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, pursuit of diversity goals, support for accreditations and faculty management including onboarding, appointments and promotions.

**Recognition:**
The Offices of Faculty Affairs and Mentoring Programs was honored with the 2019 Group on Women in Medicine and Science Leadership Award for an organization.
Faculty Demographics Three Year Retrospective

Number of Faculty at Rush University FY 18-FY 20

<table>
<thead>
<tr>
<th></th>
<th>FY 18</th>
<th>FY 19</th>
<th>FY 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>CON</td>
<td>189</td>
<td>198</td>
<td>183</td>
</tr>
<tr>
<td>CHS</td>
<td>160</td>
<td>158</td>
<td>148</td>
</tr>
<tr>
<td>RMC</td>
<td>1531</td>
<td>1638</td>
<td>1618</td>
</tr>
<tr>
<td>RU</td>
<td>1860</td>
<td>1994</td>
<td>1951</td>
</tr>
</tbody>
</table>

Percentage of Minority Faculty at Rush

<table>
<thead>
<tr>
<th></th>
<th>FY 18</th>
<th>FY 19</th>
<th>FY 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>CON</td>
<td>13.12%</td>
<td>13.34%</td>
<td>13.12%</td>
</tr>
<tr>
<td>CHS</td>
<td>5.63%</td>
<td>8.52%</td>
<td>8.12%</td>
</tr>
<tr>
<td>RMC</td>
<td>6.32%</td>
<td>8.92%</td>
<td>8.92%</td>
</tr>
<tr>
<td>RU</td>
<td>14%</td>
<td>12%</td>
<td>10%</td>
</tr>
</tbody>
</table>

Minority:
Black/African American
Hispanic/Latinx
Faculty Demographics FY20

Faculty Demographics by Gender FY 2020

- **% Female**
- **% Male**

*Six participants did not provide a response.*

Distribution of Faculty at Rush University by Rank and Gender 1951

<table>
<thead>
<tr>
<th>Rank</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor</td>
<td>89</td>
<td>63</td>
</tr>
<tr>
<td>Lecturer</td>
<td>48</td>
<td>32</td>
</tr>
<tr>
<td>Assistant</td>
<td>123</td>
<td>60</td>
</tr>
<tr>
<td>Associate</td>
<td>156</td>
<td>75</td>
</tr>
<tr>
<td>Professor</td>
<td>78</td>
<td>68</td>
</tr>
<tr>
<td>Total</td>
<td>933</td>
<td>511</td>
</tr>
</tbody>
</table>

*In 2020 the Graduate College had two independent faculty members who are represented in the data totals.*
Faculty Demographics FY20

Distribution of faculty by rank and race at Rush University

- **Instructor**: 242
  - American Indian/Alaska Native/Native Hawaiian/Other: 13
  - Asian: 17
  - Black/African American: 5
  - Hispanic/Latinx: 2
  - Not entered: 2
  - Two or more races: 1
  - White: 58

- **Lecturer**: 57
  - American Indian/Alaska Native/Native Hawaiian/Other: 4
  - Asian: 4
  - Black/African American: 4
  - Hispanic/Latinx: 20
  - Not entered: 2
  - Two or more races: 2
  - White: 58

- **Assistant Professor**: 1124
  - American Indian/Alaska Native/Native Hawaiian/Other: 54
  - Asian: 51
  - Black/African American: 51
  - Hispanic/Latinx: 246
  - Not entered: 2
  - Two or more races: 2
  - White: 530

- **Associate Professor**: 280
  - American Indian/Alaska Native/Native Hawaiian/Other: 12
  - Asian: 10
  - Black/African American: 12
  - Hispanic/Latinx: 32
  - Not entered: 2
  - Two or more races: 2
  - White: 172

- **Professor**: 248
  - American Indian/Alaska Native/Native Hawaiian/Other: 3
  - Asian: 16
  - Black/African American: 7
  - Hispanic/Latinx: 2
  - Not entered: 3
  - Two or more races: 2
  - White: 188

