

442nd MEETING OF THE FACULTY SENATE MINUTES

3:00 PM, September 16, 2015

School of Medicine Administration, Boardroom 103

PRESENT: Drs. Andrisse, Aucott, Barone, Best, Blakeley, Bosmans, Bunz, Carey, Chanmugam, Crino, Dlhosh, Eghrari, Frank, Gonzalez-Fernandez, Hartman, Ishii, Kudchadkar, Mahesh, Marciscano, Mooney, Reddy, Solomon, Sperati, Swartz, Taverna, Tobian, Urban, Wilson, Witwer (for Poynton), Zahnnow

Mmes: Bettridge

Mssrs: Rini

ABSENT: Drs. Ahuja, Aygun, Barker, Bivalacqua, Bydon, Chung, Conte, Daoud, Daumit, Gupta, Lacour, Li, McCormack, Neiman, Puttgen, Redgrave, Shepard, Shuler, Sokoll, Srikumaran, Tamashiro, Tufaro, Wade, Wyhs, Zhou Qinjie

Mmes:

Mssrs: Gable, Huddle, Lee, Puts, Tewelde

REGULAR GUESTS: Drs. Rand, Skarupski

Mmes: Viertel

Mssrs:

GUESTS: Dr. Scott Zeger

I. Approval of the minutes

Meeting called to order at 3:05 PM. The minutes of the 441st meeting of the Faculty Senate held on June 17, 2015 were approved.

II. Introduction of Senate members and announcements

Dr. Crino invited those in attendance to introduce themselves. Dr. Crino then made the following announcements: The tribute to Levi Watkins is on September 24th from 12:00 - 1:30 in Turner Auditorium. The Dean's Lectures will be changed in hopes of boosting attendance, two of which will be directed towards clinical faculty and two of which will be directed towards research faculty (more information to come).

III. Cynthia Rand, PhD, Associate Dean for Faculty brought up the 2013 [Faculty Satisfaction Survey \(FSS\)](#) for discussion. Dr. Crino wanted senate members to consider how we might want to have this information shared within our departments. Dr. Rand began by giving an overview of the FSS, which covers topics such as salary satisfaction, gender issues, mentorship, work environment, etc. The survey had a good response rate of 63%; gender and departments were appropriately represented. The results were shared with the leadership and prompted the creation of committees related to the Clinical Excellence promotion pathway and compensation. Dr. Rand assured the senate that maintaining confidentiality is of utmost importance; therefore, departmental-level data were not shared if there were fewer than 9 respondents. Each department director received a report of the satisfaction levels in their department, as compared to the overall mean. Dr. Chanmugam made a motion that the Senate requests that the Dean allow the data to be made public (posted on the Intranet), either on the departmental-level or aggregated. The motion was seconded. Dr. Ishii proposed an amendment to the previous motion that the request to Dean Rothman be that he encourage department directors to share with their departments the data specific to that department. Dr. Chanmugam accepted his amendment. The motion was passed. Dr. Rand's closing request was that the senate representatives strongly encourage participation in the 2015 Faculty Satisfaction Survey within their departments. This will allow for the data to have credibility and a starting point from which many other changes can come. The 2015 FSS will be distributed in October.

IV. Michael Barone, MD, MPH, Associate Dean for Faculty Development in Education, updated the senate on the teaching programs and the Institute for Excellence in Education (IEE). First, Dr. Barone updated the Senate on changes for the *Improve Your Teaching* website, which includes a new module on team-based learning. Two new modules coming soon are related to "Feedback" and "Learning Theory." Next, Dr. Barone told the senate about the *Foundations of Teaching Course*, which is intended for new PT/FT faculty, those not meeting education expectations, and trainees. The foundations course will be optional, offered four times a year, and will include online modules and options tracks in mentoring, clinical teaching, and others. He received positive feedback from the Senate. Finally, Dr. Barone described the IEE Small Grants program, coming this winter 2015-2016, for startup grants for educational projects and innovations.

V. Kimberly Skarupski, PhD, MPH, Associate Dean for Faculty Development gave an update on the wide range of programs and resources in the Office of Faculty Development.

VI. Scott Zeger, PhD, Vice Provost for Research gave a presentation about the "Johns Hopkins Individualized Health Initiative (Hopkins *in Health*)". The goal of the In Health initiative is to bring novel measurements and analyses to patient care, by sub-setting patients in such a way that will improve care.

The RFP Pilot Program requires applicants to register and then submit a 3-page proposal, describing how he/she wants to develop novel measurements or data analyses that can individualize healthcare to improve patient outcomes. The pilot awards are for \$75,000 - \$100,000 for 15 months.

VII. The future of the faculty mixer was discussed by the senators because the past events have been poorly attended, potentially due to the fact that faculty do not have the time to socialize. Some ideas were suggested such as a lunch or a speaker. No mixer will be planned for this fall.

VIII. Topics for discussion this academic year

Dr. Crino requested that the senators request topics that are important to them and their constituents. Some of the topics that were suggested or are forthcoming are as follows: FTE for required mandated educational activities, EPIC update, travel update, changes to the promotion pathways, progress on the integration of Johns Hopkins on multi-site.

Dr. Crino thanked everyone for coming and adjourned the meeting at 5:02 PM.

Respectfully submitted,
Masaru Ishii, MD, PhD
Recording Secretary

Education Update

Faculty Senate

9/16/15

Improve Your Teaching Website

- New module on team-based learning (TBL)
 - Dr. Mike Borowitz
- “Standards” for modules
 - 45-60 minutes per complete module
 - Option to “skip around”
 - Exercises for Home, reflection
 - Interactive forum for Q and A
- Two new modules coming soon
 - Feedback and Learning Theory
- Partnership with Wiley, Inc.
- <https://improveteaching.med.jhmi.edu>



Foundations of Teaching Course

IEE, OFD, Bayview collaboration

- Rationale: Tri-partite mission
- Approach: *optional* course (Foundations) 4x/yr.
 - Preparation: online modules
 - Learning Theory / Feedback
 - F2F session with optional tracks
 - Small Group Teaching
 - Option: Mentoring/teaching in lab; Clinical teaching
 - Optional “Giving an effective Lecture”
 - Content and evaluation in development
 - Intended audience: new PT/FT faculty; interested PT/FT faculty; faculty not meeting expectations, trainees



THE FOLLOWING **PREVIEW** HAS BEEN APPROVED FOR
ALL AUDIENCES
BY THE MOTION PICTURE ASSOCIATION OF AMERICA, INC.

www.filmratings.com

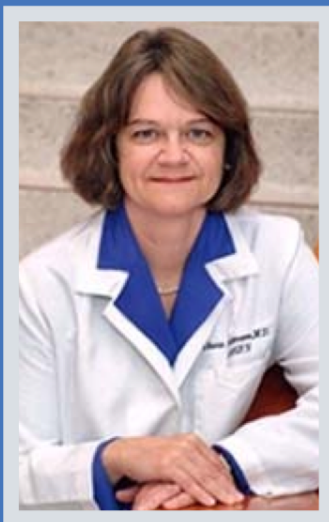
www.mpa.org

IEE Small Grants program

- Coming Winter 2015/6.
- Start up Grants for Educational projects/innovations
- \$2,500 to \$7500
- Small application, presentation to IEE Managing Board
- Shark Tank / Berkheimer continues.

Institute for Excellence in Education (IEE) Medical and Biomedical Education Grand Rounds

Herbert L. Fred, MD, MACP, Visiting Professor of Medical and Biomedical Education



IEE is honored to present special guest speaker

Diane M. Hartmann, MD

Senior Associate Dean for Graduate Medical Education
University of Rochester Medical Center
School of Medicine and Dentistry

Topic: A Current and Future View of the GME Clinical Learning Environment

LIGHT SNACKS PROVIDED

Wednesday, October 28, 2015 | 4 p.m. – 5 p.m.

