CAREER DEVELOPMENT and ENGAGEMENT COMMITTEE (CDEC) Retreat

February 26, 2014
Omaha Field Club
CAREER DEVELOPMENT and ENGAGEMENT COMMITTEE (CDEC)
Faculty Development Committee Retreat

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UNMC FACULTY DEVELOPMENT
CAREER DEVELOPMENT and ENGAGEMENT COMMITTEE (CDEC)

MISSION
The mission of the Career Development and Engagement Committee is to foster a culture of engagement through sustained career development.

VISION
The vision of the Career Development and Engagement Committee is to intentionally cultivate campus leaders.
# Career Development and Engagement Committee (CDEC) Retreat

FEBRUARY 26, 2014

<table>
<thead>
<tr>
<th>TIME</th>
<th>TOPIC</th>
<th>FACILITATOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:00-12:30 PM</td>
<td>Lunch: What are you excited about? Hot topics in education Gaps and low hanging fruit at UNMC</td>
<td>All</td>
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<tr>
<td>12:30-1:15 PM</td>
<td>Committee mission &amp; metrics</td>
<td>Liu</td>
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<td>Chancellor’s summary</td>
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<td>Defining our charge</td>
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<td>Measuring success</td>
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<td>1:15-1:45 PM</td>
<td>Faculty Development Structure</td>
<td>Liu</td>
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<td>Committee Expectations &amp; Terms</td>
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<td>Friends of Faculty Development</td>
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<td>Spring brunch / Summer Banquet</td>
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<td>1:45-2:00 PM</td>
<td>BREAK</td>
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<td>2:00-2:45 PM</td>
<td>Programming for 2014-2015</td>
<td>Liu/Love</td>
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<td>Strategic plan for use of resources</td>
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<td>New Faculty Orientation-Onboarding</td>
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<td>Leadership Development</td>
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<td>Mentoring and Engagement</td>
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<tr>
<td>2:45-3:30 PM</td>
<td>Visioning for the Future</td>
<td>Breakouts</td>
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<td></td>
<td>New Faculty Orientation-Onboarding</td>
<td>Liu, Vokoun</td>
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<td>Leadership Development</td>
<td>Ellis, Love, Nizar Wehbi</td>
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<td>Mentoring and Promotion</td>
<td>Zetterman, Karst, Binhammer</td>
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<td>Measuring Engagement</td>
<td>Schmid, Boyce, Fial</td>
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<tr>
<td>3:30-4:00 PM</td>
<td>Wrap Up and Action Items</td>
<td>Liu</td>
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<td></td>
<td>Summarize ideas from breakouts</td>
<td>Breakout leaders</td>
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<tr>
<td></td>
<td>Define Action Items</td>
<td>All</td>
</tr>
<tr>
<td>4:00 PM</td>
<td>End Retreat</td>
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</tbody>
</table>
Career Development and Engagement Committee (CDEC)
Retreat Minutes

FEBRUARY 26, 2014

TO DO LIST:
[ ] All - Review new CDEC mission/vision statement
  [ ] Mission: “Foster a culture of engagement through sustained career development”
  [ ] Vision: “To intentionally cultivate campus leaders”
[ ] All – review committee expectations
  [ ] Annual reappointment
  [ ] Consider subcommittees for core elements of CDEC activities
  [ ] All members will take the lead on 1 key element of CDEC’s mission/vision
    o Lunch and Learn programs – all will have an EDI or CDEC committee lead to act as
      organizer/liaison and quality control
    o Essential Guide for New Faculty Success
    o Reports and Engagement
    o Mentorship & Promotion/Tenure
    o Leadership Development
[ ] All – add faculty development social dates to your calendar
  [ ] Spring faculty development brunch – 4/26 from 11:30-2:30 p.m. – Howard Liu’s home
  [ ] Summer premier education banquet – 8/21 from 12 noon to 2 pm – Field Club
  [ ] Friends of Faculty Development – e-mail Linda with names of key advocates for faculty
devvelopment and education on campus
[ ] All - future program ideas – develop in greater detail
  [ ] Vokoun – CLER program with Jim Bagian/Mike Wadman
  [ ] Zetterman – Conflict resolution with Werner institute
  [ ] Boyce – Conflict resolution with Pat Friman from Boys Town vs. Eric Hill vs. Dave
     Hubbard
  [ ] Zetterman – Critical conversations
  [ ] Ellis – 5 Dysfunctions of a team – build into iLEAD
  [ ] Ellis – The First 100 Days – build into iLEAD
  [ ] Liu/Zetterman/Vokoun – CV boot camp over breakfast
  [ ] Zetterman – spring/fall discussion of promotion and tenure or mentorship
  [ ] Love, Hartman – how to give a great presentation / nonverbal presentation skills
  [ ] Karst – Science of Collaboration with Dr. G.J de Vreede at UNO
  [ ] All – presentation to non-Omaha campus – i.e. Lincoln COD, Kearney SAHP/CON, etc.
[ ] All - Standing Programs
  [ ] New Faculty Orientation
    [ ] Liu – ask deans and chancellor to require that new faculty attend orientation
[ ] Liu/Vokoun – work with compliance section to make it more interactive
[ ] Love – finalize promotion and tenure presenter
[ ] Liu/Vokoun/Love – finalize breakout topics (Research, Clinical Educators, Mentorship/Networking)
[ ] Leadership (iLEAD)
[ ] Liu/Love - iLEAD reunion of all cohorts – integrate case studies at tables
[ ] Ellis/Grigsby/Wehabi/Durham/Hartman/Love – consider reviving Organizational Leadership series as an element of iLEAD
[ ] Promotion and Tenure
[ ] Love/Liu – consider digital badging for 10+ hours of completed faculty development
[ ] Liu – ask Gary Beck if Oasis can autopopulate domains for P&T
[ ] Communications coordinator
[ ] Develop quarterly newsletter to highlight educational and career development events
[ ] Faculty Development blog – updates on teaching, mentorship, career development, etc.
[ ] Create a brief 1-2 minute video previewing upcoming programs

