
<td>276,218</td>
<td>805,672</td>
</tr>
</tbody>
</table>

Commercial Grant Support

<table>
<thead>
<tr>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,055,286</td>
<td>3,223,291</td>
<td>3,573,240</td>
</tr>
</tbody>
</table>
Center for Innovative and Lifelong Learning

Leadership Arm FY21 metrics*

Interprofessional Leadership™ – Essentials

**Excellent**

NPS** score: 50 (top quartile)

For March 2021 cohort: Reached enrollment capacity, of 48, within 25 days of marketing launch & 7 weeks before cohort start date

Waitlist = 117% of enrollment capacity after registration for cohort closed

Resilient Leadership: Fostering Wholeness & Positive Change™

**Excellent**

NPS** score: 55 (top quartile)

For February 2021 cohort: Reached enrollment capacity, of 48, within 20 days of marketing launch & 4 weeks before cohort start date

Waitlist = 35% of enrollment capacity after registration for cohort closed

Content Marketing COVID-19 Crisis Leadership Videos

3,700 FY21 total views

4,393 Total views to date
(launch – 7/26/2021)

*Financial metrics are included in the overall CILL financial numbers. **NPS (Net Promoter Score) measures customer satisfaction and loyalty. Because CILL’s Leadership course contributions to revenue rely heavily on repeat customer purchases and word of mouth marketing, it is important for us to measure these metrics. While NPS ratings need to be benchmarked over time, generally speaking the following remains true across industries: Total potential scores range from -100 to 100, score of 50-70 is excellent.
Global Health Trips
FY21

5 Trips
- 3 Primary Care
- 1 ENT
- 1 Interprofessional service experience

March 2021 service project was planting a garden with vegetables and flowers with community members in the Pilsen Neighborhood.

16 Participants

Symposium Count
235
No college referenced

M4 Elective
Did not run*

Scholarships
No student travel*

*Due to COVID-19 and no-travel policy for trainees, number of trips and participants size were affected.