BSD FACULTY ADVISORY COUNCIL

Updates and conversation with departmental faculty
Goals

• What is FAC?
• What have we done?
• What do you want us to do in the future?
FAC History

• Established in 2010 in response to concerns about communication between deans and faculty
• “The Council will serve as a forum in which the Deans and the faculty can discuss major issues and impending decisions, and their impact on research, teaching, and scholarship can be weighed. The Council will be a venue in which the Deans and the faculty can each bring matters of interest or concern to the attention of the other.”
The faculty advisory council represents you, the faculty, and brings issues that affect the faculty at large to the Dean’s attention.
FAC Membership

• 6 members from three ‘slates’
  • Basic science researchers
  • Clinical / translational researchers
  • Clinicians / educators
FAC process

- Core facilities
- Promotions process

Faculty

- Broad interest
- Task forces

FAC

- Inform policy
- Inform communication

Deans
Topics Since Last Departmental Rounds: Clinical

- FAC input provided to Dean:
  - Compensation plan
  - Expert witness document
  - Non-compete clause
Topics Since Last Departmental Rounds: Clinical

- CME office update (D Song)
- Summary of quality Improvement initiatives (M Howell)
- Town hall meeting
  - September 2014
Topics Since Last Departmental Rounds: Faculty Affairs

• Survey circulated
• Results: poor communication of promotion process to faculty
• Dean charged chairmen to review process with respective faculty
• Annual faculty awards
Topics Since Last Departmental Rounds: Basic Sciences

• Review of graduate student programs
• Ongoing discussion/review of basic science programs
• Non-clinicians in clinical departments
• Town hall meetings with basic science faculty
• Facilitate the establishment of guidelines for bridge funding
Ongoing topics

• Updates about core facilities
• Gender equity in the BSD
• Discussion with Dean Feder regarding COROAP modifications and Committee on Assistant Professors (CAP)
Communication between FAC and faculty

- Faculty affairs website
- Quarterly Deans List newsletter
- Chalk
The Dean’s List: A roundup of BSD news

JANUARY 2015

Several speakers have addressed the UCMBSD community recently. The Women’s Network of the BSD hosts quarterly luncheons. Alyssa Westring, Assistant Professor at DePaul University, addressed the network in October and talked about ways to achieve work-life balance while pursuing careers in medicine and science. At the Women’s Network Luncheon last week, Melissa Gilliam and Brenda Battle provided an overview of the Diversity & Inclusion Strategic Plan and of women in the BSD. Chancellor Phyllis Wise from the University of Illinois at Urbana-Champaign was the 2014 Diversity & Inclusion Speaker. Dr. Wise spoke passionately about the need to diversify the workforce and discussed the challenges and opportunities of implementing best practices in our institutions. Rick McGee from Northwestern University facilitated a workshop with departmental chairs on research and best practices in recruitment and retention of ethnic minorities and women.

While we are gratified at this progress, we have a lot of work to do. We look forward to unveiling additional training opportunities in the coming year. Early in the new year, we will ask all faculty and staff to participate in online sexual harassment training. We will offer workshops and training sessions in understanding unconscious bias and running highly effective job searches. We are working with the University of Chicago Medicine organizational development team to offer intensive leadership development training for section chiefs, directors and other BSD leaders. The two-day leadership course uses case studies, small group work, reflective writing and large group discussions to reinforce effective communi-

on the third Thursday, have been gaining in popularity. A full schedule of upcoming topics can be found on the website.

News from Faculty Committees
The Faculty Advisory Committee (FAC) has worked closely with the Deans for Faculty Affairs Karen Kim, MD, MS, and Melina Hale, PhD, to create an easily accessible FAC site on the Academic Affairs website (bsdfacultyaffairs.uchicago.edu). We are working to improve the content of this site and plan to include updates of minutes and other current documents.

Non-Clinicians in Clinical Departments (NCDs): The FAC has worked closely with Drs. Kim and Hale to address concerns of non-clinical faculty in clinical departments (NCDs). As a first step in responding to these concerns, Drs. Kim and Hale have created a database of NCDs and their areas of interest. This list will be available on the FAC website. In planned activities, we hope to improve the involvement of these faculty members with the larger academic community, in part by identifying committees with common scholarly interests.

NCDs could be invited to the annual retreats organized by committees. Newly recruited NCDs should be encouraged to identify a committee that is closest to their academic interest and make an effort to obtain an appointment.

Town Hall meetings: In September, Deans Polonsky and Glassroth presented a Town Hall meeting to discuss the clinical enterprise. The meeting was hosted by the FAC and was well attended. Dean Polonsky updated the audience on several positive developments related
Feedback from you

- What topics would you like to see addressed with the Deans?
- What is the best way for us to communicate with you?
- Email any members of FAC with topics
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