ATTENDEES:
Binhammer, Bob Committee member
Ellis, Sheila Committee member
Fial, Alissa Committee member
Karst, Greg Committee member
Liu, Howard Committee chair
Love, Linda M. Faculty development coordinator
Northwall, Dorothy Faculty development staff
Schmid, Kendra Committee member
Vokoun, Chad Committee member
Wehabi, Nizar Guest from iLEAD planning committee
Zetterman, Rowen Committee member

UNABLE TO ATTEND:
Brown, David Committee member
Grigsby, Karen Committee member
Todd, Gordon Committee member

DISCUSSION:
1. What are you excited about?
   • Peer mentorship in general medicine (Vokoun/Zetterman)
   • Question of the day – Anatomy (Binhammer)
     ○ Ex: Why is it easier to turn off a faucet with left hand vs. right hand? (i.e. pronation vs. supination being stronger)
     ▪ They have 75 of these for students
     ○ Similar to Car Talk (NPR radio show) and their puzzler – fun brainteasers
   • Faculty Development Blog (Love)
     ○ Informal brief YouTube clip about education, career development, etc.
     ○ What could we showcase?
       ▪ Anatomage table from SAHP – 5th floor conference room
         • Like 2 retina scan displays to show the human body in different perspectives
         ▪ Video announcement to explain what will be covered in the lunch and learn

2. Committee Mission and Metrics
   • Chancellor’s 1 page summary of faculty development
Committee reviewed the summary

Discussion
- It is important to define our key metrics
- ~1200 total faculty including repeat attendees
- ~400 unique attendees – approximately 1/3 of the Omaha faculty attend annual faculty development events

Why don’t people attend?
- Scheduling issues – especially with conflicts with clinical duties (OR/clinic, etc.)
- There is increasing online attendance using livestream
- Geographic distance – non Omaha faculty
  - Advanced practice nurses and ER nurses will pair up with primary care providers for a new degree program
  - Critical access hospitals may be interested in more programming
  - How do we increase access outside of Omaha?

Action Item: Consider a future faculty development presentation to UNMC faculty in Kearney or Lincoln as a first step in the next academic year

Communications
- Academic Affairs will hire a communications coordinator
  - 50% time with faculty development
- Communications ideas
  - Newsletter
  - Video blog for mentoring
  - Ask Faculty Development online – see above

Defining our charge
- Reviewing examples of mission/vision statements
  - UNMC example: Educational Development Institute (EDI)
    - Mission – Foster a learner-centered culture in premier educational programs
    - Vision - “Develop a vibrant interprofessional teaching academy”
  - University of Toledo
    - The mission of The University of Toledo is to improve the human condition; to advance knowledge through excellence in learning, discovery and engagement; and to serve as a diverse, student-centered public metropolitan research university.

Mission/Vision for the Career Development and Engagement Committee (CDEC)
- Mission Statement
  - A - “Foster a culture of engagement through sustained career development”
  - B - “Nurture faculty through all stages of career development through mentorship and engagement”

Action Item: CDEC Committee votes for Choice A as the new mission statement.

