

RUSH University

Faculty Affairs Annual Report

FY2022



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%	994 faculty members
CON	90%	202 (#)
CHS	65%	54
RMC	45%	733
GC	65%	5

% minority

RU	10%	188 Faculty members
CON	17%	39 (#)
CHS	6%	5
RMC	9%	141
GC	38%	3

% black

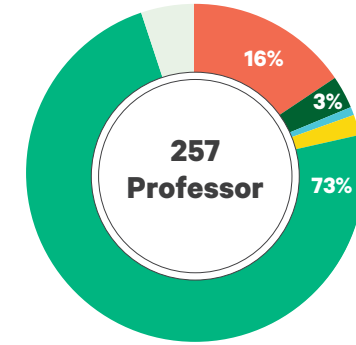
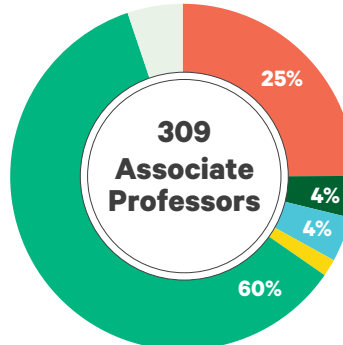
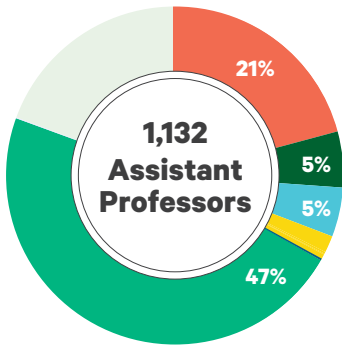
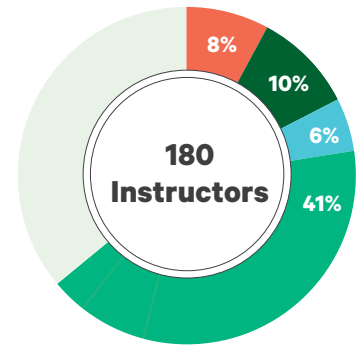
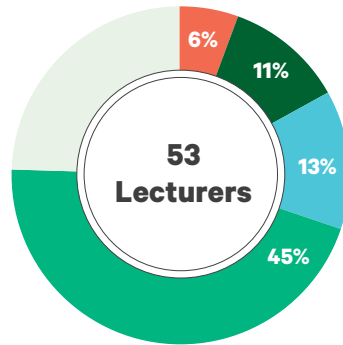
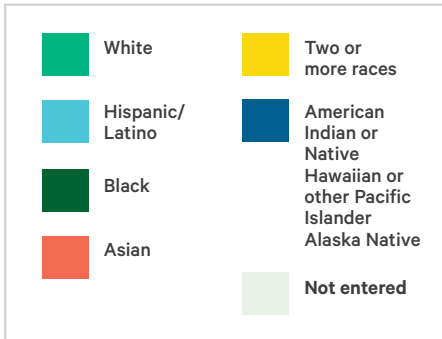
RU	5%	104 Faculty members
CON	13%	29 (#)
CHS	5%	4
RMC	4%	69
GC	25%	2

% hispanic

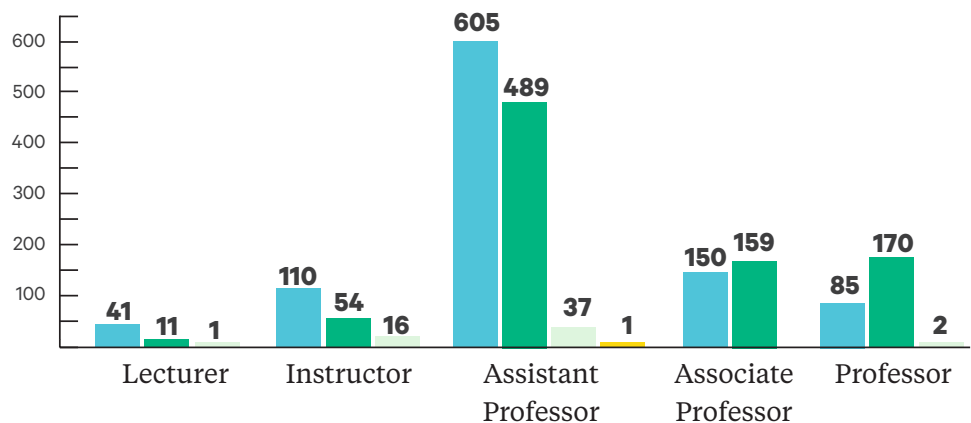
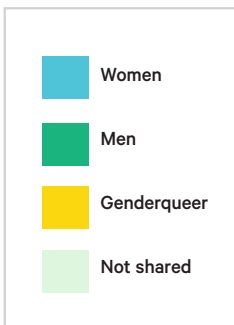
RU	4%	86 faculty members
CON	4%	10 (#)
CHS	1%	1
RMC	4%	72
GC	13%	1

