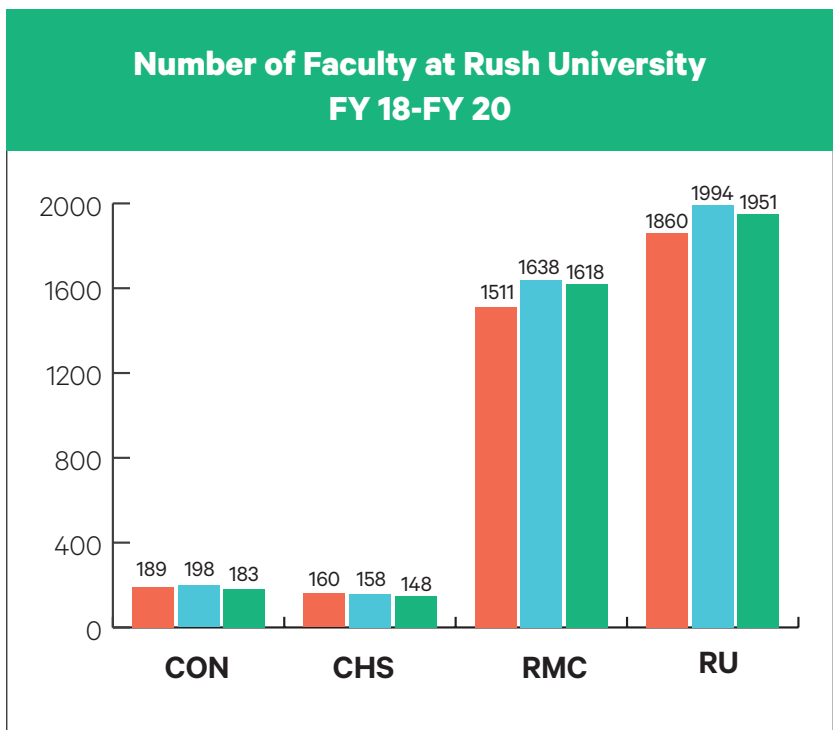

Faculty Affairs

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

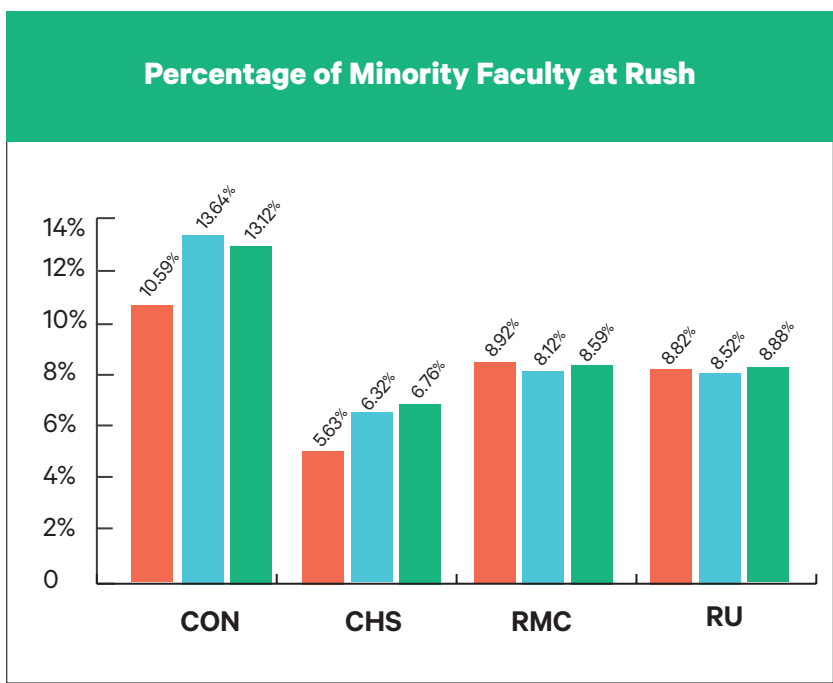


FY18