UNMC Engagement Data
- Gallup – usually 30% are actively engaged in any organization
- UNMC Engagement survey – 70% UNMC overall state that they are “extremely satisfied with this company as a place to work”
- UNMC has a higher than average engagement level for an organization

Vision
- Options
  - A - “Cultivate an interprofessional fully engaged community of leaders”
    - Question - do we want to include all faculty and staff – even those that are not fully engaged?
    - Discussion - we want to reach out to those who are engaged and leading whether in research, education, clinical services, or outreach”
  - B – “To intentionally cultivate campus leaders”
    - Simpler and easier to say
    - Campus leaders suggests this is an interprofessional vision

Action Item: CDEC Committee votes for Choice B as the new vision statement.
3. Faculty Development Structure

- Committee expectations and terms
  - **Annual appointment but no term limit**
  - **Expectation** – everyone would take the lead on 1 element of CDEC
    - Annual program
      - iLEAD
      - Guide to New Faculty Success
      - Engagement Report
      - Mentorship
      - Etc.
  - **Liaisons / future membership**
    - Kelly Cavarzegie – representing clinical enterprise and education
      - He is interested in quality improvement
    - Faculty development regular attendees
      - Who attends the most faculty development programs
    - Gaps on committee
      - **Clinical enterprise ……..** Kelly Caverzegie – See above
      - **ITS …………………………………….** There are 2 ITS members on EDI committee
      - **College of pharmacy … There is not a current representative**
      - **Non Omaha based faculty in Kearney, Norfolk, etc.**
      - **Promotion and Tenure (P&T) committee**
        - Discussion: they are still finalizing a final common set of P&T guidelines across colleges
        - Rowen Zetterman – is the acting head of all university P&T committees
        - Would be helpful to go over pearls from recently promoted faculty
        - Challenge – nobody teaches people how to PROSPECTIVELY accumulate your P&T citations in your CV
        - **Action Item:** Howard ask Gary Beck if Oasis can track and populate items for promotion and tenure

- **Subcommittees**
  - We should establish subcommittees on core functions within CDEC
  - Examples
    - Data and Reports
    - Engagement
    - Mentorship
    - Promotion & Tenure
    - New Faculty Orientation
    - Leadership Development

- **Spring Brunch / Summer Banquet**
  - **4/26 – spring champagne brunch at Howard & Jenny Liu’s home**
    - CDEC/EDI Committee members and a guest
    - Key campus leadership
  - **8/21 – Premier Education Banquet at the Field Club** – highlight the educational mission/vision and stretch goals for the chancellor, faculty development and the colleges/schools to an audience of 100 key educators and stakeholders
    - **Action Item:** all CDEC members please RSVP to these two events.

- **Friends of Faculty Development**
  - We are starting a new group of former committee members, advocates, and other interested faculty and staff to support the mission/vision of faculty development
  - Duties
    - Members will attend faculty development spring brunch and summer banquet
• Depending on interest, members may have the option to organize an educational program once annually
  • **Action Item:** all CDEC members let Linda M. Love know if you have individuals you want to invite to join the Friends of Faculty Development

  o Ideas
    o **New Faculty Orientation**
      * Who attends?
        • Mostly year 1-3 faculty
      * What is the goal?
        • Purpose - to accelerate your career
      * Why don’t new faculty always attend?
        • Department chairs may not always release their new faculty
          o Solution – talk to the deans, who can inform the chairs that their new faculty MUST attend
        • Optional nature of attendance even if the chairs are supportive
          o New faculty may be concerned about their work RVU’s or other measures of lost productivity
            o **Action Item:** Howard will ask the deans and the chancellor to consider a mandate that new faculty must attend orientation
      • New staff orientation from HR
        o Depends on the unit – some staff attend while others don’t, depending on the leadership of the unit
      • Challenge – marketing to the new faculty
        o We must notify them to attend more than 6 weeks in advance so they can cancel their other obligations
      * Should the new faculty orientation cohort stay together longitudinally?
        • Pros – could improve retention and networking
        • Cons – the cohort interacts already within their college
        • Decision – there is not a strong desire to keep them together
      • Creating a mid-career faculty orientation
        • Get groups together in 5 years
          o U Mass does this in faculty affairs/development
          o Go over faculty to maximize chance for promotion
          o Breakouts
            * Promotion and tenure
            * Reconnect and tell your story
      • New topics to add or enhance new faculty orientation