- **Total**: 1951
  - American Indian/Alaska Native/Native Hawaiian/Other: 82
  - Asian: 82
  - Black/African American: 82
  - Hispanic/Latinx: 357
  - Not entered: 25
  - Two or more races: 4
  - White: 1042

---

**Legend**
- American Indian/Alaska Native/Native Hawaiian/Other
- Asian
- Black/African American
- Hispanic/Latinx
- Not entered
- Two or more races
- White

---

RUSH UNIVERSITY
Rush Faculty Excellence Awards

The Rush Faculty Excellence Awards were established by the Provost’s Office and the Office of Faculty Affairs in 2010. Rush University’s annual recognition reception celebrates the achievements of its faculty, nominated in five categories: Clinical Service, Community Service, Education, Mentoring and Research.
Faculty Excellence Awards

Total Nominees since 2012: 244
- Clinical Service: 67
- Community Service: 21
- Education: 71
- Mentoring: 18
- Research: 50

Total Winners since 2012: 73
- Clinical Service: 15
- Community Service: 15
- Education: 18
- Mentoring: 18
- Research: 7

Winners per College:
- RMC: 47
- CON: 17
- CHS: 9
Previous Winners

2011-2012

Clinical Service
Catherine D. Catrambone, PhD, RN | Adult Health and Gerontological Nursing
Norman S. Ryan, MD | Family Medicine
Emily Q. Wang, PhD | Communication Disorders and Sciences

Community Service
Marilyn Wideman, DNP, RN-BC | Community, Systems and Mental Health Nursing

Education
Paul M. Carvey, PhD | Physiology & Biophysics
Joel A. Michael, PhD | Physiology & Biophysics
Richard K. Peach, PhD | Communication Disorders and Sciences
Sharon E. Sholiton, PhD | Pediatrics

Mentoring
Ali Keshavarzian, MD | Internal Medicine
Marcia Murphy, DNP, RN, ANP | Adult Health and Gerontological Nursing

Research
Thomas E. DeCoursey, PhD | Physiology & Biophysics
Denis A. Evans, MD | Internal Medicine
Paula P. Meier, DNSc, RN, FAAN | Pediatrics
Previous Winners

2012-2013

Clinical Service
Stephen C. Jensik MD, PhD | Surgery

Community Service
Sally Lemke, MS, RN, WHNP-BC | Women, Children, and Family Nursing

Education
Jennifer G. Goldman, MD, MS | Neurological Sciences
Gabriella Cs-Szabo, PhD | Orthopedic Surgery

Mentoring
Arlene Miller, PhD, RN, FAAN | Community, Systems and Mental Health Nursing
Eduardo Rios, PhD | Physiology & Biophysics

Research
Roy A. Bakay, MD | Neurological Surgery
Lena Al-Harthi, PhD | Microbial Pathogens and Immunity
Previous Winners

**2013-2014**

**Clinical Service**
Lynne T. Braun, PhD, CNP, FAAN | Adult Health and Gerontological Nursing  
Yanina Purim-Shem-Tov, MD, MS, FACEP | Emergency Medicine

**Education**
Richard Abrams, MD | Internal Medicine  
Frank D. Hicks, PhD, RN | Adult Health and Gerontological Nursing  
Patricia McCarthy, PhD | Communication Disorders and Sciences

**Mentoring**
Zoe Arvanitakis, MD, MS | Neurological Sciences  
Richard G. Trohman, MD, MBA | Internal Medicine

**Research**
Deborah A. Hall, MD, PhD | Neurological Sciences
Previous Winners

2014-2015

Clinical Service
Aidnag Z. Diaz, MD, MPH | Radiation Oncology
Barbara K. Hinch, DNP, RN, ACNP | Adult Health and Gerontological Nursing
Omar Lateef, DO | Internal Medicine

Community Service
Sarah H. Ailey, PhD, RN, CDDN, APHN-BC | Community, Systems and Mental Health Nursing
Jaime B. Parent, MS, MA | Health Systems Management