Strauch Auditorium East, Armstrong Medical Education Building

Online simulcast on the day and time of grand rounds available at: http://www.hopkinsmedicine.org/institute_excellence_education/grand_rounds/participate_live.html



REQUEST FOR APPLICATIONS

2016 Institute for Excellence in Education (IEE) Berkheimer Faculty Education Scholars Grant

The Institute for Excellence in Education (IEE) is pleased to announce the request for applications for the 2016 IEE Berkheimer Faculty Education Scholars Grant, intended to foster the career development of future educational leaders while providing support to complete a scholarly project aimed at advancing the field of undergraduate or graduate medical education and **should have implications for education broadly.**

The grant will provide up to \$50,000 for 12-18 months to a faculty member or team (maximum of three faculty members) who exhibit promise, innovation, talent and enthusiasm as educators, with a specific scholarly project proposal. The award will begin July 1, 2016.

To learn more and to apply:

http://www.hopkinsmedicine.org/institute_excellence_education/Faculty_Education_Scholars/

WHO IS ELIGIBLE: SOM faculty members

WHAT: \$50K grant, to begin July 1, 2016

WHY: Foster the career development of future educational leaders while providing the support to complete a scholarly project

HOW: Two phase application process

IMPORTANT DEADLINES:

October 16, 2015, by 5 pm:	Two-page proposal due
December 4, 2015, by 5 pm:	Selected finalists notified
January 15, 2016 by 5 pm:	Full proposal due from finalists
February 29, 2016:	Awardees announced

The Office of Faculty Development (OFD)

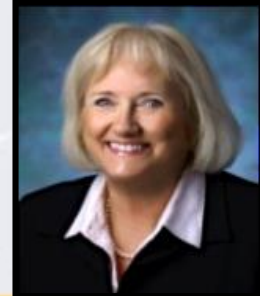


JOHNS HOPKINS
M E D I C I N E

2024 E. Monument Street Suite | 2-1000 | OFD@jhmi.edu | 410-502-5521

Office of Faculty Development (OFD)

- **Janice Clements, PhD**
Vice Dean for Faculty
- **Estelle Gauda, MD**
Senior Associate Dean for Faculty Dev.
- **Dave Yousem, MD, MBA**
Associate Dean for Professional Dev.
- **Michael Barone, MD, MPH**
Associate Dean for Educational Development
- **Kim Skarupski, PhD, MPH**
Associate Dean for Faculty Development
- **Linda Dillon Jones, PhD**
Senior Faculty Development Consultant
- **Valentina Viertel, BS**
Program Coordinator



Google us! “Hopkins OFD”

http://www.hopkinsmedicine.org/fac_development/



Office of Faculty Development

Overview

About Us

- Overview
- Meet Us
- Oversight

What We Do

Educators

Clinicians

Researchers

Career Path

Course Offerings

Affiliates

[Home](#) > [Faculty Development](#) > [About Us](#)

What We Do

Mission

The Johns Hopkins University SOM’s Office of Faculty Development creates and delivers effective programs that develop and nurture our diverse faculty as leaders in clinical care, medical education, and research excellence. Our focus on enriching a culture of inclusion, respect, and engagement is fundamental in accomplishing the Johns Hopkins mission and in enabling the School of Medicine to attract and retain our talented faculty.

Vision

We envision a culture in which all faculty members are engaged, invested, and passionate about their *career development*.

Goals

- Partner with all levels of leadership to support faculty engagement and career advancement.
- Deliver effective knowledge and skill-building programs centered on:
 - leadership development
 - mentoring
 - grant writing and research
 - teaching skills and educational scholarship
 - improving efficiency and effectiveness
 - work-life integration
- Facilitate professional and peer networks.

OFD - Senior Advisory Council (SAC)

Next meeting: October 22nd, 2015

- **Strategic Plan: PEOPLE**
- “Enhance support for junior faculty”
- **Charge** = make recommendations concerning policies, programs, and initiatives to support the development and promotion of faculty in the SOM and to serve as a liaison for faculty development in each dept./section
- **Harmonize with Faculty Senate**



Jude Crino, MD
Chairman,
Faculty Senate



Arjun Chanmugam, MD
Vice Chairman,
Faculty Senate

SAC (N=35)	
Anesthesiology & Critical Care Medicine	Nauder Faraday
Emergency Medicine	Arjun Chanmugam, Rich Rothman
Gynecology and Obstetrics	Jude Crino, Vicki Handa
Medicine	Deidre Crews, Petros Karakousis, Rachel Levine
Neurosciences (Neurology & Neurosurgery)	Argye Hillis, Alex Kolodkin, Dwight Bergles, Judy Huang
Oncology	Diane Hayward, Richard Jones
Ophthalmology	Neil Miller
Orthopaedic Surgery	Jim Ficke
Otolaryngology and Head and Neck Surgery	Andrew Lane
Pediatrics	George Dover, Sally Radovick
Plastic Surgery	Gedge Rosson
Psychiatry and Behavioral Sciences	Jennifer Haythornthwaite, Tim Moran
Radiology and Radiological Sciences	Zaver Bhujwalla, Dave Yousem
Physical Medicine and Rehabilitation	Stephen Wegener
Surgery	Steve Yang, Martha Zeiger
BASIC SCIENCES	Geraldine Seydoux, Randy Reed, Chris Zink
PHYSIOLOGY	Bill Guggino
BIOLOGICAL CHEMISTRY	Jerry Hart
CELL ENGINEERING	Ted Dawson
ICTR/CTSA Liaison	Gail Daumit
IEE	Joe Cofrancesco
HR	Cherita Hobbs

OFD - Junior Faculty Resource Advisory Council (JRAC)

Next meeting: October 21st, 2015

JRAC Charge:

- a) identify the support needed from leadership and senior faculty for junior faculty dev.
- b) prioritize the faculty dev. needs of junior faculty members in the School of Medicine (SOM) in alignment with the SOM's strategic plan
- c) serve as a liaison for faculty development in each respective department/section

JRAC (N=27)	
<i>Anesthesiology & Critical Care Medicine</i>	Michael Banks
<i>Dermatology</i>	Anna Grossberg
<i>Emergency Medicine</i>	Nathan Irvin
<i>Gynecology and Obstetrics</i>	Jenell Coleman-Fennell; Carolyn Sufrin
<i>Medicine</i>	April Fitzgerald; Jason Kirkness; Monica Mukherjee; Damani Piggott
<i>Molecular and Comparative Biology (Basic Sciences)</i>	Lucio Gama
<i>Neurosciences (Neurology & Neurosurgery)</i>	Christopher Oakley Shiv Saidha Solange Brown Eric Jackson
<i>Oncology</i>	Amy Dezern
<i>Ophthalmology</i>	Eric Singman
<i>Orthopaedic Surgery</i>	Ranjit Varghese
<i>Otolaryngology and Head and Neck Surgery</i>	Simon Best
<i>Pathology</i>	Laura Wood
<i>Pediatrics</i>	Oluwakemi Badaki-Makun; Cozumel Pruette
<i>Pharmacology & Molecular Sciences (Basic Sciences)</i>	Namandje Bumpus
<i>Plastic Surgery</i>	Amir Dorafshar
<i>Psychiatry and Behavioral Sciences</i>	Rheanna Platt
<i>Radiology and Radiological Sciences</i>	Oluwatoyin (Toyin) Idowu
<i>Radiation Oncology and Molecular Rad. Sciences</i>	Ana Ponce Kiess
<i>Surgery</i>	Daniela Molena

Your Academic Clinical Practice Toolkit: Maximizing Your Success

August 5th, 2015 | 7:00AM -1:30PM | Hurd Hall



Introduction (Dr. Clements)

Kayode Williams: General Overview: Establishing a Successful Academic Clinical Practice

Financial Success in Clinical Practice

Joe Bezek, Bill Baumgartner, Jim Erickson: How Clinical Revenue Flows at JHM

David Yousem: Interactive Excel Program for Profit and Loss Statements

Clinical Academic Practice Primers: Breakout #1

Bill Baumgartner: Establishing a Surgical Practice

Nisha Chandra-Strobos: Medical Practice Primer for Success

Kelvin Hong: Moving from Inpatient to Outpatient Practice

What Makes a Clinical Practice “Academic”?