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<thead>
<tr>
<th>Topic</th>
<th>Speaker (s)</th>
<th>Mission (E,R,P,O) / Committee Lead</th>
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<tbody>
<tr>
<td>Legal challenges for teaching</td>
<td>Greg Karst, Amy Longo</td>
<td>E / Karst</td>
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<td>Including ADA</td>
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<td>Compliance</td>
<td>Wrobel / Longo</td>
<td>E, R, P / Liu, Vokoun</td>
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<tr>
<td>Make more interactive</td>
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  o **Mentoring and Engagement**
    o **C-Change Initiative** – national initiative on gender, culture and leadership (Love)
      * [http://www.brandeis.edu/cchange/](http://www.brandeis.edu/cchange/)
* Gender, Culture and Leadership in Medicine known as "C-Change" (for culture - change) engages medical schools in action research with Brandeis University to promote culture change

**Lunch and Learn Topics**

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<thead>
<tr>
<th>Topic</th>
<th>Speaker(s)</th>
<th>Mission (E,R,P,O) / Committee Lead</th>
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<tbody>
<tr>
<td>CLER Program</td>
<td>Jim Bagian – former Astronaut, University of Michigan, CLER program</td>
<td>Mike Wadman</td>
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<td>Conflict resolution</td>
<td>Werner Institute at the Law school at Creighton. They are specialists in mediation.</td>
<td>E, R, P, O. / Rowen Zetterman.</td>
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<td>Dr. Pat Friman at Boys Town – psychiatrist.</td>
<td>Margaret Boyce.</td>
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<td>Dr. Eric Hill at Alegent – psychologist.</td>
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<td>Dave Hubbard – mediator.</td>
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<td>Critical Conversations</td>
<td>That is trademarked initiative. $1500-$1800 per attendee.</td>
<td>Rowen Zetterman.</td>
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<td>Dealing with difficult people</td>
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<td>5 Dysfunctions of a Team</td>
<td>Build into iLEAD</td>
<td>E, R, P, O / Ellis</td>
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<td>100 Days</td>
<td>Build into iLEAD</td>
<td>E, R, P, O / Ellis</td>
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<td>How to give a great presentation</td>
<td>Nonverbal presentation skills</td>
<td>E / Hartman, Love</td>
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<td>Videotaping and peer to peer evaluation</td>
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<td>Case based presentations – audience participation,</td>
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<tr>
<td>Science of Collaboration</td>
<td>GJ de Vreede and UNO college of business</td>
<td>E, O / Karst</td>
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5. Visioning for the Future

* Leadership Development
  - iLEAD reunion – Liu, Love
    - Case studies at the tables
    - Strategic interprofessional seating
  - Organizational Leadership Series – Ellis,
    - Building up on iLEAD foundations but also stand alone programs
    - Have been very well attended in the past
    - Ex: Dealing with difficult colleagues
    - Ex: Managing direct reports
• **Action Item:** iLEAD planning committee consider reviving the organizational leadership series

• **New Faculty Orientation – September 10, 2014**
  - 8:8:30 a.m. – complimentary professional faculty photos
  - 8:30-9 a.m. - Shorten essential campus connections – good mixing, but 30 minutes
  - 9-9:30 a.m. - Best Practices for your first years at UNMC
    - Plant idea for a question at each table – give the 5 minutes to contemplate
  - 9:30-10:30 a.m. - Compliance
    - **Action Item:** Chad Vokoun and Howard Liu will meet with compliance leaders to maximize interactivity of the presentation.
  - 10:30-11:30 a.m. – Advice from deans and leaders
    - 2 minute bio and 1 interesting fact about yourself in your nonprofessional life
    - What is one of the hardest things you have had to do as a leader?
  - 11:30-11:45 a.m. Break – shorten lunch
    - 12:15 start breakouts – and you are assigned to a session and take your lunch (boxed)
  - 12:15 pm to 2 pm
    - Paula Turpen – Accelerating your career in research
    - Jennifer Parker/Geoff Talmon – Skills for Clinical Educators from Pedagogy to Cutting Edge Technology
    - Rowen Zetterman – Mentorship/Networking – maximizing at a national meeting, how to bring that back to our department from our division
      - Chad Vokoun, Kelly Caverzagie, Howard Liu
      - Could be a faculty development session
  - 2-3 pm Promotion and Tenure
    - Dr. Bill Lydiatt taught this in the past – will he be available to teach it again?
  - CV boot camp – future program
    - Education
    - Research
    - Breakfast
  - 3-4 pm - Chancellor’s address
    - Could advertise to attendees – target the last 4 years of attendees to come to the chancellor’s address

