

The Deans council on faculty affairs is a standing committee of the College of Medicine which 1) develops and implements programs that will enhance faculty life (career development, mentoring, leadership, etc); and 2) develops policies pertinent to the faculty at the College of Medicine and three 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.

Past accomplishments include:

- needs assessment survey for child care (revisited 2024)
- myth busting opportunities for flex time faculty and point employment
- improved mechanism for faculty suggestions
- faculty engagement survey
- faculty Wellness suggestion survey
- series on professionalism and professional development
- faculty development workshop series
- flex cast podcast

Ongoing DFA contributions

- learning to lead
- lunch with leadership (postponed this year due to low rsvps)
- compass- College of Medicine peer advancement societies
- mentoring awards annual faculty appreciation event
- holiday cookie sale
- career development day for mid-career faculty (launched in 2024)

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 throughout 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 2023-2024:

The Dean's office of Faculty Affairs continues to offer session about key aspects of professional development, such as promotion and tenure workshops. The council continues its facilitation of communication between the leadership of the college of Medicine and Faculty members through events. This year we partnered with the C10

committee to host round table discussions at the general college faculty meeting. Table discussions from this event were tabulated and circulated to the Dean's office and a follow up event was hosted for faculty to participate in conversations about the table discussion recommendations. The real-world impact of this effort has now been updated to the COM website (link below) with action items in progress, those we cannot change and those that are addressed.

<https://facultyaffairs.medicine.arizona.edu/faculty-resources/current-faculty/general-faculty-forum-summaries>

The DCFA also hosted an off campus social event for COM faculty held at Corbetts in downtown Tucson. The event was well attended by all levels of faculty in the COM.

#### Committee Members:

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Kimberly Gerhart, MD – Pediatrics (2<sup>nd</sup> term)

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\*Julie Ledford, PhD – Cellular & Molecular Medicine

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Erika Bracamonte, MD – Pathology

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Chad Viscusi, MD – Emergency Medicine, Pediatrics

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Jordana M. Smith, MD – Ophthalmology

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Indu Partha, MD – Medicine

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Bradley Dreifuss, MD – Emergency Medicine

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Tally Largent-Milnes, PhD – Pharmacology (2<sup>nd</sup> term)

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Cindy Chin, MD – Pediatrics

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**Allison Huff Macpherson, DHEd – Family & Community Medicine**

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**Venkatesh Ariyamuthu, MD – Medicine**

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**Christopher Banek, PhD – Physiology**

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\*chair 2023-2024

Allie Min, MD Associate Dean, Career Development (ex-officio)

Eva Sanchez, Faculty Affairs (staff/advisor)