Lisa Christopher Stine: Creating a Center of Excellence

Dan Ford: Support for Clinical Academic Pursuits: CTSA, Clinical Trials, Clinical Research

Lisa Ishii: Best Practices and Protocol Development: Recipe for Success

Peter Pronovost: Armstrong Institute and Patient Centered Care

Academic Focus in the Clinical Excellence

Pathway Break-Out #2:

Toni Ungaretti: Masters of Education of Education in the Health Professions (MEHP)

Joe Cofrancesco: Education in the Clinical Setting

Kim Skarupski: Clinical Writing Accountability Groups: Group support for publishing your clinical success stories

Anne Seymour: Clinical resources and information services that will help you publish, get the message out

Advancement in the Clinical Excellence Pathway

John Flynn: Identifying a Clinical Mentor

Andy Lee: Promotional pathways : Clinician with Distinction

Estelle Gauda: The OFD: How Supports Your Success / Faculty Connects

Q. Oh no – I missed it!

A. http://www.hopkinsmedicine.org/fac_development/clinicians/

Writing Accountability Groups (WAGs)

Ongoing! >60 WAGs across campuses

(WAG #1: Bayview campus: September, 2013- present)

Facilitator:

Kim Skarupski, PhD, MPH

Associate Dean, Office of Faculty Dev.

- A WAG is an active writing group that meets weekly for a 10-week block
- Ultimately, peer-facilitated
- Follows a strict agenda:
 - 15 minutes of updates
 - 30 minutes of writing
 - 15 minutes of reporting and wrap-up
- Participants must commit to at least 7 of the 10 sessions
- Limited to 4-8 members
- *Bonus: Participants receive the “How to Write a Lot” book*
- *Bonus: Dr. Cathy DeAngelis has volunteered to edit WAG participants’ manuscripts*



Alicia Arbaje, Ger.



Durga Roy, Psych.



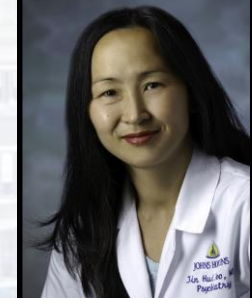
Shari Lawson, OB/GYN



Emily Evers, OB/GYN



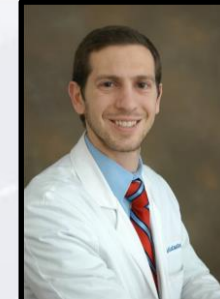
Jessica Peirce, Psych.



Jin Hui Joo, Psych.



Michelle Eakin, Pulmon.



Panagis Galiatsatos, IM



[Like us! /HopkinsWAGs](#)





**HAPPY
HOUR**
- is the -
BEST HOUR

**WAG
HOUR**
- is the -
**2nd
BEST HOUR**

WAG HAPPY HOUR

FREE DRINKS, APPETIZERS, AND NO WRITING!

Wednesday, Sept. 23rd

5:00 – 7:00 PM

Atwater's @ Hopkins

[Click here to RSVP](#)

K Investigator Groups

- **Pre-KIGs (Pre-K Investigator Groups)** - for faculty writing/planning to write a K
- **CRIGs (Clinical Research Investigator Groups)** - K awardees conducting clinical research
- **BRIGs (Basic Research Investigator Groups)** - K awardees conducting basic research

Peer-facilitated, social support, networking opportunities to discuss and share information on various topics as relevant:

- * developing a cohesive research plan
- * writing the research progress reports
- * sharing research resources
- * building a mentoring team
- * preparing for the R application
- * getting publications out the door
- * responding to grant reviewers
- * hiring a Research Assistant
- * identifying other funding
- * practicing work-life integration
- * IRB issues
- * getting promoted

- **JHBoxes** archiving valuable information and resources!

- **Special Presentations**

- **Grant-Writing: Training Grants – K Awards** (Cherie Marvel)
- **Tips from a Reviewer's Perspective** (Stephen Camarata)
- **How to Build a Research Mentoring Team** (Jennifer Haythornthwaite)
- **Running a Research Lab- Clearing the Administrative Hurdles** (Jeff Rothstein)

K Groups: Fall Kick-Offs



Pizza & Beverages!

Learn about the resources to support your transition from the K to the R.

Bring your mobile device for audience participation polling – we want to know how we can support you!

Network with old and new friends!

Click [here](#) to RSVP

Location
2024 E. Monument Street
2nd Floor Auditorium (2-1001)

Enter 2024 through the green rotation. Take the elevators to the 2nd floor and walk around the atrium to the end of the hall.

Fall KICK-OFF

K-2-R WELCOME LUNCH!

WED., SEPTEMBER 16TH
12:00 – 1:00 PM

All Johns Hopkins Medicine Mentored Awardees are invited to join us for our K-2-R Transition/K-Clubs 2015-2016 kick-off event.

Co-sponsored by the Institute for Clinical and Translational Research (ICTR) & the Office of Faculty Development (OFD)

JOHNS HOPKINS
SCHOOL OF MEDICINE

- **Pre-KIGs**

- **Sept. 21st | 12-1 PM**

- 2024 E. Monument St., Suite 2-1001

- **Sept. 22nd | 12-1 PM**

- Bayview, Asthma & Allergy Bldg.,
1A.66

- **Sept. 24th | 8:30 – 9:30 AM**

- 2024 E. Monument St., Suite 2-1001

Promotion at Hopkins: Principles & Process

October 5th, 2015 | 8:30-10 AM | Chevy Chase

April 5th, 2016 | 12-1:30 PM | Chevy Chase

Empower yourself! Learn about the Hopkins promotions process. What are the requirements for academic promotion? What is the purpose of the director's letter? What is the Nomination Manager? What is an H index? What is in a typical associate and professor's CV? How do the committees work? How do I know if I'm ready? Active Q/A!