• **Mentorship and Promotion**
  - **Promotion: New faculty orientation**
    - Preparing for promotion as a breakout track
    - For assistant professors and instructors
    - Get people started in collecting what you need
  - **Promotion: Spring/Fall Lunch and learn event**
    - Spring – preparing and broad overview of promotion and tenure
    - Fall – problem solving session – bring in FAQ’s, work through them
  - **Mentorship:** we need more events and awards to change the culture
    - History – Dave Crouse used to give presentation on mentorship
    - We need to give testimonials from successful mentors
    - Why is sponsorship important as a component of mentorship?
    - Start a series of awards within all of the colleges
      - Group it under the “service obligation” for P&T
      - Faculty senate has an award for junior faculty mentorship

• **Measuring Engagement**
  - **Defining engagement**
    - There is professional development programs at college and department level
    - Help them drill down within each college to see what is missing
  - **Measuring variables**
    - Attendance at faculty development programs
      - Unique registrations
      - Total registrations
• Action Item: consider digital badging if you attend 10 hours of faculty development to move towards promotion and tenure
  § Leadership programs
  § Using that as “a la carte” for those who cannot commit to iLEAD
  § Pilot program
  § Action Item: Communications coordinator should consider creating a video to promote and highlight faculty development upcoming programs
    ○ Look at total % of attendees
      § See if it changes with video promotions

• Global themes
  ○ Who do we serve? Should we invite non faculty?
    § These constituents are not currently invited to our programs:
      • Staff
      • Students
      • Trainees (residents, graduate students, etc.)
    § Discussion – we should not open up enrollment yet for regular programs
      • Rationale - physicians and other faculty are slow to sign up for lunch and learns and often do so at the last minute
        ○ They would be “crowded out” if we let non faculty register first
      • Could be good for larger venues, web streaming
Chancellor Gold on Vibrancy of UNMC...

“We all should be learners at every phase of our professional life, and I hope that we have a great campus full of learners.

This zest for learning creates a passion for knowledge and discovery that every great academic health science center has.

Per traditional students, I view my role to not only be accessible as a mentor professionally, but also to ensure that our medical center is an absolutely state-of-the-art learning environment.

To do so, we must embrace the best pedagogy and the latest, best technological tools.

I fully anticipate that we will accelerate our efforts on this front.

In addition, the learning environment is a key determinant of educational and clinical outcomes for our learners and our patients.

This focus is critical for our future.”

UNMC News, February 07, 2014
Faculty Development

Overview
- Assistant and Associate professors represent 2/3 of all participants
- 82% of presenters are local faculty and staff
- 46 faculty attended The Essential Guide for New Faculty Success

Integrating Technology to Improve Teaching
- All UNMC campuses have access to live online participation in faculty development events
- In 2013, 265 faculty utilized the online platform to attend faculty development events from Scottsbluff to Lincoln
- Faculty development partnered with UNMC’s e-Learning Steering Committee to distribute $120,000 to UNMC faculty innovators blending online modules with a live classroom activity

Building Longitudinal Faculty Communities
- Carrie Elzie, PhD (COM) and Teresa Hartman, MLS (McGoogan Library) launched a monthly interprofessional meeting of scholars interested in e-Learning
- Faculty development created an online directory of resources for course production on its website including resources from UNMC (e-Learning Laboratory) and UNO (gamification, acting)
- Faculty development convened the first meeting of educational planners across campus to coordinate local and national speakers and establish a common listserv

Future Directions
- Launch annual reunion of all leadership program graduates (1999-2013)
- Engage UNMC campuses beyond Omaha through live presentations and improved distance learning technology
- Develop a newsletter to celebrate faculty educational and career development achievements

Howard Liu, MD, Director of UNMC Faculty Development, is a child and adolescent psychiatrist. He is also the clerkship director in the Department of Psychiatry and the medical director for the Behavioral Health Education Center of Nebraska (BHECN).

CONTACT: Linda M. Love, MA, CPP | lmlove@unmc.edu | 402-559-6192

unmc.edu/facdev
Two Important Committee Social Events

Spring Brunch
April 26   11:30 am- 2:30 pm
at the home of
Drs. Howard and Jenny Liu
13917 Charles St, Omaha, NE 68154
Map Link: http://goo.gl/maps/N4meu

Fall Kick-Off Luncheon
August 21   Noon - 2 pm
at Field Club of Omaha
3615 Woolworth Ave
Map Link: http://goo.gl/maps/gjAOc
ETC: Education, Technology and Collaboration Special Interest Group

In November 2013, UNMC faculty development launched a new special interest group that meets monthly to discuss education, technology and collaboration.