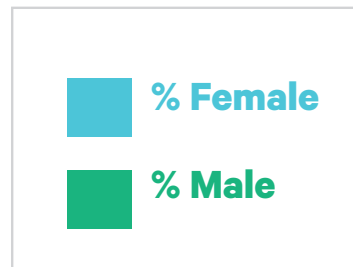
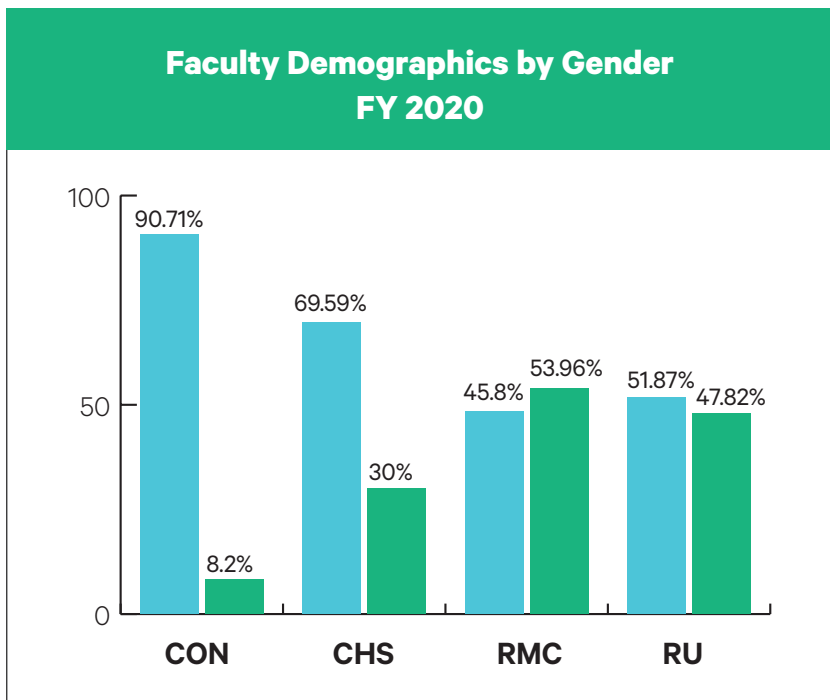
FY19

FY20

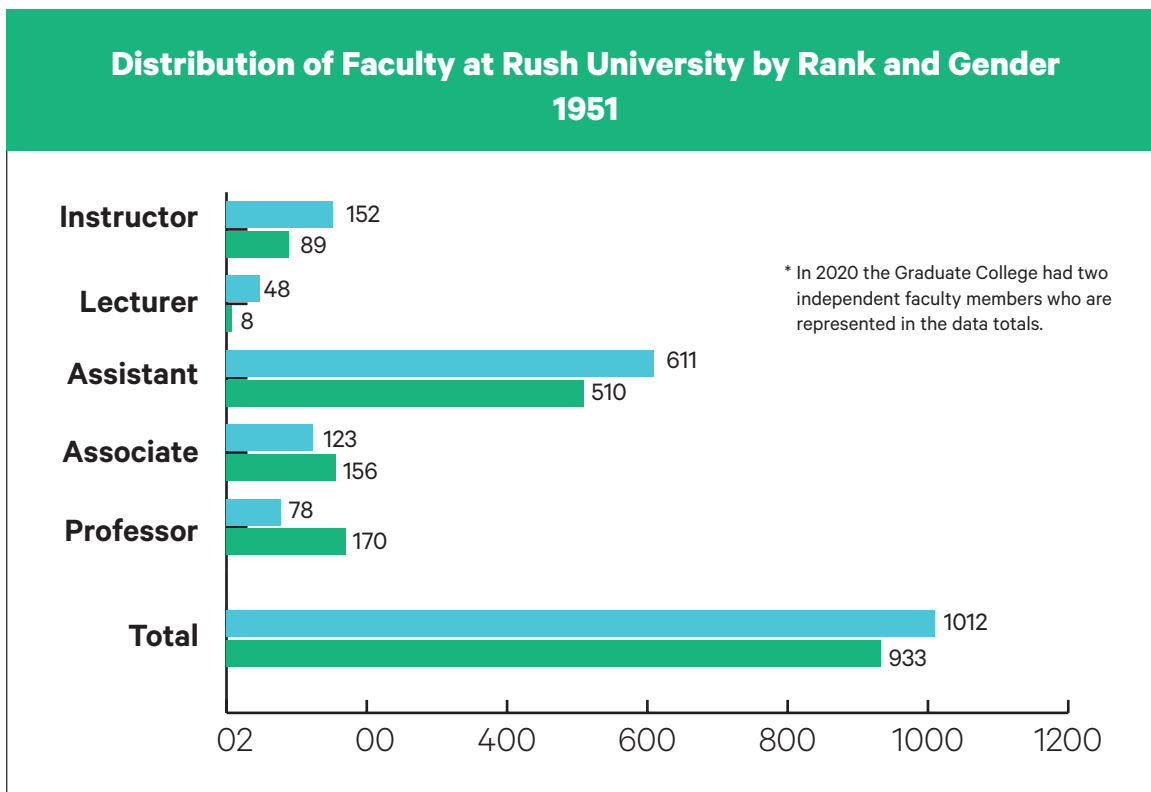
Minority:
Black/African American
Hispanic/Latinx