Q. Oh no, I can't make those dates!

A. Information + recorded sessions on OFD website

http://www.hopkinsmedicine.org/fac_development/career_path/appointments/

W. P. Andrew Lee, MD

Chair, SOM Associate Professor
Promotions Committee (APPC);
Professor of Plastic Surgery

Nauder Faraday, MD

Vice Chair, SOM Associate Professor
Promotions Committee (APPC);
Professor of Anesthesiology

Justin C. McArthur, MBBS, MPH, FAAN

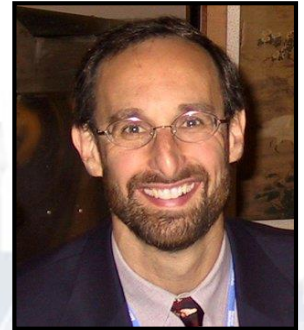
Chair of the Professorial Promotions
Committee;
Professor of Neurology, Pathology,
Medicine, and Epidemiology; Director,
Department of Neurology



Interactive Symposium: “Getting that Paper out the Door: Pearls & Pitfalls for Publishing”

October 6, 2015 | 8:30- 10 AM | 2024 E. Monument (2-1002 [2nd floor auditorium])

- **Dave Yousem, MD, MBA** *Professor, Neuroradiology, Assoc. Dean for Professional Development; Director of Neuroradiology; Vice Chairman of Program Development*
- **Kim Skarupski, PhD, MPH** *Associate Dean, Office of Faculty Development; Associate Professor (Geriatric Medicine & Gerontology)*
- **Richard Edden, MSc, PhD** *Associate Professor, Radiology and Rad. Science*



Do you struggle with getting those papers done? Have you been scooped by other investigators because you were late getting your paper published? Do you stare at the computer screen not knowing how to complete that manuscript? It's time to address those issues and learn how to get those papers out the door! Panelists who specialize in clinical, basic science, translational research, and outcomes research will offer ways to overcome your writing hurdles. Before the session, participants who have RSVP'd will be asked to identify their most significant barrier to writing productivity. The panelists will structure their presentations and activities around the most significant writing barriers that the attendees themselves have identified. Participants will leave the session having identified several strategies for increasing writing productivity....on their way to academic success. Come, learn and write!

Negotiation: How to negotiate so everyone wins – especially you!

October 8th, 2015 | 11:30 AM -12:30 PM | Hurd Hall -- FULL

The Power of Nice: An Introduction

Mr. Shapiro will explain the philosophical underpinnings of win-win negotiations and introduces his systematic approach to negotiation and influencing: The 3P's, Prepare-Probe-Propose.



Ron Shapiro

*New York Times Best-Selling
Author and CEO of Shapiro
Negotiation Institute*

New* Faculty Orientation

October 13th, 2015 | 8:30 AM- 4PM | Chevy Chase Auditorium

Janice Clements, PhD

Vice Dean for Faculty

Professor of Comparative Medicine

- Open to all SOM faculty, regardless of start-date.
- Come and meet the deans and SOM leaders.
- Learn how to build a meaningful career at Hopkins:
 - what it takes to succeed
 - find mentorship
 - get promoted
 - fund your research
 - build collaborations
 - practice healthy work-life integration



**Appropriate for all senior and new full and part-time faculty members!*

Junior Faculty Leadership Program (JFLP)

2016 Program Curriculum (Jan.-July)

Application deadline Oct. 16!

- **Monthly (7) Sessions**

1. Success at Johns Hopkins, with breakout sessions for Clinicians and Researchers
2. Career Mapping & Mentorship
3. Using and Understanding your MBTI Personality Type
4. Negotiation & Leadership
5. Communication & Breakouts for Clinicians and Researchers in Problem Solving
6. Scholarship and Funding
7. Resilience, Empowerment, Self-Promotion

- **Luncheon (4) Topics**

Clinical Excellence, Education, Business & Program Building, Research

Apply [here](#). OFD website → Career Path → Leadership → JFLP

Seminar: “Time Management: How to Create 5 Extra Hours a Week for Your Use”

October 27th, 2015 | 8-10 AM | Phipps 140

How often do you say to yourself, “If only I had more time!” or “Where did the time go?” Are you behind on your big ticket projects? Do you look at others and ask “How do they get it done?”

This course provides you with the skill set to create time in your day, remove extraneous baggage from your schedule and be much more productive per unit time. Based on lessons from Stephen Covey’s “Seven Habits”, Kerry Patterson’s “Change Anything”, and Brian Tracy’s “Eat that Frog”, the seminar will help you to create 5 extra hours of productive time in a week.



David Yousem, MD, MBA

Professor, Neuroradiology

Assoc. Dean for Professional Development

Director of Neuroradiology

Vice Chairman of Program Development

Economics of Clinical Operations (ECO)

November 4th & 5th, 2015 (FULL)

March 15th & 16th, 2016 (Limited spots remain)

OBJECTIVE: To educate faculty on how to maximize revenue and rapidly adjust to economic changes that affect clinical operations.

TARGET AUDIENCE: Division Directors, new Department Directors, and Interdisciplinary Care leaders responsible for their finances. Faculty members who direct existing or who are developing new clinical programs, and those who are pursuing the clinical excellence pathway for academic advancement.

FORMAT: Case-based: reviewing topics in the financial management of clinical practices. *For full course description, see attached document.*

REQUIREMENTS: Nominated by Department Director; Able to attend both days of the seminar

APPLICATION PROCESS: Complete a form; Must be signed by both Dept. Director and Nominee; Attach CV (due date was July 1, 2015)

QUESTIONS:

Email Dr. David Yousem, dyousem1@jhu.edu.



Other OFD Resources & Services

The Myers Briggs Type Indicator

(MBTI) – understand your personality preferences to maximize work performance (individual or group sessions [Yousem & Skarupski])

Counseling/Coaching: academic career; work-life integration

Faculty Development “on Demand”:

- Special sessions (e.g., Individual Development Plans; civility, resilience, team building, communication)
- Focus groups
- Retreats

PDAT (Professional Development Advisory Teams) – Gauda

Vice Dean Series on Education - Barone

New Director Onboarding - Rand

Faculty Exit Interviews - ~20% of exiting faculty complete exit interview (online or in-person); - 2011 Report (~100 SOM faculty exiting per year)

Under development: Pathways Series & Pathway Partners

- *Clinician Educator, Clinical Researcher, Clinical Program Builder, Basic Researcher, Clinician Innovator, Clinician with Distinction*

Office of Faculty Development (OFD) &
Talent Management and Organization Development (TMOD)

Leadership Skill Building for Faculty

- Effective Meetings in Half the Time (2/11/15)
- Speak Like a Pro - The Basics (3/11/15)
- Speak like a Pro II - Videotaping (4/8/15)
- Flex Talk: Using an Understanding of MBTI Type to Create More Productive Outcomes (5/5/15)
- Becoming a Conflict Competent Leader (6/10/15)
- Relationship Awareness Theory (7/8/15)
- Communicating with Others (9/9/15)
- Crucial Conversations (10/15/15)
- Getting and Staying Organized (11/11/15)
- The Art of Negotiation (12/10/15)

Register through
MyLearning!
<http://learning.jhu.edu>
<http://tmod.jhu.edu>

Faculty Connects

- **Interactive faculty information database**
- **Purpose:**
 1. Allow us to provide you personalized professional development information
 2. Tailor our services to your demonstrated needs
- **Once you submit your brief profile (AKA *interest page*) and you can begin to use your personal *VIP page***

VIP Page Preview

Selected Contact: Estelle Gauda [\[Change\]](#)

[Refresh Page](#)

Welcome, Estelle - [Edit Profile](#) | [Log out](#)

NETWORKING & CELEBRATING

You are invited to celebrate the opening of our new office at the...

Office of Faculty Development

Open House

December 8, 2014 | 3:00-5:00 PM | 2024 East Monument Street, Suite 2-1000

Please RSVP to OFD@jhmi.edu. We look forward to seeing you!

TEACHING OPPORTUNITIES

Recruiting Physician Preceptors

Participate in the Transition to the Wards course for second-year medical students, a unique and important component of the Genes to Society curriculum. Students will practice interviewing and examining hospitalized patients under the direct supervision of a trained clinician. This activity, which will run from Feb. 17 to March 5th, will greatly benefit from your voluntary participation. You can join for one or two sessions or join a group; you will be eligible for education credits through the IEE.



Dear Dr. Gauda,

Welcome to your VIP Page!

This page is designed specifically for you based on your interests and career development needs indicated on your faculty **INTEREST PAGE**. Please select **Edit Profile** on the task bar above to update your **INTEREST PAGE**. Then return to your VIP page to see our recommendations based on your stated interest.