For more information visit unmc.edu/facdev
**Faculty Development 2014-2015 Program Ideas**

The mission of the University of Nebraska Medical Center is to improve the health of Nebraska through premier educational programs (E), innovative research (R), the highest quality patient care (F), and outreach to underserved populations (O).

<table>
<thead>
<tr>
<th>RECOMMENDATIONS FOR SPEAKERS</th>
<th>National</th>
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<tbody>
<tr>
<td><strong>Linda Pololi, MD</strong> - Changing the Culture of Academic Medicine</td>
<td><strong>Ruth-Marie Fincher, MD</strong> - AAMC Board of Directors / has been widely</td>
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<tr>
<td>Recipient of: The 2011 Association of American Medical Colleges,</td>
<td>recognized for contributions to the field of medical education, including</td>
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<td>Women in Medicine and Science Leadership Development Award</td>
<td>receipt of the Alpha Omega Alpha Robert J. Glaser Distinguished</td>
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<td>Teacher Award, the Daniel S. Tosteson Award for Leadership in Medical</td>
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<td>Education, the Merrel D. Flair Award for Medical Education, the</td>
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<td>American College of Physician’s (ACP) Jane Desforges Distinguished</td>
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<td>Teacher Award, and the National Board of Medical Examiners (NBME)</td>
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<td>Edithe Levit Distinguished Service Award.</td>
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<td><strong>Wendy Ward</strong> - University of Arkansas - 2 decades of mentoring in</td>
<td><strong>Doug Seaberg</strong> - back for Round 2 on How to Speak So Others Will</td>
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<td>pediatrics. Created a formal organizing mentoring program for all</td>
<td>Want to Listen) <strong>MULTIPLE REQUESTS</strong></td>
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<td>junior faculty</td>
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<td><strong>Deb Simpson, PhD</strong></td>
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<tr>
<td><strong>Sheila Chauvin, PhD</strong> - Professor of Medicine, Professor of Public</td>
<td><strong>Joel Hartman</strong> - provost and CIO at UCF, speaker / consultant</td>
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<tr>
<td>Health, Director, OMERAD</td>
<td>e-learning as part of organizational culture</td>
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<td><strong>Dylan Barth and Tanya Joosten</strong> - University of Wisconsin-Milwaukee</td>
<td><strong>Joe Simone MD</strong> - on “Understanding Academic Medical Centers:</td>
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<td>- Quality in blended learning</td>
<td>Simone’s Maxims”</td>
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<td><strong>Jim Bagian MD</strong> - (former NASA astronaut)-recommended by Mike</td>
<td><strong>Dr Patrice Weiss</strong> - conflict resolution</td>
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<td>Wadman - national expert on quality and patient safety</td>
<td><a href="http://www.youtube.com/watch?v=hssy1R6t5W8">http://www.youtube.com/watch?v=hssy1R6t5W8</a></td>
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The Essential Guide for New Faculty Success 2013

Wednesday, September 18, 2013
Truhlsen Event Center (MSC 1001)

8:00 AM  |  Registration
Event Registration | Welcome and Introductions | Continental Breakfast

8:30 AM  |  Essential Campus Connections to Support Your Career Goals
Representatives from several key campus units

9:30 AM  |  Best Practices for Your First Years at UNMC
Howard Liu, MD | Director, UNMC Faculty Development | Medical Director, Behavioral Health Education Center of Nebraska | Clerkship Director, UNMC Dept of Psychiatry

10:00 AM  |  Compliance, Policies and Procedures for Optimum Performance
Sheila Wrobel, JD | Chief Compliance Officer, UNMC
Amy Longo, JD | Attorney - Ellick, Jones, Buelt, Blazek & Longo | UNMC Volunteer Faculty

11:00 AM  |  Success at UNMC and Beyond: Advice from Campus Deans and Leaders
Bradley Britigan, MD | Dean, College of Medicine
Courtney Fletcher, PharmD | Dean, College of Pharmacy
Karen Grigsby, PhD, RN | Interim Associate Dean for Academic Programs, College of Nursing
Kyle Meyer, PhD | Associate Dean, School of Allied Health Professions
John Reinhardt, DDS | Dean, College of Dentistry
Alice Schumaker, PhD, MPA, MS | Associate Dean for Academic Affairs, College of Public Health

NOON  |  Lunch
Complimentary Professional Faculty Photos

12:30 PM  |  BREAKOUT SESSIONS:
Essential Skills to Support Your Effectiveness
(Please refer to the back of your nametag for your selected breakouts)