Section 1: Demographics

Distribution of faculty by rank and race*



Distribution of faculty by rank and gender*

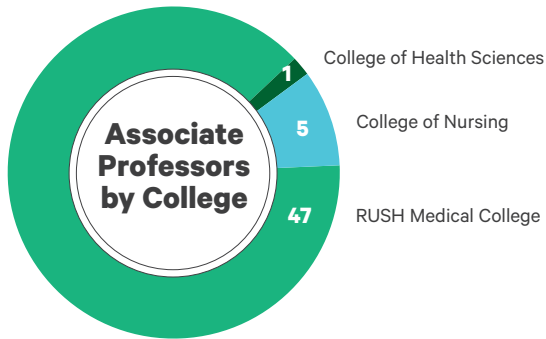


*This demographic data from 8/10/2021 is only as accurate as entered by faculty into the Faculty Management System.

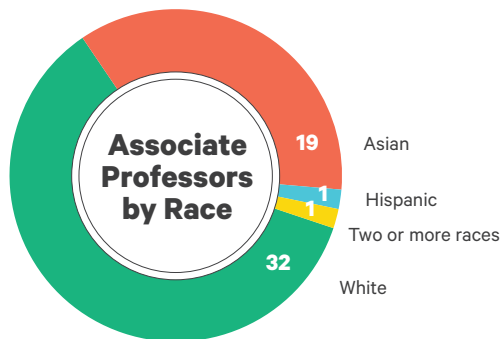
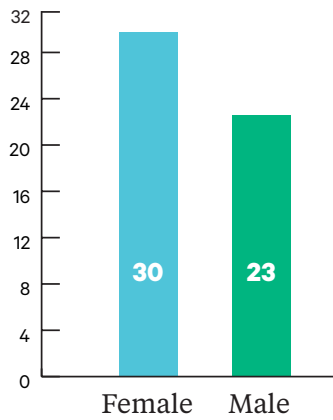
Section 1: Demographics

Newly promoted/appointed positions

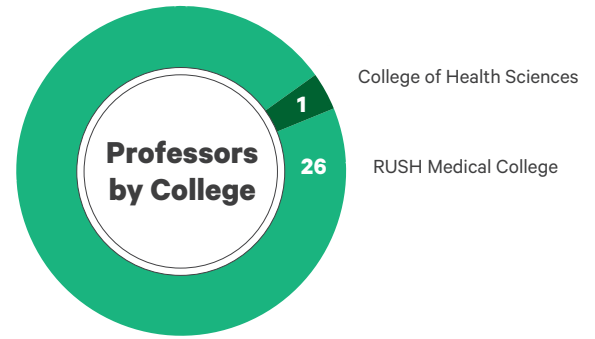
Associate Professors 53



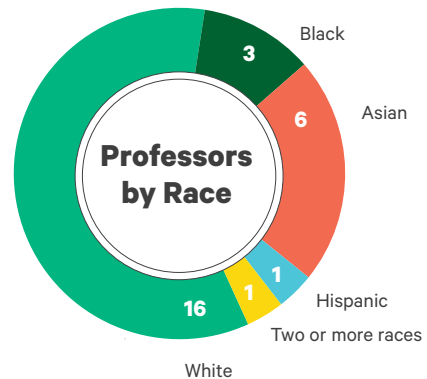
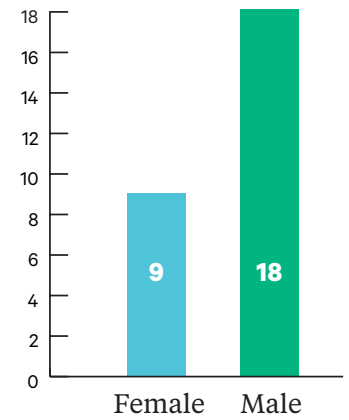
Associate Professors by Gender