Please do not hesitate to reach out to us using FACULTY CONNECTS or by direct email to OFD@jhmi.edu. We look forward to connecting with you.

Janice E. Clements, PhD
Vice Dean for Faculty

Estelle B. Gauda, MD
Senior Associate Dean for Faculty Development

THE OFFICE OF FACULTY DEVELOPMENT | 2024 E Monument Street | Baltimore, MD 21287

THE JOHN'S HOPKINS UNIVERSITY SCHOOL OF MEDICINE | 733 North Broadway | Baltimore, MD 21205

Estelle, our recommendations for you based on your selected interests:

HELPFUL LINKS

[Fall 2014 Faculty Events & Seminars](#)

[Faculty Resources Portal](#)

[The Office of Faculty Development](#)

[Faculty Policies](#)

[Human Resources: Benefits](#)

[Work-Life Integration](#)

OFFICE OF DIVERSITY & CULTURAL COMPETENCE (OD&CC)

We welcome our diverse faculty! Please take a moment to [learn more about us](#) in the OD&CC. We are committed to meeting the needs of our diverse faculty, which includes persons of different races, ethnic groups, gender identities, sexual orientations, religious and spiritual beliefs, and disabilities.

Chiquita Collins, PhD
Associate Dean for Diversity and Cultural

How may we serve you?

*Please let us know your ideas and recommendations
for faculty development!*

Kim Skarupski

kskarupski@jhmi.edu

410-502-5520 (direct)

410-925-0257 (cell)

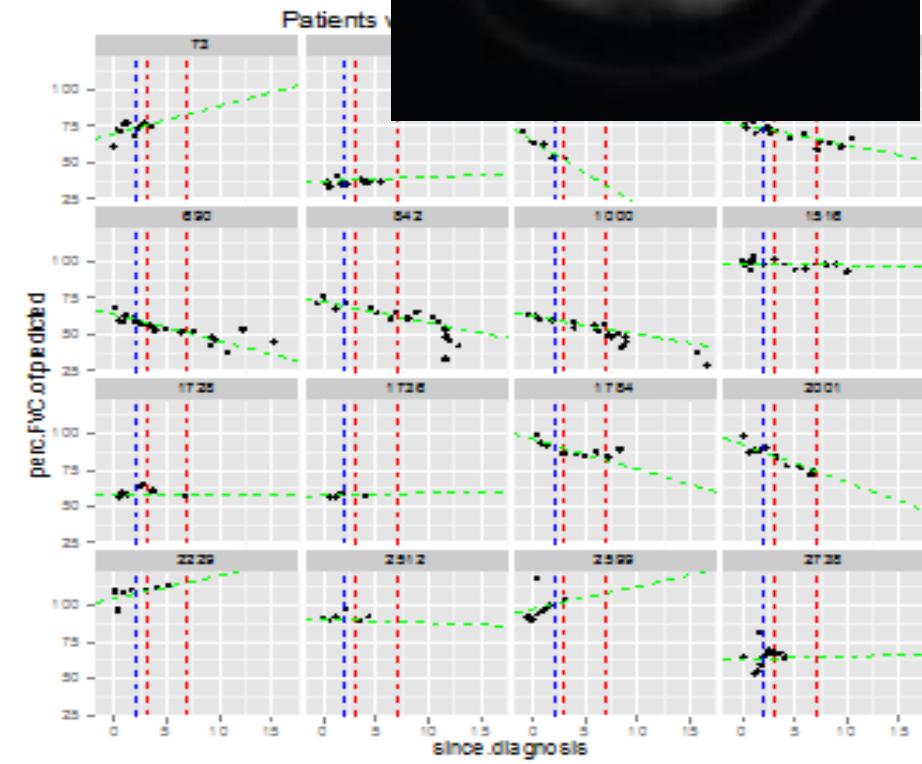
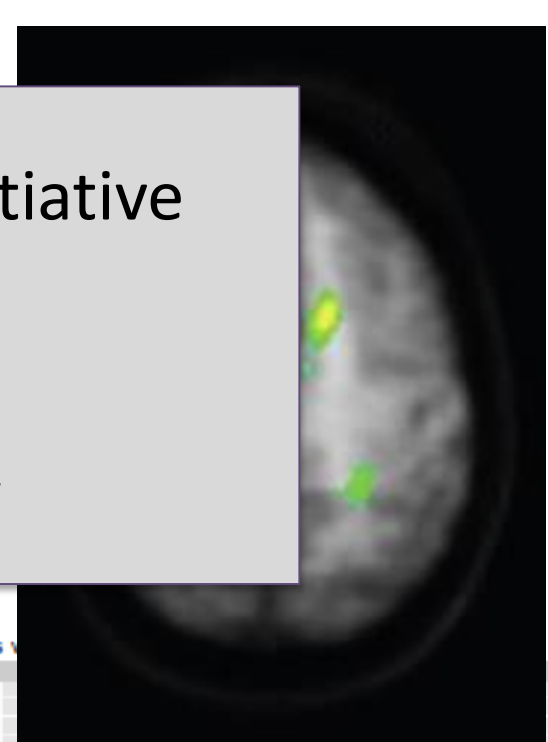
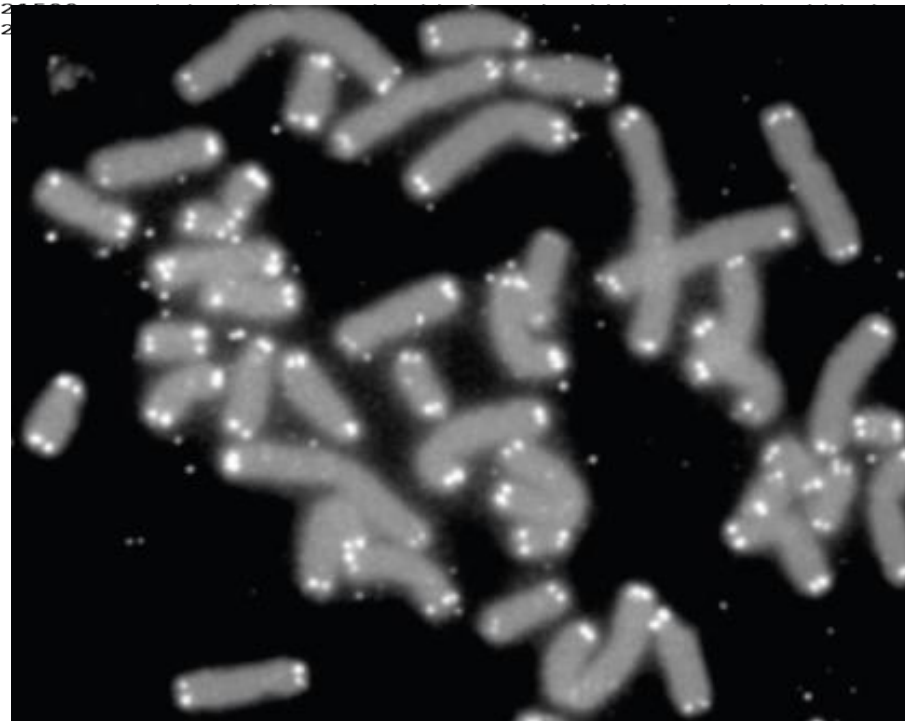
http://www.hopkinsmedicine.org/fac_development/

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Johns Hopkins Individualized Health Initiative (Hopkins *inHealth*)