1.  Strategic Partnerships for Research
Paula Turpen, PhD | Director of Research Resources

2.  Using Direct Observation to Improve Clinical Teaching
Kelly Caverzagie, MD | Assistant Professor, Internal Medicine
Emily Leasure, MD | Assistant Professor, Internal Medicine
Chad Vokoun, MD | Associate Professor, Internal Medicine

3.  Effective Classroom Teaching
Jennifer Parker, MD | Assistant Professor, Internal Medicine

4.  Developing a Mentoring Relationship
Rowen Zetterman, MD | Director of UNMC Faculty Mentorship

2:00 PM  |  Promotion and Tenure at UNMC: Essential Information for Navigating Your Career
William Lydiatt, MD | Professor, Otolaryngology-Head & Neck Surgery

3:00 PM  |  Vice Chancellor’s Address
H. Dele Davies, MD | Vice Chancellor for Academic Affairs | Dean for Graduate Studies

3:45 PM  |  Adjourn
Interprofessional Leadership for Excellence and Academic Development*

Faculty Development Longitudinal Leadership Programs
- Leadership development at UNMC has a long-standing history of interprofessionalism
- iLEAD participants are faculty who have a vested interest and desire to expand leadership skills
- iLEAD experience culminates with projects that directly impact UNMC

Impact
- 76% of faculty members who have participated in longitudinal faculty development leadership programs have remained at UNMC
- Faculty from every rank have participated in faculty development leadership programs
- 46% of graduates are women
- 17% of graduates represent ethnically diverse faculty (i.e., African American, Asian, etc.)

Graduates
Sheila Ellis, MD, Associate Professor and Vice Chair for Clinical Affairs, Department of Anesthesiology
“The leadership training and interprofessional interactions I have gained through these programs have helped me grow both personally and professionally and seek positions I would not have considered otherwise. It has helped me see the possibilities and expand my vision, while giving me the tools to reach my goals. My interaction with the Administrative Colloquium lead to my position as Chief Clinical Director of Anesthesia which helped secure my current role as Vice Chair (with a stint as Interim Chair for good measure).”

Nizar Wehbi, MD, MPH, MBA, Assistant Professor, Health Services Research and Administration, COPH
“An effective leader motivates a team to achieve their full potential; a person who learns from mistakes, has an ethical foundation, an ability to communicate at all levels, and does not shy away from problems. Leadership development with diverse faculty allowed me the opportunity to examine these critical elements more closely and practice them in a setting with others on the same journey.”

Publications and Posters

*Program was previously offered as the Administrative Colloquium (2000-2010)
PEER MENTORING GROUP HELPS KEEP FACULTY ON TRACK
February 26, 2014 – by Kalani Simpson, UNMC public relations, UNMC Today

Nine early-career internists meet every other Thursday at noon. Their group is called IMMPACT (Internal Medicine Mentoring Peers in an Academic Career Track), and it has found its rhythm. Any bigger, and the group might break up into cliques. Smaller, and it may turn into an informal complaints session or social lunch group. But together, they have purpose. Together, they have made this official. They keep each other right on track.

This is peer mentoring. The peer aspect helps, said Shannon Boerner, M.D., assistant professor of internal medicine, IMMPACT’s chair and cofounder, along with Kelly Caverzagie, M.D., associate dean for educational strategy. It helps because they are comfortable with one another. It helps even more in that they are accountable to one another. But it helps perhaps most of all that “You are part of a group of people excited about their careers and supportive of one another’s plans,” Dr. Boerner said. This is invigorating. Who wouldn’t want to feel more passionate about his or her job?

"It reminds you of why you wanted to get into academic medicine, that, 'I work with some incredibly bright and interesting people.'"

And, it also can remind you that you are one of them.

"I believe that can change the culture of an institution,” Dr. Boerner said. IMMPACT also concentrates on three concrete, measurable objectives:

• increasing scholarly activity among members (abstracts, manuscripts, presentations).
• facilitating progress toward academic promotion.
• establishing a culture of mentoring and support within their division.

The twice-monthly lunch meetings have been low-input, high-output, Dr. Boerner said: “It’s been tremendously successful.” How do they know this? As evidence-based physicians, they have surveyed themselves and tracked results. And they’re writing all of this up for publication, of course.

The group has a rolling agenda in which members can lay out their goals and projects, give progress updates and seek and receive feedback. IMMPACT is organized, Dr. Boerner said, but not formal. And working through projects with their peers keeps members on track. "You're not always as accountable to yourself," Dr. Boerner said.

IMMPACT has been meeting for about a year and a half. Preliminary data suggests it works.

