



Tomorrow's Doctors, Tomorrow's Cures®

## **Group on Faculty Affairs Professional Development Conference**

### **Celebrating Faculty Vitality and Diversity**

**Jointly Sponsored by the Association of American Medical  
Colleges and Harvard Medical School, Department of  
Continuing Education**

August 1 – 4, 2008  
Sheraton Station Square  
Pittsburgh, Pennsylvania

Association of  
American Medical Colleges

# Agenda

## Friday, August 1

---

7:00 am – 5:00 pm    Registration/Information    Lobby Windows

7:45 – 10:45 am    **Optional Off-Site Tour: University of Pittsburgh Research Centers**    Meet in Lobby

Hosted by: University of Pittsburgh Schools of Health Sciences

Join you colleagues for a bus and walking tour of the University of Pittsburgh's premier biomedical research and educational centers and facilities. **Buses will depart promptly at 8:00 am from the hotel entrance. Please meet in the hotel lobby by 7:45 am.**

11:00 am – 3:00 pm    **New Faculty Affairs Leader Orientation and Luncheon**    Fountainview

Separate registration fee required (\$50). Limited to 50 participants. Open to New Faculty Affairs Leaders (less than five years experience) and returning Faculty Affairs Leaders.

“I'm a New Leader in Faculty Affairs: Now What Do I Do?”

Speakers:

**Laura Schweitzer, PhD**

Chief Academic Officer  
Bassett HealthCare

**Pedro Delgado, MD**

Associate Dean for Professional and Faculty Development  
University of Texas School of Medicine at San Antonio

**R. Kevin Grigsby, DSW**

Vice Dean for Faculty and Administrative Affairs  
Pennsylvania State College of Medicine  
Pennsylvania State Milton S. Hershey Medical Center  
Office for Faculty and Administrative Affairs

**Joan M. Lakoski, PhD**

Associate Vice Chancellor for Academic Career Development  
University of Pittsburgh Schools of the Health Sciences  
Associate Dean for Postdoctoral Education  
Professor of Pharmacology  
University of Pittsburgh School of Medicine

## Friday, August 1 (continued)

---

### **Janis Letourneau, MD**

Associate Dean for Faculty and Institutional Affairs  
Louisiana State University School of Medicine

### **Mary M. Moran, MD**

Associate Dean for Faculty Affairs and Professional Development  
Drexel University College of Medicine

This introductory session is designed to orient new faculty affairs leaders to the tasks at hand, and to resources they may find helpful during the transition and early phases of their new assignment. The session also has value for returning faculty affairs leaders who are invited to participate with their new colleagues. Participants will share their backgrounds and job responsibilities with the goal of illustrating the breadth of responsibilities held by individuals with similar roles and/or titles. The presenters will discuss some of the common challenges they have faced as faculty affairs leaders with the goal of having an open discussion about these challenges. A safe environment in which to ask candid questions will be provided to promote open discussion of difficult topics such as faculty performance evaluation, and real or perceived faculty misconduct. Balancing the needs, demands, and realities of serving as a faculty affairs leader will also be a topic of discussion. Finally, opportunities and resources that are available to assist them as leaders will be shared by the presenters and participants.

12:00 – 3:30 pm	Poster Set-up	<b><u>Grand Station III-V</u></b>
3:30 – 5:00 pm	<b>Welcome Session</b>	<b><u>Grand Station I-II</u></b>

Speakers:

### **Valerie N. Williams, PhD**

Associate Vice Provost for Faculty Development and Interdisciplinary Programs and Associate Dean for Faculty Affairs, College of Medicine  
University of Oklahoma Health Sciences Center

### **R. Kevin Grigsby, DSW**

Vice Dean for Faculty and Administrative Affairs  
Pennsylvania State College of Medicine  
Pennsylvania State Milton S. Hershey Medical Center  
Office for Faculty and Administrative Affairs

This session will focus on orienting the membership to policy developments, Group business and events planned for the 2008 GFA conference and anticipated activities at the AAMC Annual meeting in November.

---

## Friday, August 1 (continued)

---

5:30 – 9:30 pm

**Historic Pittsburgh Reception and Dinner  
at the Senator John Heinz History Center**

**Meet in Lobby**

The Senator John Heinz History Center is an affiliate of the Smithsonian Institution and the largest history museum in the state of Pennsylvania.

Devoted to the history and heritage of Western Pennsylvania, the History Center is a museum and research facility that is located in the city's historic Strip District. The History Center's home combines the former Chautauqua Lake Ice Company building with the five-story Smithsonian wing that opened November 13, 2004.

**Busses will depart promptly at 5:30 and 5:45 pm. Please meet in the hotel lobby by 5:30 pm.**

---

**Saturday, August 2**


---

7:00 am – 5:30 pm	Registration/Information	<b><u>Lobby Windows</u></b>
7:30 – 9:00 am	Full Breakfast	<b><u>Grand Station III-V</u></b>
9:00 – 10:30 am	<b>General Session I</b> <b>Diversity and Multiculturalism in</b> <b>our Academic Institutions and Business</b> <b>Organizations</b>	<b><u>Grand Station I-II</u></b>
	Speaker:  <b>Vicki Vandaveer, PhD</b> CEO The Vandaveer Group, Inc.	
10:30 – 11:00 am	Poster Session and Break	<b><u>Grand Station III-V</u></b>
11:00 am – 12:30 pm	<b>Concurrent Workshops A - C</b>  <b>Workshop A: A Model for the</b> <b>Recruitment and Development of</b> <b>URM Faculty</b>	<b><u>Pointview</u></b>
	Speakers:  <b>Karen Silverberg, MA</b> Associate Dean for Human Resources Duke University School of Medicine  <b>Delbert Wigfall, MD</b> Associate Dean, Office of Medical Education Physician Director, Multicultural Resource Center Duke University School of Medicine  This small group session will overview a model for underrepresented minority URM faculty recruitment and development. In addition, the group will work to define a best practice model with the goal of assessing outcomes by success in improving the representation of minority faculty in medical education over the next five years.	

