



Department of Medicine FACULTY ADVANCEMENT OFFICE

Department of Medicine (DOM) Faculty Development Advisory Council (FDAC)

Council Overview

The Department of Medicine Faculty Development Advisory Council (FDAC) is to serve as an advisory body to the Vice Chair of Faculty Advancement. Members of the Council represent the 18 divisions in the department. Individual members will coalesce faculty development needs and requests from Division faculty and Division leadership in order to facilitate the exchange of information between the Divisions and the DOM Faculty Advancement Office (FAO). The council will provide division level input for new faculty orientation, career development and academic advancement.

This council will provide an open forum for the discussion of common faculty development needs, exploring best practices in leadership and faculty development and will facilitate the professional development of the individual council members.

Objectives

- Increase outreach, feedback, and support for faculty career development at the Division Level
- Support identification and prioritization of faculty career development issues at the Division and Department level
- Create a culture of continuous professional development for faculty at all levels
- Improve communication between the DOM and Division faculty on programs and initiatives, and to identify faculty needs and address challenges in an ongoing manner
- Support faculty engagement and self-governance
- Encourage use of best practices and consistency of approach in career development and mentoring within and across similar divisions (e.g. size, composition, and individual faculty tracks)
- Increase education around promotions process and support crafting of Individual Development Plans (IDP) prior to mid-course review.
- Provide council members:
 - tools critical to successful implementation and maintenance of faculty development and mentor programs at the Division level
 - professional development and leadership opportunities
 - peer networking opportunities - sharing of best practices, and cross-mentoring between Divisions

Council Membership

- 1-2 representatives from each Division
- 1-2 representatives from each Affiliate Organization
- Department of Medicine Liaisons
 - Vice Chair Faculty Advancement
 - Associate Director Faculty Advancement
 - Director Junior Faculty Development

Council Member Appointment Process

- Appointments to be solicited every 24 months.
- Faculty to be considered for appointment should:
 - have mid-career rank to ensure ability able to help with division promotions issues;
 - be an emerging leader with good communications skills;
 - have an expressed interest in faculty development and mentoring; and
 - be able to represent diverse faculty needs and missions.

Division heads are encouraged to consider division supported protected time for council work.

Time Commitment

- 2 year commitment
- Annual commitment – minimum 15 hours, additional hours division dependent
 - Quarterly FDAC meetings – approximately 2 hours / session
 - Follow up communications with Division Head and Division faculty
 - Ongoing solicitation of faculty development needs specific to division
 - Other divisional responsibilities per Division Head. This may include managing a Division mentoring program, coordinating division level development workshops etc.

Proposed Education and Development Topics for Council Members

*To be reviewed with council members and modified as needed.

Faculty Career Development focus (Year 1)

- Crafting or refining a faculty development strategy for your division
- Review and discussion of DOM programs with VCs
- New faculty onboarding
- Promotions education
- Mentor selection and training
- Career mapping, writing individual development plans

Leadership Development focus (Year 2)

- Communication and conflict resolution
- Diversity, understanding bias
- Team building
- Individual leadership styles, increasing self-awareness
- Coaching skills for leaders

Council Launch

February 2017