Education
Maribeth L. Flaws, PhD, MLS(ASCP)cm, SM, SI | Medical Laboratory Sciences
Steven L. Lewis, MD | Neurological Sciences

Mentoring
Elizabeth Berry-Kravis, MD, PhD | Pediatrics | Neurological Sciences

Research
Kathleen M. Shannon, MD | Neurological Sciences
Christy C. Tangney, PhD, FACN, CNS | Clinical Nutrition
Previous Winners

2015-2016

Clinical Service
Sayona John, MD  |  Neurological Sciences
Leo Verhagen, MD, PhD  |  Neurological Sciences

Community Service
Niranjan Karnik, MD, PhD  |  Psychiatry

Education
Janet L. Engstrom, PhD, APN, CNM  |  Women, Children, and Family Nursing

Mentoring
Scott G. Hasler, MD  |  Internal Medicine
Parameswaran Venugopal, MD  |  Internal Medicine

Research
Jeffrey H. Kordower, PhD  |  Neurological Sciences
Mark Pollack, MD  |  Psychiatry
Previous Winners

2016-2017

Clinical Service
Mark S. Cohen, MD | Orthopedic Surgery
Rani Ganesan, MD | Pediatrics

Education
Mary E. Johnson, PhD, RN, PMHCNS-BC, FAAN | Community, Systems and Mental Health Nursing
Joan Ann O’Keefe, PhD, PT | Cell and Molecular Medicine

Mentoring
Elizabeth A. Baker, MD, MHPE | Internal Medicine
Louis Fogg, PhD | Community, Systems and Mental Health Nursing

Research
Jochen Reiser, MD, PhD | Internal Medicine
Previous Winners

2017-2018

Clinical Service
Therese Gallagher, DNP, FNP-BC | Women, Children, and Family Nursing
Kelly Roehl, MS | Clinical Nutrition

Community Service
Molly Bathje, PhD, OTR/L | Occupational Therapy

Education
Kathleen Delaney, PhD | Community, Systems and Mental Health Nursing

Mentoring
Cynthia Comella, MD | Neurological Sciences
Joyce Corsica, PhD | Psychiatry; Behavioral Sciences

Research
Vineet Gupta, PhD | Internal Medicine
Previous Winners

2018-2019

Clinical Service
Michael Hanak, MD | Family Medicine

Education
Kristin Al-Ghoul, PhD | Cell and Molecular Medicine
Nell Lurain, PhD | Microbial Pathogens and Immunity

Mentoring
Markus Wimmer, PhD | Orthopedic Surgery

Research
George Fitchett, PhD | Religion, Health and Human Values
Barbara Swanson, PhD, RN, FAAN, ACRN | Adult Health and Gerontological Nursing
Previous Winners

2019-2020

Clinical Service
Angela Moss, PhD, MSN, RN, APRN-BC | Community, Systems and Mental Health Nursing
Beverly E. Sha, MD | Internal Medicine

Community Service
Ashok A. Jagasia, MD, PhD | Otorhinolaryngology

Education
Michael Gottlieb, MD | Emergency Medicine

Mentoring
Raj C. Shah, MD | Family Medicine

Research
JoEllen Wilbur, PhD, APN, FAAN | Women, Children and Family Nursing
Rush University Mentoring Programs

- Rush Research Mentoring Programs
- Postdoctoral Mentoring Program
- Educational Mentoring Program
- Women Mentoring Program
Rush Research Mentoring Programs (RRMP)

210
Total Mentees through the RRMP

215*
Total Mentors through the RRMP

79
Current Mentees

131
Mentees who graduated as of 09/19

76
Mentees who stayed at Rush

58%
Retention

* Some mentees have more than one mentor

Outcomes

<table>
<thead>
<tr>
<th>Total funding</th>
<th>$100,594,002</th>
</tr>
</thead>
<tbody>
<tr>
<td>As PI</td>
<td>$42,681,209</td>
</tr>
<tr>
<td>As Co-PI</td>
<td>$57,912,793</td>
</tr>
<tr>
<td>Total number of grants awarded</td>
<td>688</td>
</tr>
<tr>
<td>Total number of NIH grants (out of total)</td>
<td>252</td>
</tr>
<tr>
<td>Total number of other grants (out of total)</td>
<td>426</td>
</tr>
<tr>
<td>Total number of publications</td>
<td>1100</td>
</tr>
<tr>
<td>Total number of presentations</td>
<td>884</td>
</tr>
<tr>
<td>Total number of posters</td>
<td>675</td>
</tr>
</tbody>
</table>

