



MICHIGAN STATE  
UNIVERSITY

College of  
Human Medicine

## What does Faculty Affairs and Development do?

The CHM Office of Faculty Affairs and Development (FAD) is a unit within the Dean's Office that provides programs, support, and resources to faculty members in the College of Human Medicine. FAD offers programs for faculty and chairs such as new faculty orientation, chair collaboration and leadership, mentoring, as well as faculty professional development opportunities.

## Our Commitment to You as a CHM Faculty Member

Our faculty are the most important resource in our College of Human Medicine (CHM). They implement the College's missions of teaching, scholarship, and service, and are the basis for our reputation for excellence. We are committed to developing excellence in all faculty in their pursuit of excellence, and to help sustain faculty vitality throughout their careers.

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## ARE YOU A NEW CHM FACULTY MEMBER?

**Mark your calendar and plan to attend** the annual CHM New Faculty Orientation Program on **Friday, October 7, 2016 from 3:00 to 6:30 p.m. in the Red Cedar Room at the MSU Kellogg Center.** The overall goal of this program is to provide new faculty with important information about their academic career and advancement. The program will include a presentation on "Strategies Used by Successful Faculty," followed by an opportunity for you to meet the Senior Associate Deans and other leaders in the College.



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## DOES MENTORING MATTER?

In an article published in **Medical Education Online** in 2010 titled “Does mentoring matter: results from a survey of faculty mentees at a large health sciences university?” Mitchell D. Feldman and colleagues noted the mentoring needs of junior faculty with greater teaching and patient care responsibilities must be addressed. Based upon their results, yes, mentoring does matter and is especially important for junior faculty who not only have research, but teaching and patient care responsibilities.

## COLLEGE MENTORING PROGRAMS

For over a decade the CHM Office of Faculty Affairs and Development (FAD) has offered a Mentor Program for tenure system faculty and most recently a mentoring program for clinician-educators.

### *Tenure System Mentoring Program*

The overall goal of the tenure system mentoring program is to supplement existing departmental mentoring activities and to assist junior faculty in achieving the award of tenure. There are eight senior faculty members trained as mentors for this program. They meet with junior faculty on a periodic basis to:

1. Review academic progress to date
2. Establish future academic goals
3. Provide assistance in achieving those goals

This is a voluntary program for Assistant or Associate Professors in the Tenure System, however, it has been strongly encouraged by both the Department Chairs and the Dean.

The CHM Mentor Program was highlighted in the Summer/Fall 2015 in the MD Magazine (Page 19). A quote from one of our protégés exemplifies the success of this mentoring program: “Hopefully, one day I’ll be mentoring.”

[Link to Article](#)

### *Clinician Educator Mentoring Program*

The Clinician Educator Mentoring Program (CEMP) is designed to prepare clinician-educators paid by MSU or one of our affiliated programs for long-term success in their educational and scholarly roles. The program includes mentoring, a structured curriculum, and a scholarly project. The goals of the CEMP:

1. To learn personal and professional perspectives through peer mentoring in groups facilitated by successful clinician educator faculty members
2. To provide participants with the knowledge, skills, and attitudes needed to be successful in their faculty roles
3. To design, conduct, and present a scholarly project of the caliber expected by peer-reviewed outlets

### **SAVE THE DATE: May 19, 2017**

We would encourage you to attend the CEMP May Conference where our current CEMP faculty will be presenting the outcomes of their scholarly projects. The conference will be held at the Henry Center in Lansing with video-conferencing to Flint and Grand Rapids. CME will be offered to all attendees. More information will be posted in our Spring newsletter.



*Congratulations to our first cohort of faculty who completed the program in May 2015.*

## REAPPOINTMENT, PROMOTION AND TENURE (RPT)

FAD works very closely with the College Reappointment, Promotion and Tenure (RPT) Committee and oversees the RPT process for the College. You can view college promotion criteria, policies and procedures for all faculty appointment systems at the **FAD website**.