They have an acronym. They have a study. If you think a grant proposal is next, you would be right. They are on their way, in academic medicine. And peer mentoring is helping them get there.

To talk about peer mentoring, email Dr. Boerner or call 9-7502.

IMMPACT MEMBERS

• Shannon Boerner, M.D., assistant professor of internal medicine
• Micah Beachy, D.O., assistant professor of internal medicine
• Kelly Caverzagie, M.D., associate dean for educational strategy
• Allison Ramey, M.D., assistant professor of internal medicine
• Sarah Richards, M.D., assistant professor of internal medicine
• Jason Shiffermiller, M.D., assistant professor of internal medicine
• Chris Smith, M.D., assistant professor of internal medicine
• Andy Vasey, M.D., assistant professor of internal medicine
• Chad Vokoun, M.D., associate professor of internal medicine
Mentoring
“The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves.”

Steven Spielberg

The Faculty Mentoring Program was established in Academic Affairs in 2013 to assist the Colleges, School of Allied Health Professions (SAHP), and Institutes of UNMC in the development of mentorship programs for their junior faculty members.

Vision:
- To enhance and sustain the career success of the faculty of the University of Nebraska Medical Center.

Mission and Goals
- Facilitation and attainment of individual faculty career goals
- Professional development of faculty
- Increased job satisfaction of faculty
- Long-term faculty retention
- Improved work-life balance for faculty
- Prevention of faculty burnout
- Documentation of faculty mentoring success.

Outreach: Two workshops were presented in August, 2013 on faculty mentoring at the new faculty orientation program. During the Fall and Winter of 2013-2014, meetings were held with all Deans, Institute leaders, Executive Leadership teams from each College and the SAHP, and with most Department Chairs of the College of Medicine to discuss the importance of and opportunities for mentorship of their junior faculty members.

Planning: A mentoring website is currently under development that will provide information on the importance of mentoring to UNMC and its faculty, discuss the process of mentorship, how to select a mentor, provide training on being a mentor or a mentee/protégé, and include recent literature references that can be utilized by the faculty for just-in-time education regarding the process of mentoring. In addition, links to other academic and public websites for mentoring will be included.

Emerging efforts:
- Establishment of oversight committees for mentoring within each College
- Development of recognition awards for outstanding mentors
- Development of documented mentoring outcomes to assess each mentoring program at UNMC
- Mentoring workshops as requested at UNMC
- Assistance with mentor-mentee/protégé matching
2013
UNMC
Engagement Survey
Kenexa, an IBM company, defines Employee Engagement as the extent to which employees are motivated to contribute to organizational success, and are willing to apply discretionary effort to accomplish tasks important to the achievement of organizational goals. More specifically, the world’s most validated measure of employee engagement is an index consisting of UNMC workforce’s responses to the following questions:

1. I am proud to work for this company.
2. Overall, I am extremely satisfied with this company as a place to work.
3. I would gladly recommend this company as a great place to work.
4. I rarely think about looking for a new job with another company.

UNMC Engagement Survey was administered from February 18th through March 8th, 2013 via web survey by Kenexa (3rd party consultant). 4,393 employees were invited to participate in survey and 2,943 employees returned a completed survey resulting in a 67% response rate. The survey consisted of 43 questions grouped in 11 categories: Future Vision, Trust, Engagement, Compensation & Benefits, Job Satisfaction, Immediate Supervisor/Manager, Performance Management, Teamwork, Values, Work/Life Balance and Survey Credibility. UNMC results were compared to Kenaxa normative database with contains responses from organization worldwide. This is a 3 year rolling database of over 400 companies with 15 million plus employee participants.
Employee Engagement Items
Employees are proud of where they work and are advocates for UNMC.

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<tr>
<th>Statement</th>
<th>UNMC Overall</th>
<th>Kenexa Benchmark</th>
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<tr>
<td>Overall, I am extremely satisfied with this company as a place to work.</td>
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<td>I would recommend this company as a great place to work.</td>
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<td>I rarely think about looking for a new job with another company.</td>
<td>60</td>
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<tr>
<td>I am proud to work for this company.</td>
<td>80</td>
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Key Findings

Overall Employee Engagement is good
- Advocacy and pride in working at UNMC are particularly high.
- There is wide range of Employee Engagement Indicators (EEI) scores across units.
- Most groups hover around the norm.

There is consistency in engagement among different groups
- Gender
- Ethnicity

Improvement is needed in employee's confidence that positive change will result from the survey
- Improve communication of survey results to leaders and managers
- Improve communication about changes made to employees