Faculty Demographics FY20

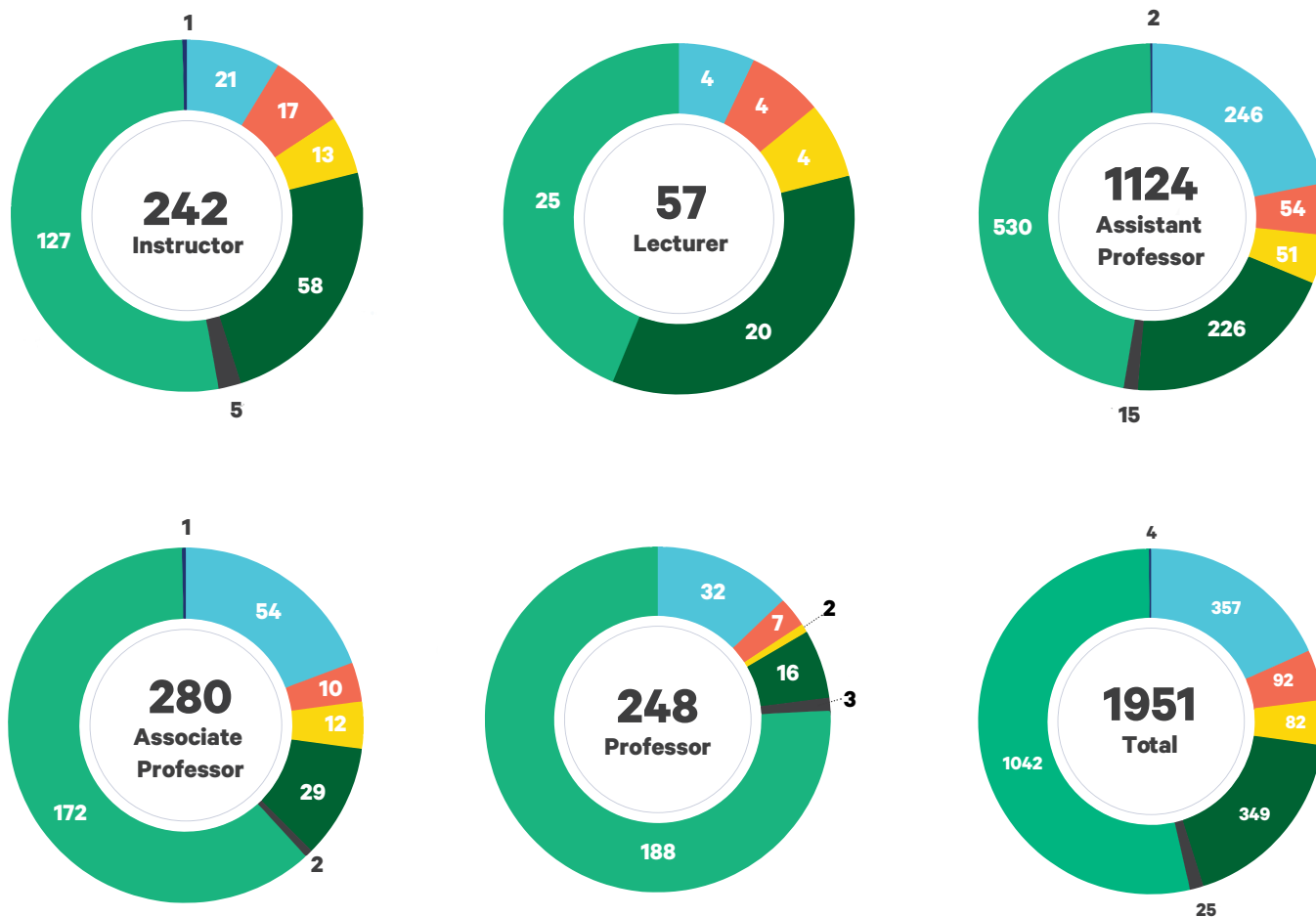


*Six participants did not provide a response.