The reappointment, promotion and tenure review process always begins at the department level. If you are interested in going up for promotion, you should contact your department chair to discuss the expectations, process, and timelines. Faculty submit their promotion applications and portfolio for department review in early fall.

If you have any questions feel free to contact our office at 517-432-8722 or [chm-fad@hc.msu.edu](mailto:chm-fad@hc.msu.edu).

## ***We want to congratulate the faculty who were promoted during the 2015-16 academic year:***

- *Eric Achtyes, M.D., Psychiatry & Behavioral Medicine – Associate Professor*
- *David Barondess, Ph.D., Epidemiology & Biostatistics – Associate Professor*
- *Andrea Bozoki, M.D., Neurology & Ophthalmology - Professor*
- *Jennifer Johnson, Ph.D., Public Health – CS Mott Professor*
- *Amy Ralston, Ph.D., Biochemistry – Associate Professor*
- *Adnan Safdar, M.D., Neurology/Ophthalmology – Associate Professor*
- *Aron Sousa, M.D., Medicine – Professor*
- *Julie Steinke, M.D., Pediatrics & Human Development – Associate Professor*
- *Hua Xiao, M.D., Ph.D., Physiology – Professor*
- *Hui Xu, M.D., Ph.D., Pharmacology & Toxicology – Associate Professor*
- *David Zhu, Ph.D., Radiology – Professor*



## **CHAIR COLLABORATION AND LEADERSHIP PROGRAM**

In addition to working with faculty on career development, FAD also provides a continuing professional development program for department chairs and unit directors. This program provides an opportunity for chairs/directors to revisit their policies and procedures and share best practices. Sessions are held quarterly on the first Thursday in September, December, March and June. The kick-off presenter for 2016-17 on September 1, 2016 was Theodore (Terry) Curry, Assistant Provost and Vice President for Academic Human Resources spoke on “Understanding College and University Expectations for Reappointment, Promotion and Tenure.”



## **FACULTY PROFESSIONAL DEVELOPMENT OPPORTUNITIES**

### National Professional Development Conferences/Workshops

FAD supports different professional development conferences/workshops offered by the American Academy of Medical Colleges (AAMC) such as.

- Grant Writers Coaching Group for NIH Award
- Mid-Career Minority Faculty Development Seminar
- Minority Faculty Career Development Seminar
- Executive Development for Associate Deans/Department Chairs
- Mid-Career Women Faculty Development Seminar
- Leadership and Management Foundations for Academic Medicine and Science
- Executive Leadership and Academic Medicine (ELAM)

### **Would You Be Interested in Attending?**

Faculty scholarships are available for some of these programs and nominations can be submitted to our office at **chm-fad@hc.msu.edu**.

### CHM Professional Development

FAD offers an annual faculty development presentation for all faculty. More information regarding the May 2017 session will be posted in our Spring newsletter and on the **FAD website**.

### MSU Professional Development

MSU Academic Advancement Network (AAN) programs can be found at their website: **fod.msu.edu**.

## **DATES TO REMEMBER**

*October 7, 2016 – CHM New Faculty Orientation*  
*January 2, 2017 – Promotion Applications due to College*

## SCHOLARLY ACTIVITY

FAD is activity involved in the Association of American Medical College (AAMC) Group on Faculty Affairs (GFA), which just celebrated its tenth years of existence! We have presented peer reviewed scholarly projects every year at GFA and other professional development conferences. The following is a list of scholarship from the past 5 years.