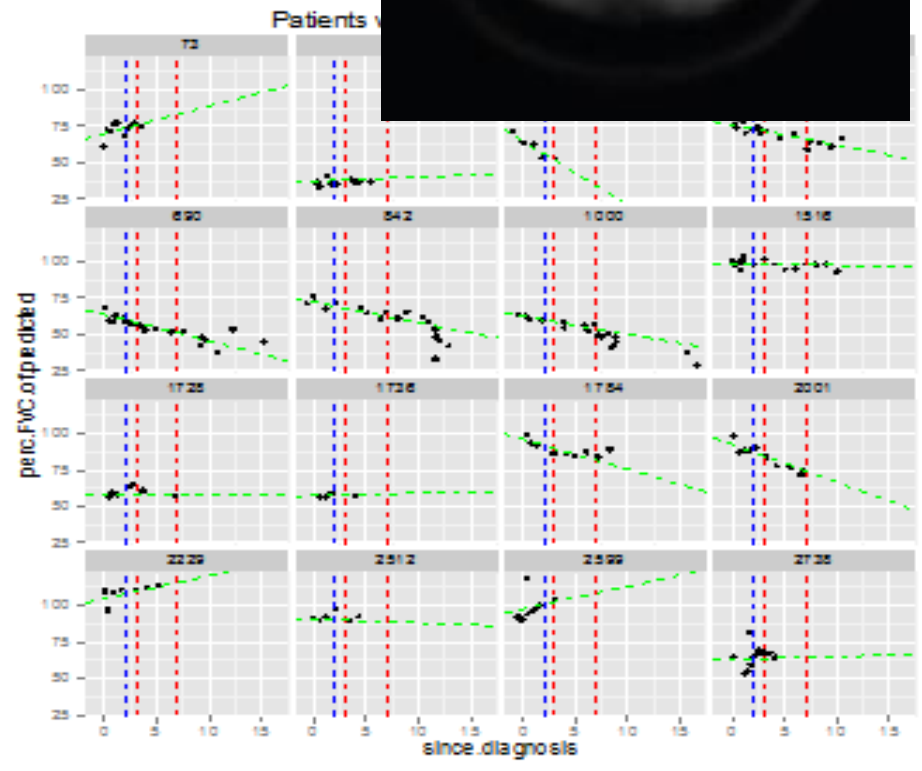
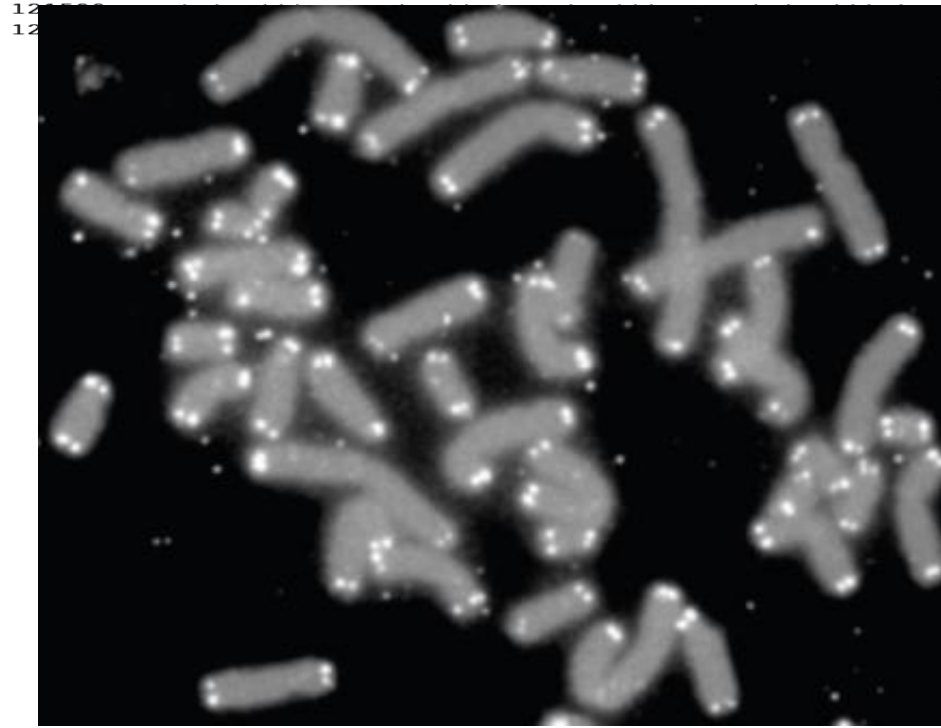
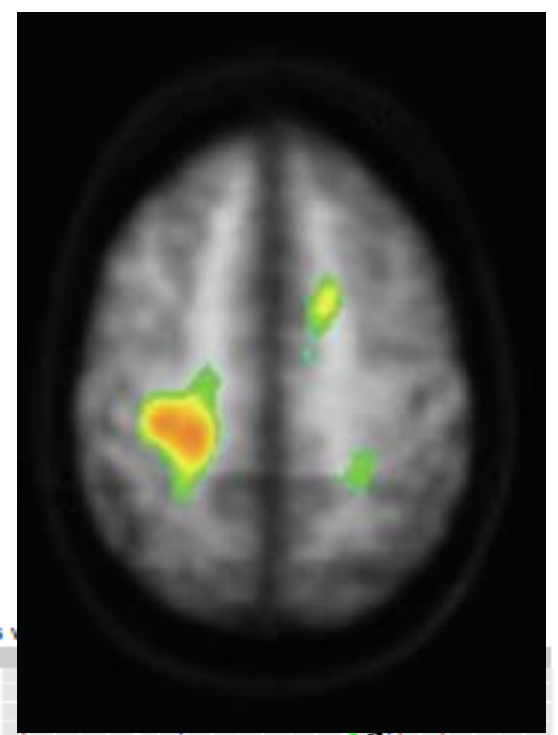
*Novel Measurements and Analyses
that Improve Health at More Affordable Costs*

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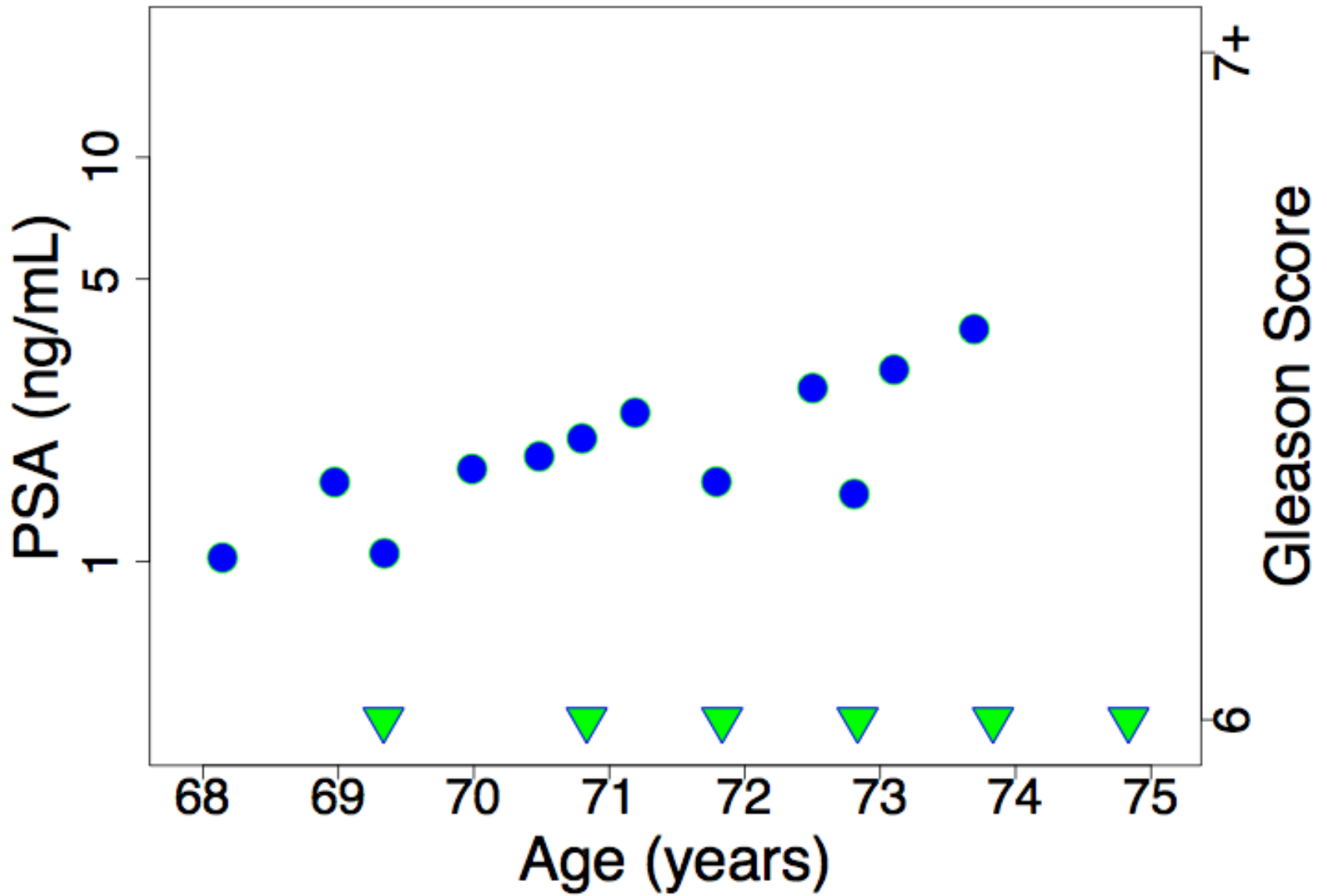