Return in investment

<table>
<thead>
<tr>
<th>Institutional and donors’ investment</th>
<th>5,402,457</th>
</tr>
</thead>
<tbody>
<tr>
<td>Return in investment as PI only</td>
<td>696%*</td>
</tr>
<tr>
<td>Return in investment as PI and Co-I</td>
<td>1709%*</td>
</tr>
</tbody>
</table>

*Numbers do not include the protected time mentees receive to be in the program. Therefore, the actual ROI is lower than this calculated number solely based on institutional funds and grants received.

Cohn Fellows

<table>
<thead>
<tr>
<th>Number of Cohn fellows (graduated and current)</th>
<th>30</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant success of fellows</td>
<td></td>
</tr>
<tr>
<td><strong>14 NIH</strong> (K, R, Supplemental, 1 DOD)</td>
<td></td>
</tr>
<tr>
<td><strong>35 Other</strong> (Foundations, Philanthropy, Rush SLC)</td>
<td></td>
</tr>
</tbody>
</table>

RUSH UNIVERSITY
All six core competencies of the NPA have been covered by all seminars and workshops, including grant writing.

Strong partnership with the University of Illinois at Chicago, Northwestern, University of Chicago, and Argonne National Laboratory.

Rush University is Member of the National Postdoctoral Association (NPA).

Professional development seminars and workshops since December of 2013.

Educational Research Projects led by Dr. Beth Baker.

Educational Mentoring Program

Teaching Excellence workshops have been offered since 2014.

190 faculty have participated from all colleges (50% RMC, 30% CHS, 20% CON).

Facilitators are from all Rush colleges and some external consultants.

Women Mentoring Program

Mentoring pairs (junior-senior faculty) working on leadership, career development, teaching, and research.

Women Faculty profiles website, highlighting one faculty monthly in all Rush media outlets.

Monthly seminar series with more than 900 women faculty in our list.

Postdoctoral Mentoring Program

132 Postdoctoral fellows

Rush University is Member of the National Postdoctoral Association (NPA).

82 Professional development seminars and workshops since December of 2013.

All six core competencies of the NPA have been covered by all seminars and workshops, including grant writing.

Strong partnership with the University of Illinois at Chicago, Northwestern, University of Chicago, and Argonne National Laboratory.
Online Research Training Modules

Through a process of guided, active adult-learning modules, this course will result in the learner developing a research career plan and a research proposal, with special emphasis on NIH K awards.

- **32** Faculty have been enrolled
- **Weekly** Face-to-face meetings
- **Three** Instructors have already submitted either F32 or foundational grants as a result
- **One** participant received a K award

### Mid-Career Faculty Development Workshops

- **9190** Attendees to seminars, track meetings, workshops (including grant writing), teaching excellence, and symposium

### Early Faculty Development Workshops

### Teaching Excellence Booth Camp

Attendance to all events organized by the Office of Mentoring Programs
Global Health

Locations impacted by Global Health programs:

Belize
Guatemala
Haiti
Dominican Republic
Mexico
Colombia
Ecuador
Panama
Peru

Nigeria
Zambia
Ghana
Tanzania
Syria

India
Nepal
China
Vietnam
## Global Health Trips

All visiting teams are cross-cultural and interprofessional, with representation from specialties across the board.