Faculty Demographics FY20

Distribution of faculty by rank and race at Rush University



American Indian/Alaska Native/Native Hawaiian/Other

Asian

Black/African American

Hispanic/Latinx

Not entered

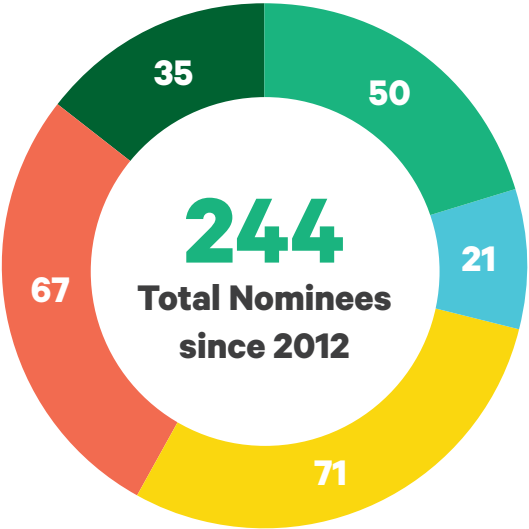
Two or more races

White

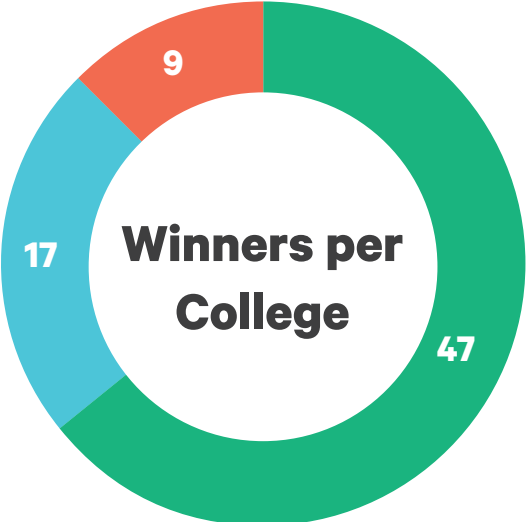
Rush Faculty Excellence Awards

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



| | | |
|-------------------|-----------|----------|
| Clinical Service | Education | Research |
| Community Service | Mentoring | |



| |
|-----|
| RMC |
| CON |
| CHS |

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

| Total funding | \$100,594,002 |
|---|---------------|
| As PI | \$ 42,681,209 |
| As Co-PI | \$ 57,912,793 |
| Total number of grants awarded | 688 |
| Total number of NIH grants (out of total) | 252 |
| Total number of other grants (out of total) | 426 |
| Total number of publications | 1100 |
| Total number of presentations | 884 |
| Total number of posters | 675 |

Return in investment

| Institutional and donors' investment | 5,402,457 |
|--------------------------------------|-----------|
| Return in investment as PI only | 696%* |
| Return in investment as PI and Co-I | 1709%* |

▶ *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

| Number of Cohn fellows (graduated and current) | 30 |
|--|--|
| Grant success of fellows | 14 NIH (K, R, Supplemental, 1 DOD) |
| | 35 Other (Foundations, Philanthropy, Rush SLC) |

Additional Mentoring Programs since 2013



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



Educational Mentoring Program

Teaching Excellence workshops have been offered **since 2014**

190

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

Facilitators are from all Rush colleges and some external consultants

Educational Research Projects led by **Dr. Beth Baker**



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

Additional Mentoring Programs since 2013

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

Early Faculty Development Workshops

Teaching Excellence Booth Camp



9190

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

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.

14
Annual
Trips

7
Surgical

7
Primary
Care

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



300 Participants

200 Return Alumni

Primary Care 2010-2020

APPROX.

