

**Department of Medicine  
Faculty Development  
11-28-16**

# Faculty Development Committee

ITEMS	TIMEFRAME
Reorganization of DOM RPT Committees	November
Faculty Burnout	November
Faculty Awards in the DOM	November
Review Reformatted Faculty Development Web Page	November
UVMMG ACE presentation	December
Faculty Burnout - continued	December
Support Mechanisms for Junior Faculty QA/QI Research	Future
Meeting with Katie Huggett of Teaching Academy	Future
Faculty Development Retreat?	Future

# Reorganization of the DOM RPT Committees

## Clinical Scholar Evaluation and Reappointment Subcommittee

Kristen Pierce, MD, Chair  
Tania Bertsch, MD  
Shaden Eldakhar-Hein, MD  
Matt Gilbert, DO  
Chris Holmes, MD, PhD  
Steve Lidofsky, MD, PhD  
Carrie Lyon, MD  
Doris Strader, MD  
Peter Van Buren, MD

## Tenure Pathway and Promotions Subcommittee

J. Bates, PhD, Chair  
G. Atweh, MD  
H. Dauerman, MD  
C. Huston, MD  
M. Levine, MD  
B. Littenberg, MD  
C. MacLean, MD  
J. Pierson, MD

## Volunteer Pathway Reappointment

C. Berger, MD, Chair  
R. O'Brien, MD  
G. Garrison, MD

The **Clinical Scholar Evaluation and Reappointment Subcommittee** is charged with evaluating faculty reappointment dossiers and writing summaries that highlight accomplishments in the areas of teaching, research and scholarship, and service to the institution and beyond. Each summary will also serve to generate constructive feedback to the faculty member under consideration, so that the goals for future promotion can be achieved.

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J. Pierson, MD

## Volunteer Pathway Reappointment

C. Berger, MD, Chair  
R. O'Brien, MD  
G. Garrison, MD

The **Tenure Pathway and Promotions Subcommittee** is charged with evaluating the Tenure Pathway faculty reappointment dossiers and writing summaries that highlight accomplishments and also serve to generate constructive feedback to the faculty member under consideration, so that the goals for future promotion can be achieved. The subcommittee will also review all faculty dossiers proposed for promotion.

# Reorganization of the DOM RPT Committees

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C. MacLean, MD  
J. Pierson, MD

## Volunteer Pathway Reappointment

C. Berger, MD, Chair  
R. O'Brien, MD  
G. Garrison, MD

The **Volunteer Pathway Reappointment Subcommittee** is charged with reviewing the content of dossiers, assembled by each faculty member under consideration and corresponding unit director, and evaluating eligibility of the faculty member for reappointment on the Volunteer Pathway.

# Reorganization of the DOM RPT Committees

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January

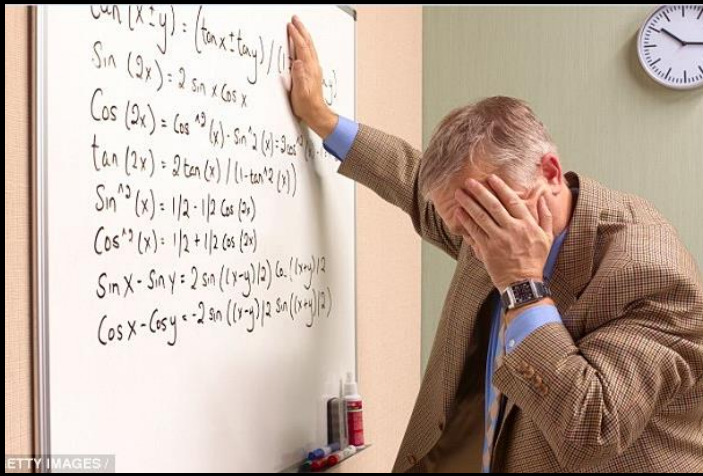
December



Early/Mid-February:  
Reappointment Cycle:  
All Subcommittees

Late September/Early October:  
Promotions Cycle:  
Tenure Pathway and Promotions Subcommittee

