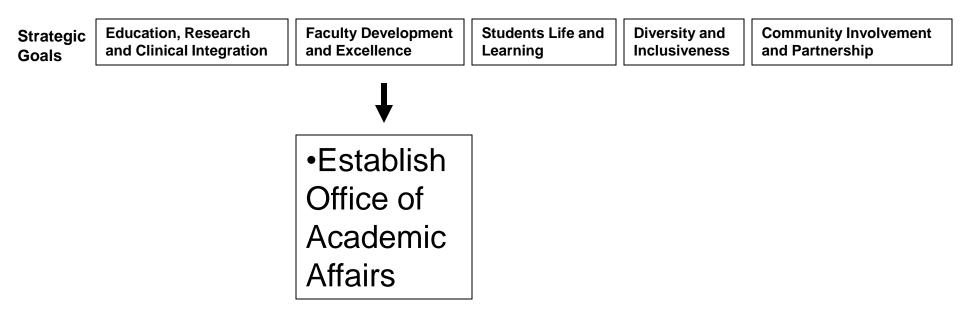


### Office of Associate Provost, Academic Affairs

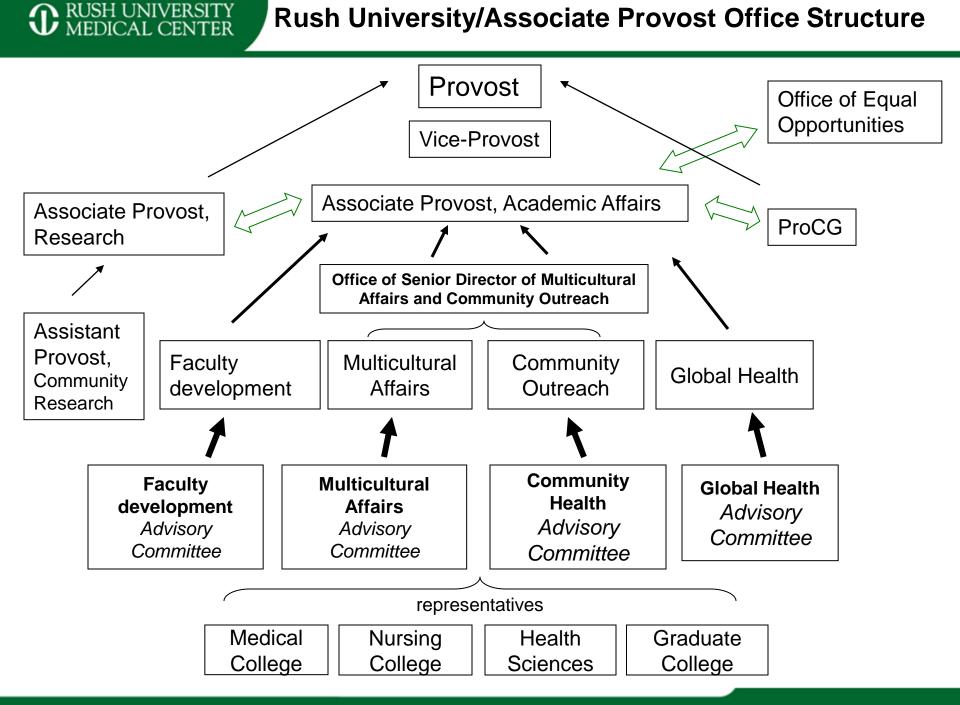
Structure, Programs, Ideas



Vision Rush University will use a practitioner teacher model to develop health care leaders who collaboratively translated and develop knowledge into outstanding health care outcomes



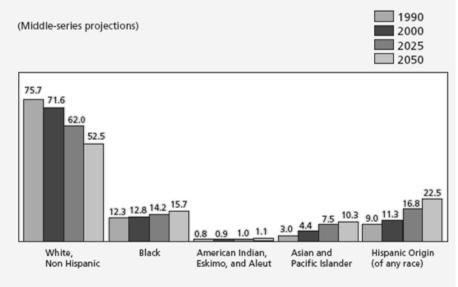
#### **Rush University/Associate Provost Office Structure**





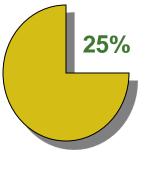
#### **US Population Statistics**

### Percent of Population, by Race 1990, 2000, 2025, and 2050

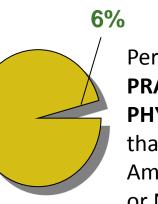


Source: U.S. Census Bureau, Population Division and Housing and Household Economic Statistics Division.