70
TRIPS



community empowerment

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.



Performed in communities where Rush and Community Empowerment have established partnerships with goal of self-sustaining primary care delivery

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

FY12-16
Belize Experience



68 Participants

FY 18-20
RISE



40 Participants
Across 4 colleges



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



March 2020

Replaced 5 dirt floors with cement floors in home to help 5 address multidimensional poverty for 5 families

GH Symposium



3322 Participants
FY13-19



135 Symposium Abstracts
FY13-19



99 Funded Scholarships
FY14-19

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:

Sandi G, Chubinskaya S. A faculty development model that promotes success of early career faculty in academic medicine. *J Contin Educ Health Prof.* 2020 Winter; 40(1):69-72. PMID: 32149950

Stoykov ME, Skarupski K, Foucher K, Chubinskaya S. (2017) Junior investigators thinking about quitting research: A survey. *American Journal of Occupational Therapy.* January 2017, Vol. 71 (2). PMID: 28218594

Grants funded through Faculty Affairs:

\$750,000 The Touch Foundation, Inc.

Academic Partnership for Improvement of Quality of Healthcare Management Education and Services in Tanzania. Co-Principal Investigator. 2012-2015

\$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

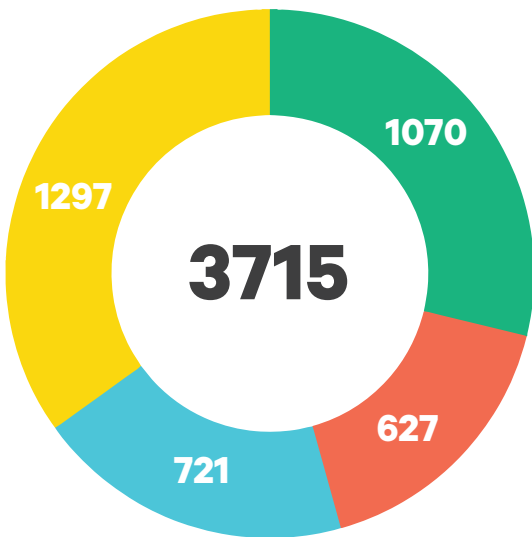
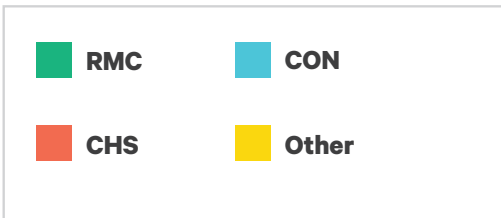


Rush Faculty Presenters

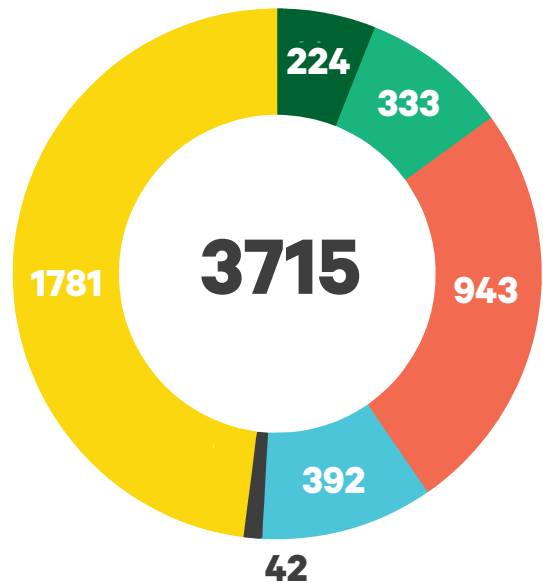
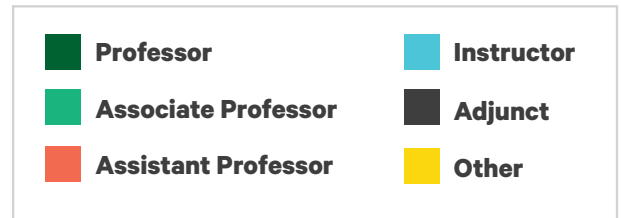
Development in realms:

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

Participants (approx.)



Ranks



Center for Innovation and Lifelong Learning

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