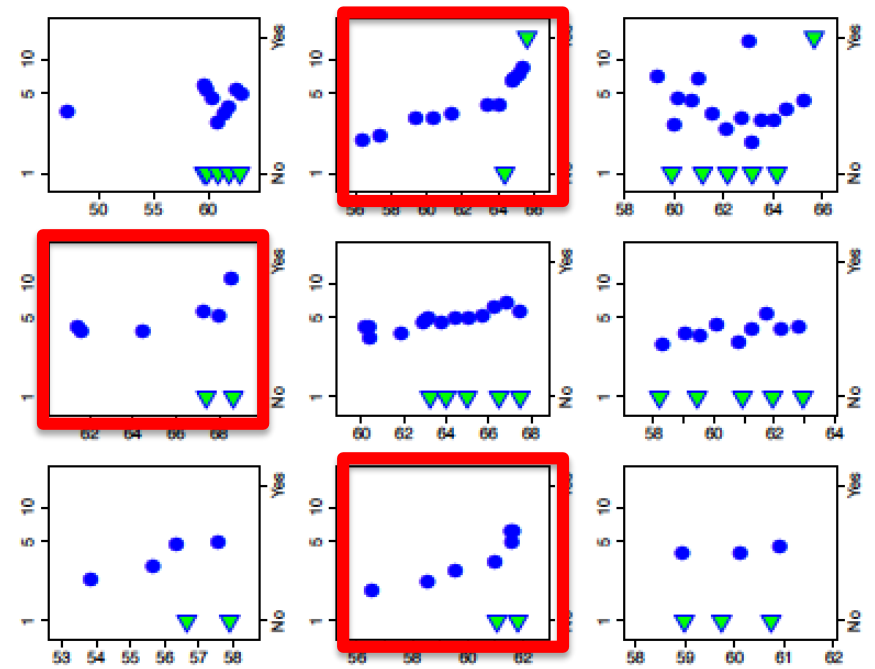
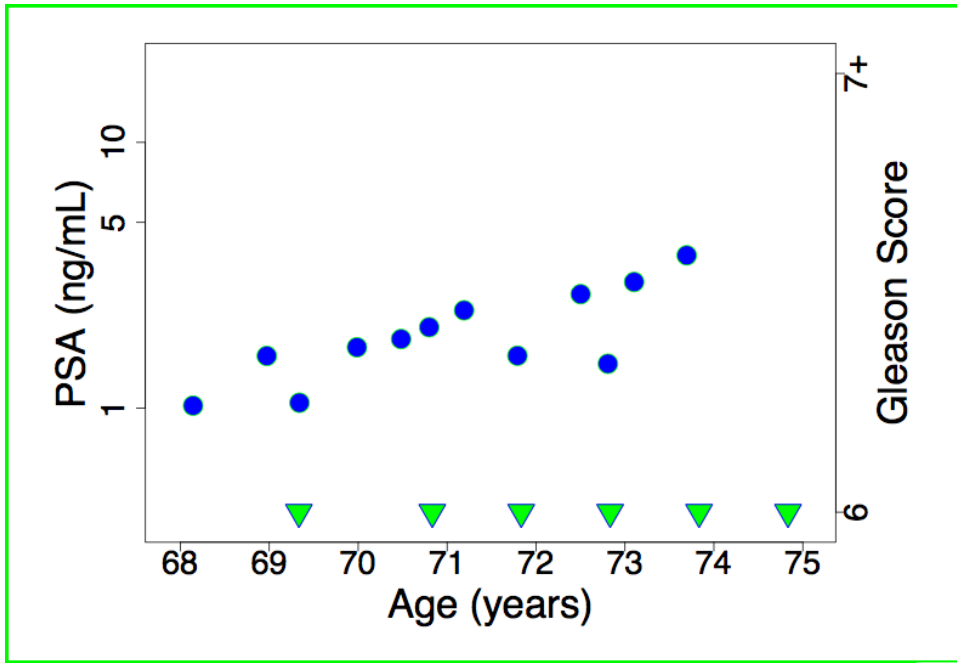
Variability is the law of life, and as no two faces are the same, so... no two individuals react alike and behave alike under the abnormal conditions which we know as disease. – William Osler, circa 1900



