

# Dean's Council on Faculty Affairs – Annual Report

## Mission

The Dean's Council on Faculty Affairs is a Standing Committee of the College of Medicine which: 1) develops and implements programs that will enhance faculty life (related to, for example, career development, mentoring, leadership, and the like); 2) develops policies pertinent to the faculty at the College of Medicine; and 3) advises the Dean of Faculty Affairs on matters at the College of Medicine related to the promotion and tenure, recruitment, retention, professional development and ongoing support of faculty. The work of the Council is supported and disseminated by the College of Medicine Office of Faculty Affairs. This year, the Council decided to emphasize faculty professional development while continuing its contributions to faculty development.

## Ongoing DCFA Contributions

- FLEXcast (Faculty Learning Exchange) – Podcast (2019-ongoing)
- Learning to Lead (2009-ongoing)
- Lunch with Leadership (2015-ongoing)
- COMPAS-College of Medicine Peer Advancement Societies (2015-ongoing)
- Mentoring Awards (2015-ongoing)
- Annual Faculty Appreciation Event (2013-ongoing)
- Holiday Cookie Social (2016-ongoing)
- COMmand-College of Medicine Mid-academic Intentional Development (2022-strategic planning to launch in 2023)

## Past accomplishments include

- Needs assessment survey for childcare (2012)
- Myth busting re opportunities for flex-time faculty employment (2012)
- Improved mechanism for faculty suggestions (2013)
- Faculty engagement survey (2013/2014)
- Faculty Wellness Suggestions Survey (2019)
- Series on Professionalism & Professional Development (2019)
- Faculty Development Workshop Series (2019-2020)

## Activities and Programs

In recent years, the Council has addressed a variety of issues focusing on enhancing faculty life, professional development, and wellness. Some projects have become continuing programs implemented through the efforts and dedication of Council members and the Office of Faculty Affairs. Specifically, the Council has reviewed and initiated discussions and projects that aim to respond to faculty concerns or suggestions for enhancing faculty life, including mentoring;

publicizing activities or events that support professional development; promoting open and transparent communication with College of Medicine leaders; enhancing and promoting mentoring societies; and hosting a social reception for faculty.

### **Summary of 2021-2022:**

The Dean's Office of Faculty Affairs continues to offer sessions about key aspects of professional development, such as Promotion & Tenure workshops, and continues the COMPAS program. The Council continues its facilitation of communication between the leadership of the College of Medicine and faculty members through its “*Lunch with Leadership*” series. Various leaders have been invited to take part in these lunches with an invitation sent to all faculty. There are “*Lunch with Leadership*” events scheduled throughout the rest of the year.

Multiple successful faculty development workshops were put on this year, with topics including:

- Building Your mentor Network
- Teaching Strategies
- Giving and Receiving Feedback
- Turning Your Passions into Scholarship
- Graceful Self-Promotion
- Top 10 Tips for Early Career Faculty

To support and promote faculty morale and provide information about activities of the Council and Faculty Affairs, the Council hosts an annual Holiday Cookie Social in December and a Faculty Appreciation event in the spring. Due to COVID, the last Holiday Cookie Social was held in December 2019 in the former faculty lounge. Council members baked homemade desserts, familiarized faculty with the work of the Council and asked about their concerns or ideas for faculty support. It was well attended and successful.

The most recent Faculty Appreciation event occurred in March 20, which was the joint hosted Banner/UA Faculty at the Botanical Gardens. Catered food and drink were provided. It was great fun for faculty and their families with a photo booth, raffle prizes, face painting and a treasure chest. The event has been on hold for the past 2 years due to COVID, but we are in the planning stages for an event for fall 2022.

### **DCFA Committee Members (2021-2022)**

**Kimberly Gerhart, MD – Pediatrics (2<sup>nd</sup> term) Chair (2021-2022)**

**Amber Rice, MD - Emergency Medicine (2<sup>nd</sup> term)**

**Sarah Desoky, MD – Medical Imaging (2<sup>nd</sup> term)**

**Tally Largent-Milnes, PhD – Pharmacology**

**Elaine Situ-LaCasse, MD – Emergency Medicine (2<sup>nd</sup> term)**

**Mari Ricker, MD – Family and Community Medicine**

**Julie Ledford, PhD-Cellular and Molecular Medicine**

**Celia Valenzuela, MD-OB/GYN (2<sup>nd</sup> term)**

**Erika Bracamonte, MD-Pathology**

**Chad Viscusi, MD-Emergency Medicine, Pediatrics**

**Jordana M. Smith, MD-Ophthalmology**

**Hina Arif-Tiwari, MD- Medical Imaging**

Non-voting Participants -DCFA enjoys the participation of supportive and dedicated non-voting participants:

Alice Min, MD, Assistant Dean, Faculty Affairs -Emergency Medicine

Support Staff - The Council would like to acknowledge and thank the staff for providing excellent support for our efforts:

Eva Sanchez, Program Coordinator, Senior - Faculty Affairs