Professors 27



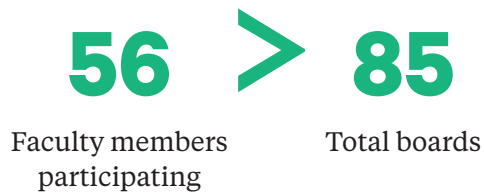
Professors by Gender



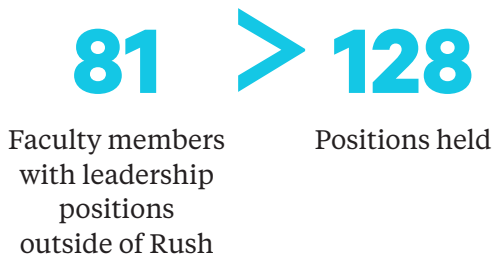
Section 2: Metrics

Faculty Accomplishments

Editorial Review Boards



External Leadership Positions

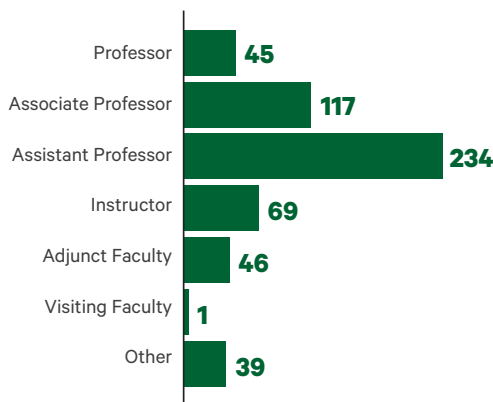


Honors and Awards

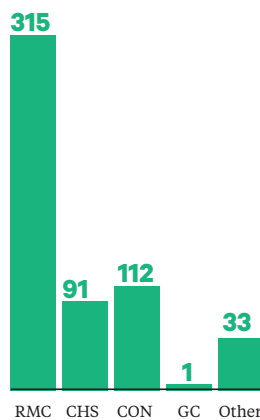


Teaching Academy

Participants By Rank

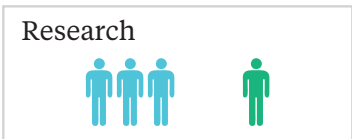
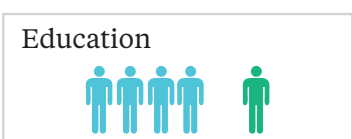
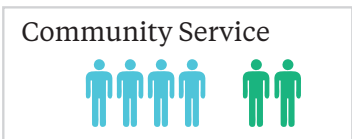
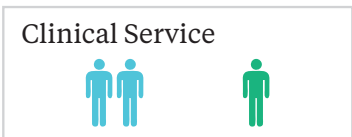


Participants By College



Faculty Excellence Awards

Nominees (light blue icon) Winners (dark green icon)



RMC	CHS	CON	GC
4	2	0	0

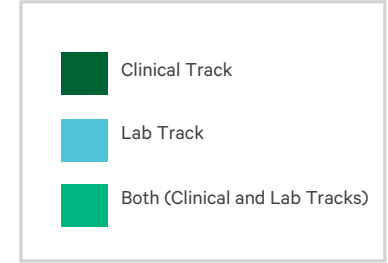
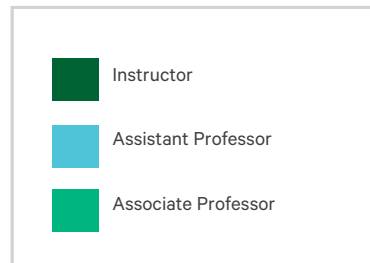
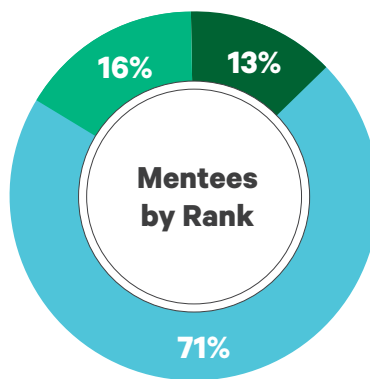
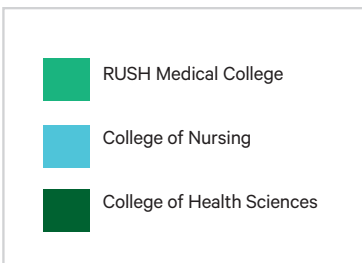
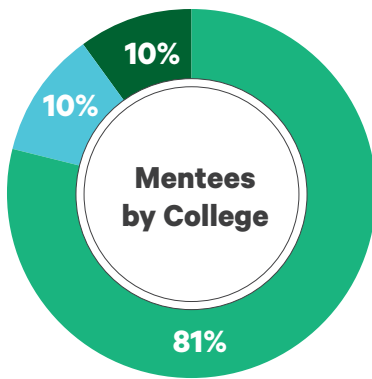
Section 3: Mentoring

Mentees

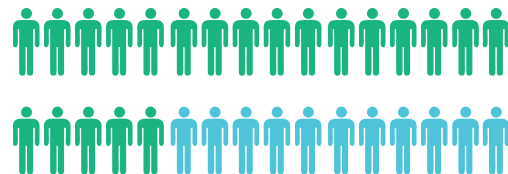
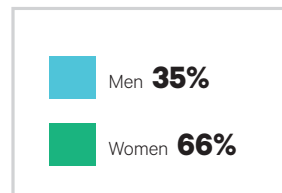
63