Hopkins *in*Health Pilot Program RFP

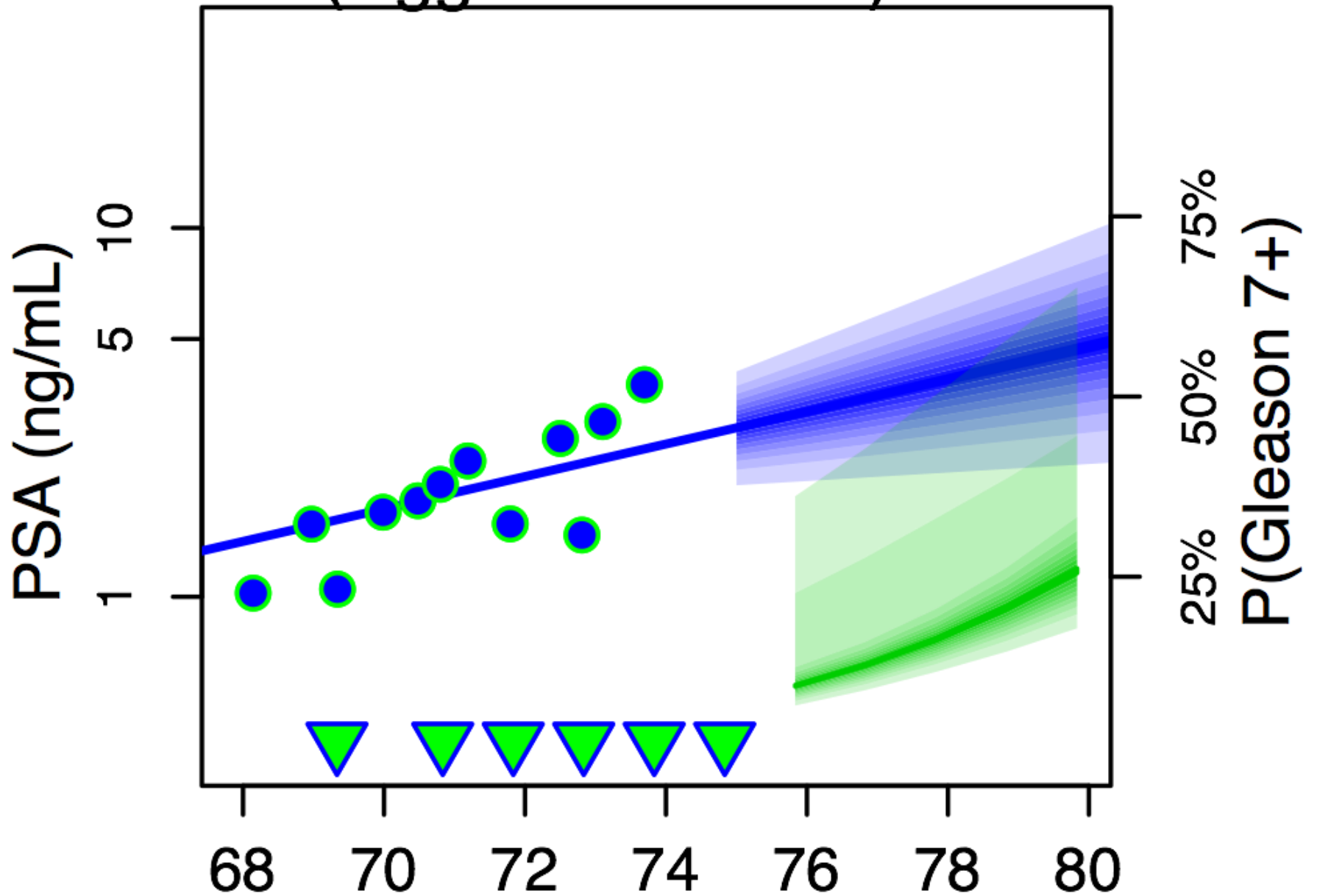
- Register (name, title, email,...) at [Hopkins inHealth](#) in 1 minute
- Submit **3** page proposal to develop novel measurements or data analyses that can individualize healthcare to improve patient outcomes
 - **due Oct 23, 2015**
- Compete for pilot awards
 - \$75,000-100,000 for 15 months

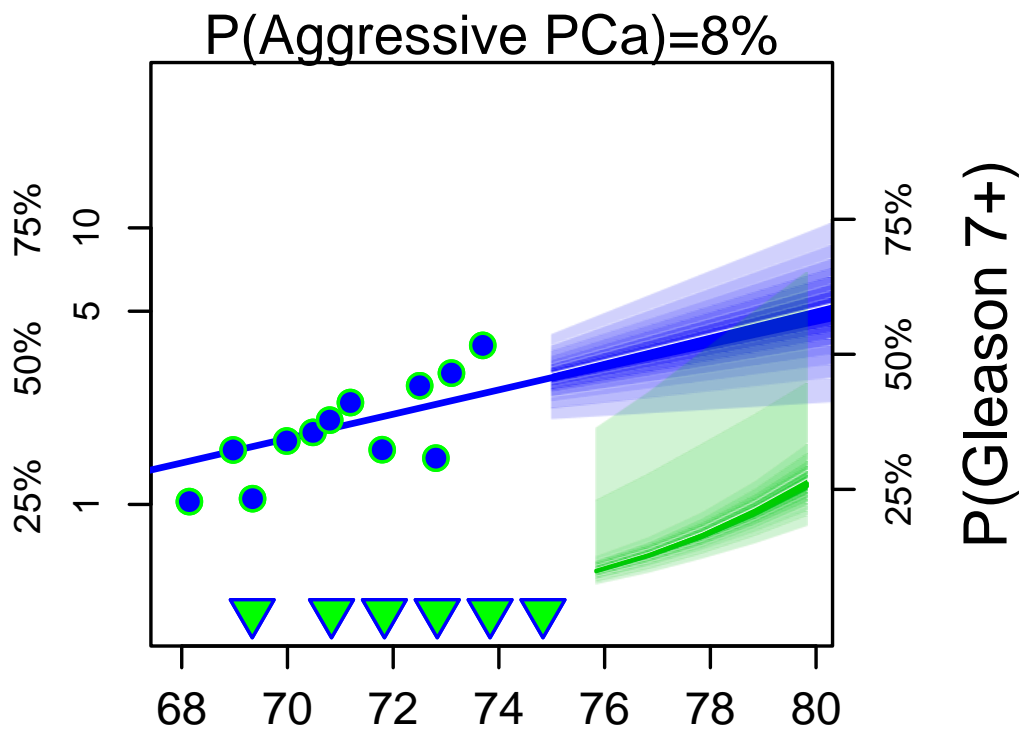
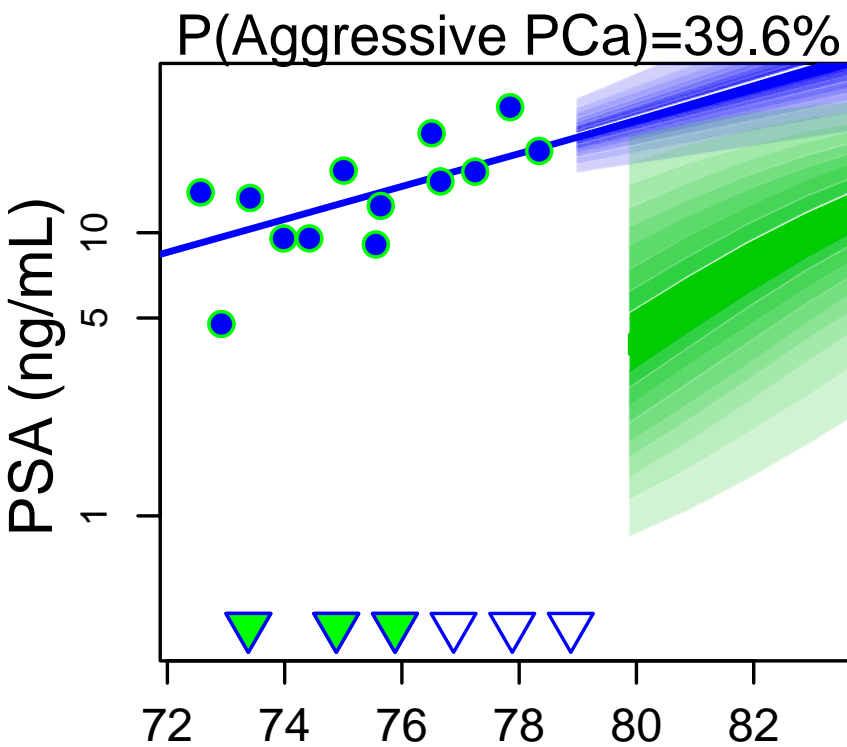




	True Indolent	True Lethal
Indolent Biopsy	94%	38%
Lethal Biopsy	6%	62%

$P(\text{Aggressive PCa})=8\%$





Hopkins *in*Health



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ttttgc	aatatgaat	atgtagt	atgtagt		
aaaatt	aatttgggtot	attcagtttg	attcagtttg		
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acaggg	taggttaggt	tcccttttgc	ttagaacccc	caccaaataa	atgtagtott

Apply for Pilot Funding
To Advance Science that will Improve Health at
More Affordable Costs