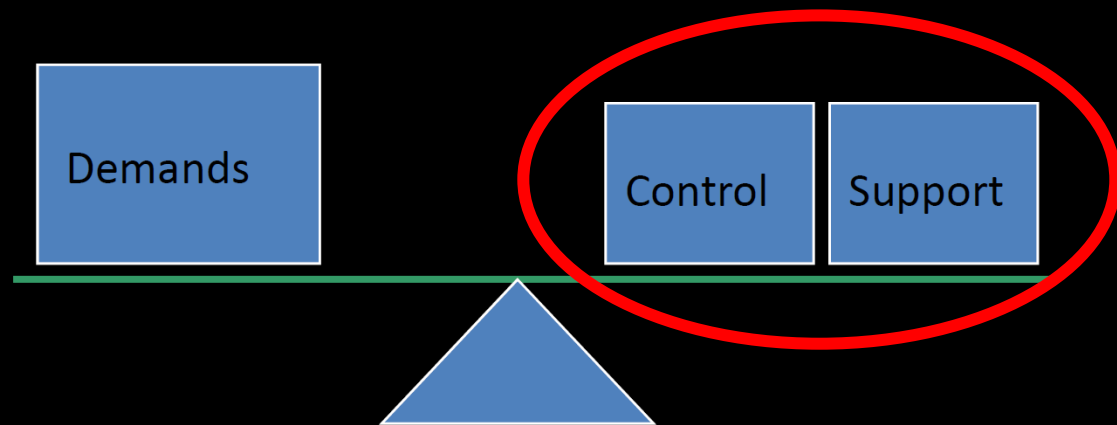
# Faculty Burnout



# Demand-control model of job stress

- Demands balanced by control
- Stress increases if demands rise or control diminishes
- Support can facilitate impact of control
- Bottom line... support and control prevent stress

Karasek et al. *Am J Public Health*  
1981;71:694-705





# Faculty Awards

## UVM Awards:

- University Distinguished Professor

## COM Awards:

- Foundations **Course Director** Award
- Dean's Excellence in **Research** Award for Research Mentorship
- Dean's Excellence in **Research** Award for Rising Star New Investigator
- Dean's Excellence in **Research** Award for Mid-Career Investigator
- Dean's Excellence in **Research** Award for Research Laureate

## UVMMG Awards:

- Senior **Researcher** of the Year
- Junior **Investigator** of the Year
- Continuing Medical Education **Teacher** of the Year

## UVMMC Awards:

- Becoming One Award
- Vision Award

## DOM Awards:

- Distinguished **Research Mentor** Award
- Research and Fellow **Research Mentor** of the Year
- The E.L. Amidon Award for Outstanding **Teacher** of the Year Subspecialty Medicine
- The William Osler Award for Outstanding **Teacher** of the Year General Internal Medicine

# Faculty Awards: Distinguished Clinician

## Brigham and Women's Distinguished Clinician:

This program was started in 2016 as a way to recognize clinicians at this hospital.

### Criteria:

“The BWHC Distinguished Clinician designation is an honorific title we bestow on our most accomplished and widely-recognized practicing physicians. Criteria include:

- full-time staff status;
- local, regional, and/or national recognition as an outstanding clinician;
- established reputation as a “physician’s physician,” the kind of clinician we would choose for our family;
- contributions in the areas of education, scholarship, administration, and/or service”

Each department submits nominees. A nomination letter is submitted by the division chief of the nominated faculty member addressing the above criteria and a CV. A committee chooses awardees.

Awardees are honored at a ceremony and given a certificate.

# Faculty Awards

**Awards & Honors - Mar 4, 2016**

**Distinguished Clinicians Honored at Ceremony**

**Brigham and Women's Hospital**

BWH held its inaugural Distinguished Clinician Recognition Ceremony in February, honoring 45 esteemed clinicians from across the hospital. The Distinguished Clinician title is bestowed on a select group of the hospital's most accomplished physicians who carry forward the Brigham's rich tradition of outstanding patient care.



The inaugural recipients were selected based on their local, regional or national recognition as an outstanding clinician; an established reputation as a "physician's physician," the kind of clinician a colleague would choose for his or her family; and their exceptional contributions in education, scholarship, administration or community service.

## DOM Academic Affairs Resources :

- Review of UVMMG and UVM on-boarding process
- DOM resources, organization structure, & contacts
- Faculty mentoring program and resources
- DOM Career Development Tool-kit
  - Understanding percentages
  - Productivity metrics
  - Efficiency and effort
- RPT process and timelines
- Opportunities for Teaching, Scholarship & Service

# **“Hands-On” Resources from Academic Affairs:**

- Faculty Development On-Boarding
- Mentoring plan development
- RPT review and advice
- CV review and assistance
- ‘At risk’ faculty assistance