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 Gender



Section 3: Mentoring

Early Career Bootcamp

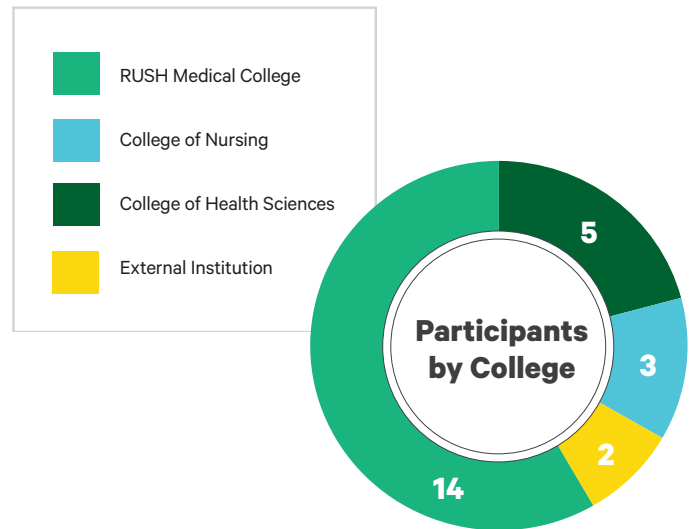
Participants 52

- 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**



Section 3: Mentoring

Extramural Funding

Mentee as Principal Investigator

Federal	\$4,323,686	▶	\$7,292,149
Non-Federal	\$2,968,463		

Mentee as Co-Investigator

Federal	\$15,980,669	▶	\$16,010,305
Non-Federal	\$29,636		

\$23,302,454
Total Extramural Funding

RUSH Mentoring Programs

Cohn Fellows

40

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.

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

202

Journal articles published by mentees

219

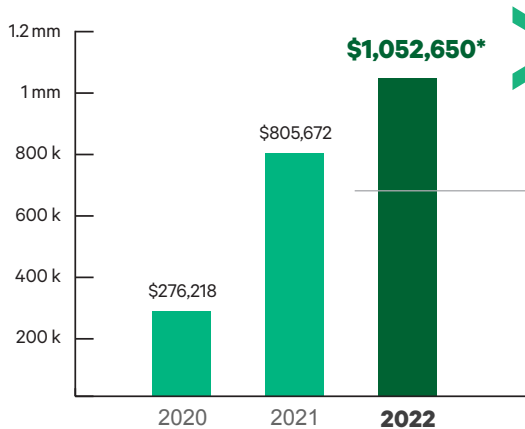
Presentations

136

Posters

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

CILL Net Revenue



*Includes non-CE eligible gross revenue from leadership development consultations and programs



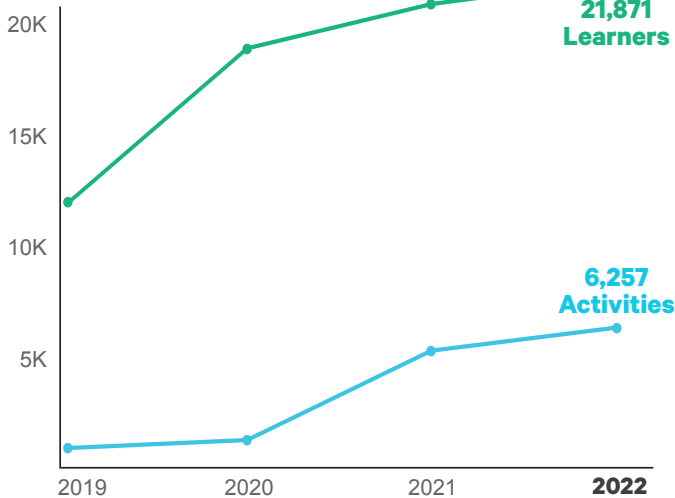
Exceeded target by

48%

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

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 Total Learners and Activities



Free Leadership Webinars

3 Effective Practices of Great Leaders

May 2022

- 48 registrants

Essentialism and Change Leadership

June 2022

- 101 registrants

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

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)

Section 5: Global Health

International Interprofessional Global Health Trips

FY22

Total trips 17

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



9 Student Participants

Students were only allowed to participate around March of 2022

RMC	CHS	CON	GC
5	4	0	0

135 Total Participants

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

Symposium Count

279

total count

5

M4 Elective

9

Scholarships

Section 6: Scholarly Productivity

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

Armour Academic Center
600 S. Paulina Street, Suite 1044
Chicago, IL 60612

Faculty_Affairs@rush.edu