While African Americans and Hispanics are among the fastest growing segments of the population, they are also the most severely underrepresented minorities in medicine.



Percentage of U.S. POPULATION that are African American, Hispanic or Native American

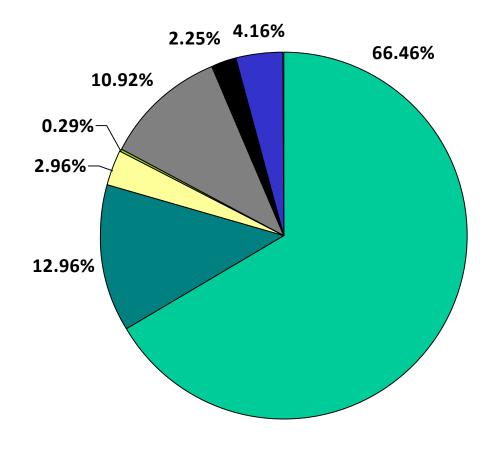


Percentage of **PRACTICING PHYSICIANS** that are African American, Hispanic or Native American

Source: Association of American Medical Colleges Diversity in Medical Education: Facts & Figures 2008

# Percentage By Race/Hispanic Origin 2009

USH UNIVERSITY 1EDICAL CENTER



- White
- Asian
- Black or African American
- American Indian or Alaska Native \*
- Other or Unknown
- Multiple Race
- Hispanic or Latino \*\*

\* Includes American Indian, Alaska Native, Native Hawaiian or Other Pacific Islander

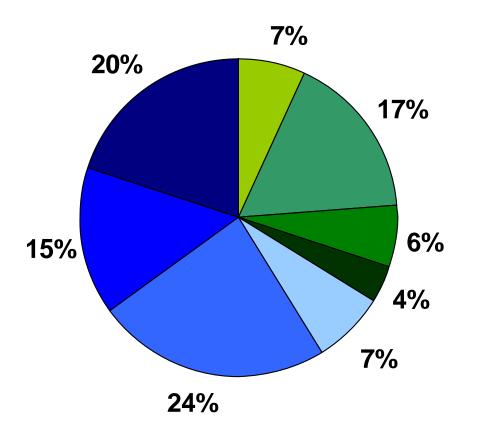
\*\* Includes Cuban, Mexican American, Puerto Rican, Other Hispanic or Multiple Hispanic

To allow an unduplicated faculty count, a faculty member's Hispanic origin classifications take priority over a faculty member's race classifications

Source: AAMC Faculty Roster, May 2009



#### Percentage By Gender and Rank, 2009



Women Instructor/Other
Women Assistant Professor
Women Associate Professor
Women Full Professor
Men Instructor/Other
Men Assistant Professor
Men Associate Professor
Men Full Professor

Sources: AAMC Faculty Roster, May 2009

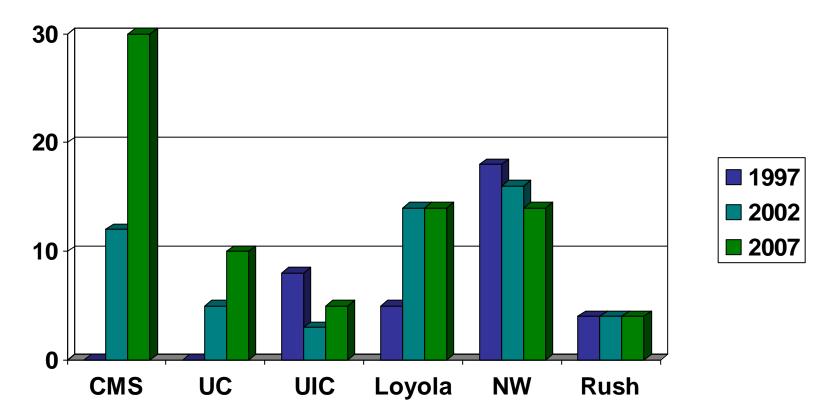
Women in U.S. Academic Medicine: Statistics and Benchmarking Report, 2008-2009

Courtesy of Courtney Kammer

#### Percentage of Female Chairs in Chicago Area Programs

Data gathered by Katherine Liu, M.D.