1. Webster D, Anderson WA, Gregory S, Kjaer NK, Mylona EZ, and PA Wessinger: **Issues in Recruiting, Training, Retaining and Rewarding Clinical Faculty Outside the University and Hospital**, peer-reviewed Symposium at the annual meeting of the Association for Medical Education in Europe, Barcelona, Spain, August, 2016.
2. Anderson WA, Karpinski AC, Webster D, Chauvin SW, and EZ Mylona. **A National Survey of Orientation Practices for New Volunteer Faculty at Regional Medical Campuses**, peer-reviewed oral presentation at the AAMC Group on Faculty Affairs, Vancouver BC, July, 2016.
3. Barry H, Mulder DD, Anderson WA and M van der Ridder. **Outcomes of a Mentor Program for Clinician Educator at Michigan State University, College of Human Medicine**, peer-reviewed poster at the AAMC Group on Faculty Affairs, Vancouver, BC, July, 2016.
4. van der Ridder M, Anderson WA, Barry H, Mulder DD, and I Kovar-Gough. **Which Themes Are Described in the Literature on Faculty Retention?** peer-reviewed poster at the AAMC Group on Faculty Affairs, Vancouver BC, July, 2016.
5. Anderson WA, Mulder DD, and W Lipscomb. **A Collaborative Career Development Program for Underrepresented Minority Faculty**, peer-reviewed oral presentation at the AAMC Group on Faculty Affairs, San Juan, Puerto Rico, July, 2015.
6. Mulder DD, Anderson WA, and W Wadland. **Assessing an Academic Leadership Program in the College of Human Medicine at Michigan State University**, peer-reviewed poster presented at the AAMC Group on Faculty Affairs, San Juan, Puerto Rico, July, 2015. (**Best Poster Award**)
7. Anderson WA and DD Mulder. **A Procedure for Providing Written Mentor Program Feedback to Tenure System Protégés**, at the Association of American Medical Colleges (AAMC) Faculty Focused Knowledge Fair, Baltimore, MD, November, 2015.
8. Flenner R, Anderson WA, Webster D and Mylona EZ **How Do Medical Schools Orient and Socialize Volunteer Faculty?** Peer-reviewed Roundtable presented at the 35<sup>th</sup> Annual Generalists in Medical Education Meeting, Boston, MA, November 7, 2014.
9. Mylona EZ and Anderson WA. **Best Practices in Orienting New Medical School Faculty**. Peer-reviewed workshop at Association for Medical Education in Europe (AMEE) Annual Conference, Milan, Italy, September 1, 2014.
10. Wadland, WC, Mulder, DD. **Evaluating Professionalism of Clinician Educators**, Peer-reviewed session at AAMC Group on Faculty Affairs Professional Development Conference, Boston, MA, July 19, 2014.
11. Chauvin SW, Anderson WA, Greenberg RJ Mylona EZ and Yang T. **New Faculty Orientation in North American Medical Schools**. Teaching & Learning in Medicine. Vol. 23, No.3. (2013)
12. Anderson WA, Newton DA, and Grayson MS. **Strategies to Increase Work-Life Balance**, Peer-reviewed workshop at the Pediatrics Academic Societies annual meeting, Washington, DC, May 5, 2013.
13. Anderson WA, Mylona EZ. **Faculty Vitality and Transition: The Activities of Offices of Faculty Affairs and Faculty Development**. Peer-reviewed poster at the AAMC Group on Faculty Affairs Professional Development Conference, Minneapolis, MN, August 9, 2013.
14. Mylona EZ, Anderson WA. **Three Keys for Professional Identity**. Peer-reviewed workshop at the 34<sup>th</sup> Annual Generalists in Medical Education Meeting, Philadelphia, PA, November 1, 2013.
15. Mulder DD, Wadland WC, and Anderson WA. **Advancing Academic Leadership for Chairs and Directors**. Peer-reviewed poster at the AAMC Group on Faculty Affairs Professional Development Conference, Minneapolis, MN, August 9, 2013.
16. Mylona EZ, Anderson WA, Hitchcock, MA, Lipscomb W, and Williams, VN. **Socializing Diverse Faculty for Career Vitality and Advancement**. Peer-reviewed session at the AAMC Group on Faculty Affairs/Group on Diversity and Inclusion Joint Professional Development Conference, Indianapolis, IN, August 11, 2012.
17. Lipscomb W, Wadland, WC, Mulder DD. **An Innovative and Inclusive Approach to Promoting Faculty Diversity and Excellence**, Peer-reviewed poster session at the AAMC Group on Faculty Affairs/Group on Diversity and Inclusion Joint Professional Development Conference, Indianapolis, Indiana, August 11, 2012.