### Surgical 2003-2020

- **Approx. 50 Trips**
- **2000 Procedures**
- **3 Hospital Partnerships in Dominican Republic**

#### Types of Surgical Trips
- Orthopedic
- Urology
- Pediatric Urology
- Gynecology
- General surgery
- Pelvic Reconstruction
- Otolaryngology
- Plastic surgery

<table>
<thead>
<tr>
<th>Procedure</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td></td>
</tr>
</tbody>
</table>

### Primary Care 2010-2020

- **Approx. 70 Trips**
- Rush Global Health’s partner, **Community Empowerment**, works with local leadership in underserved communities to provide essential health care, while fostering the development of self-sustaining health care systems.

<table>
<thead>
<tr>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performed in communities where Rush and Community Empowerment have established partnerships with goal of self-sustaining primary care delivery</td>
</tr>
</tbody>
</table>

### Participation

- **300 Participants**
- **200 Return Alumni**

- **1 Self-sustaining Primary Care Clinic in Dominican Republic established in partnership with Community Empowerment**
Community Service Trips

**Rush Interprofessional Service Experience (RISE)** and *(Formerly known as)*
Belize Experience – service trips are completed in partner communities to further enhance collective wellness

**FY 12-16**
Belize Experience

- **March 2018**
  - Built a playground for an orphanage caring for 50 children

- **March 2019**
  - Built a house for 1 family, and replaced 1 dirt floor with a cement floor for 1 other family

**FY 18-20**
RISE

- **March 2020**
  - Replaced 5 dirt floors with cement floors in home to help 5 address multidimensional poverty for 5 families

**GH Symposium**

- **3322 Participants**
  - FY 13-19
- **135 Symposium Abstracts**
  - FY 13-19
- **99 Funded Scholarships**
  - FY 14-19

**Medical students 4th year (M4) Elective**

- **10 Students per year**
The M4 Global Health elective provides students the opportunity to learn about health care within a framework for addressing common disease in an underserved community setting from a clinical, epidemiologic and public health perspective. In addition to the didactic portion of the course, students spend two to four weeks working and learning in an underserved community of a developing country.
Scholarly productivity

Regional and National Meetings

11 Podium Presentations regarding Faculty Affairs initiatives at Rush

3 Invited presentations

9 Poster presentations

Peer-Reviewed Publications from the Office:


Grants funded through Faculty Affairs:

$750,000 The Touch Foundation, Inc.

$90,000 Scholl Foundation
“Proposal to support Rush Diversity Scholarships”. Period: 2012-2014. Principal Investigator

$100,000 William Randolph Hearst Foundation
“Proposal to support Rush Diversity Scholarships” Principal Investigator. Period 2012-2013.
Teaching Academy

3rd Tuesday of the month

Rush Faculty Presenters

Participants (approx.)

Ranks

Development in realms:

- Education
- Career-Leadership Development
- Professional Development
- Personal Development
- Resources

Participants (approx.)

Ranks

3715

3715
Rush University’s Center for Innovative & Lifelong Learning (CILL) is nationally and internationally recognized for transforming the healthcare and beyond workforce through innovative professional and organizational development.

In July 2020, CILL was jointly accredited with commendation by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center’s Accreditation Program (ANCC). This is the first time that Rush received commendation, the highest accreditation status bestowed, which is accompanied by a six-year term of accreditation.

CME/CE Programs

- Additional training, “Experiences with Flattening the COVID-19 curve in Chicago,” was adapted to conform to CME criteria
- 1500+ Learners from the Dominican Republic

COVID-19 Related Resources & Trainings

- COVID-19 Related CME/CE Webinars for Rush & External Learners
- Micro-Learnings: weekly releases of new micro-learning videos
- Elements of Excellence: Leadership “Small Bites” (leadership tips/tools)

Career/Professional Development Programs

- Teaching Academy
- Teaching Excellence Bootcamp
- Early-Career Faculty Bootcamp
- Mid-Career Faculty Bootcamp
- Restorative Justice program

In Development

- Patient education on safety returning to outpatient visits (in partnership with IDPH)
- COVID-19’s Impact on Cancer Care and the Rise of Telemedicine
- Moving all existing live programs to virtual platform
- Working on all new programs in an online format – synchronous, asynchronous and blended. Topics include: self-care, management and leadership skills, career progression, organizational development