CENTER



# Office Of Academic Affairs

The **Mission** of the Rush University Office of Academic Affairs is to promote the implementation of the Rush's strategic plan by developing and supporting programs that foster excellence in patient care via academic and personal development of all students and faculty. The focus of the Office is on:

- Multicultural competence through Education Research and Clinical Integration
- Faculty Development and Excellence
- Community Health Partnerships
- Global Health Involvement

### **O**RUSH UNIVERSITY MISSION

- **Multicultural Affairs**: To foster a climate within the Rush University which recognizes the value of multicultural environment in achieving excellence in Education, Research, and Clinical activities. We strive to create an environment where human differences are celebrated.
- **Faculty Affairs**: To enhance the quality of faculty life by insuring professional satisfaction in mentoring, career development, skills development, leadership development, and gender equity in the environment of multicultural competence.
- **Community Health Partnership:** To foster ongoing and develop new partnership with Chicago community that could have a mutual benefit from the voluntary assistance of Rush students, residents, fellows, faculty, and staff.
- **Global Health Involvement:** To advance ongoing involvement and develop new programs with Global Health initiatives that could have a mutual benefit from the voluntary assistance of Rush students, residents, fellows, faculty, and staff.

 Rush University will be recognized for creating and promoting a nurturing multicultural environment, in which faculty and students from all backgrounds embody and respect the attributes, values, and diverse perspectives which reflect the communities that we serve. Further, it will be a University in which students and faculty members have a strong sense of value, and their aspirations to serve the local and global health care needs will be fulfilled.

### **Faculty Development**

#### Work in Progress/Tasks to accomplish

Create Advisory Committee

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- Develop the website of the new office
- Provide monthly up-dates on the website on newly promoted faculty
- Host an annual reception for newly promoted/appointed faculty
- Develop and expend existing faculty development programs across colleges
   including Stroger
- Develop a faculty database and expend residents/fellow database
- Assist faculty recruitment efforts
- Conduct need-assessment survey with the emphasis on faculty development
- Support and collaborate with the Committee on Gender and COSFAP
- Meet with Chairpersons and address their needs in faculty development activities
- Organize Faculty Development Advisory Panel for one-on-one coaching on individual faculty development/career goals. Offer this session at least every quarter (dependent on demands), include representation of senior faculty from each college to accommodate special needs
- Initiate discussions/development of Educational program for Faculty on "How to teach"





## Work in Progress

## 3-level approach:

- Programs for residents/fellows
- Programs for Junior/New Investigators
- Mid-career faculty enrichment programs

# MEDICAL CENTER Programs for residents/fellows

- Conduct/expand need assessment survey to address career/faculty development issues
- Expand existing orientation program for residents/fellow by including lectures:
  - GPS to your career development in Academia
  - First Senior Promotion
  - All about scholarly activities
  - How to prepare your CV for promotion
  - Career development for a woman faculty
  - And other
- Develop Clinical Educator Program/Course
- Develop Global Health Education Course
- Offer individual career development consultations/coaching through an Advisory Panel

## **Junior/New Investigators**

- Maintain and support existing mentorship program
- Expand existing program by attracting more faculty
- Develop and introduce Clinical educator Program/Course
- Provide support for participation in early career development seminars (AAMC, ANA, ASAHP, and other)
- Support/Co-sponsor skill development activities/courses
- Provide Individual Coaching for career development
- Expand existing program by organized seminars/workshop/invited speakers, etc.

## **Mid-Carrier Faculty Enrichment**

- Develop a seminar series for mid-carrier faculty to address: leadership development, managerial skills development, professional skills development, etc.
- Organize coaching for mid-carrier faculty
- Provide support for mid-career development seminars/courses (AAMC, ANA, ASAHP, and other)
- Support skill development efforts by providing financial support for minisabbatical/professional courses, etc
- Clinical Educator Course



- Please come
- Your faculty development is in your hands with our help
- Stay active and stay in touch
- Your ideas/participation are invaluable

My contact info: Susanna\_Chubinskaya@rush.edu phone: 26699 at Cohn New Office: 441A AAC, ext: 26306