---

## Saturday, August 2 (continued)

---

### **Workshop B: The ELAM Program: Haselton A Model for Evidence-Based Leadership**

Speakers:

**Page Morahan, PhD**

ELAM Program  
Drexel University College of Medicine

**Rosalyn Richman, MA**

ELAM Program  
Drexel University College of Medicine

**Mary M. Moran, MD**

Associate Dean for Faculty Affairs and Professional Development  
Drexel University College of Medicine

**Joan M. Lakoski, PhD**

Associate Vice Chancellor for Academic Career Development  
University of Pittsburgh Schools of the Health Sciences  
Associate Dean for Postdoctoral Education  
Professor of Pharmacology  
University of Pittsburgh School of Medicine

**Jennifer Woodward, PhD**

Research Associate Professor of Surgery  
Assistant Dean for Faculty Affairs  
University of Pittsburgh School of Medicine

The ELAM Program model, its replication in other programs, and the growing body of evidence demonstrating program effectiveness will be presented by a panel. This will be followed by small group and whole group discussions of issues such as: key program design elements that participants can use at their institutions or organizations, and prioritization of program evaluation outcomes that participants view as most compelling.

---

**Saturday, August 2 (continued)**


---

**Workshop C: Failure Analysis in Leadership: A hands-on approach using a familiar systematic framework**

**Ellwood**

Speakers:

**Latha Chandran, MD, MPH**

Associate Dean

Academic & Faculty Affairs

The School of Medicine at Stony Brook University Medical Center

The intended audience for this workshop is junior and senior faculty members who currently are, or aspire to be, institutional leaders in educational affairs, faculty affairs and professional development. A variety of instructional strategies such as large group interactive seminars, small group discussions and brainstorming, hands-on practice and experiential learning with the RCA and FMEA worksheets, as well as mini-didactics will be utilized.

12:45 – 1:45 pm

Lunch and Poster Session

**Grand Station III-V**

2:00 – 3:30 pm

**General Session II**

**Is Your Academic Medical Center a Great Place to Work? Lessons in Building Faculty Vitality**

**Grand Station I-II**

Speakers:

**Darrell G. Kirch, MD**

President & Chief Executive Officer

Association of American Medical Colleges

**Pedro Delgado, MD**

Associate Dean for Professional and Faculty Development

University of Texas School of Medicine at San Antonio

**Jeannette Shorey, MD**

Associate Dean for CME and Faculty Affairs

College of Medicine

University of Arkansas for Medical Sciences

**William T. Mallon, EdD**

Director of Organizational Learning and Research

Association of American Medical Colleges

3:30 – 4:00 pm

Refreshment Break

**Second Floor Foyer**

---

## Saturday, August 2 (continued)

---

4:00 – 5:30 pm

**Concurrent Workshops D – F**

**Workshop D: Offices of Faculty  
Affairs and Faculty Development:  
The Views of Stakeholders**

Pointview

Speakers:

**Janis Apted, MLS**

Director, Faculty Development  
MD Anderson Cancer Center  
University of Texas

**Page Morahan, PhD**

ELAM Program  
Drexel University College of Medicine

**Karen Novielli, MD**

Associate Dean for Faculty Affairs &  
Faculty Development  
Jefferson Medical College

**Valerie N. Williams, PhD**

Associate Vice Provost for Faculty Development and Interdisciplinary  
Programs and Associate Dean for Faculty Affairs, College of Medicine  
University of Oklahoma Health Sciences Center

Presenters will use results from a recent survey of Deans, Associate Deans (including Faculty Affairs Deans), and Department Chairs to facilitate a discussion about what stakeholders want from Offices of Faculty Affairs and Faculty Development. Discussion will focus on which activities were most valued by the majority of stakeholders, differences among stakeholders, and the implications of these data for the community of faculty affairs and faculty development Deans.

**Workshop E: Integrating Clinician-  
Educators into a Medical School's  
Governance**

Ellwood

Speakers:

**Martin Feder, PhD**

Faculty Dean of Academic Affairs Division  
University of Chicago Pritzker School of Medicine

---

## Saturday, August 2 (continued)

---

**Stephen Lerner, MD**

Professor of Medicine, Associate Dean for Faculty Affairs  
Wayne State University School of Medicine

**Linda Roth, PhD**

Associate Professor of Family Medicine and Public Health Sciences, Director of  
Faculty Development  
Wayne State University School of Medicine

This session will describe the need for and current status of Clinician-Educators (CEs) in North American medical schools, elicit the range of models for participation of CEs in faculty governance represented by participants in this session, allow understanding of the benefits of and barriers to integration of CEs into the faculty as a whole, and develop strategies to improve the integration of CEs into the governance of medical school faculties.

**Workshop F: Moving Beyond Scientific Acumen: Hosting a Course in Scientific Management and Leadership for Junior Faculty** Haselton

Speakers:

**Brian Fitch, PhD**

Value UnLimited

**Joan M. Lakoski, PhD**

Associate Vice Chancellor for Academic Career Development  
University of Pittsburgh Schools of the Health Sciences  
Associate Dean for Postdoctoral Education  
Professor of Pharmacology  
University of Pittsburgh School of Medicine

**Anna McCormick, PhD**

Chief Genetics and Cell Biology Branch Genetics Program Director  
Division of Aging Biology  
National Institute on Aging

**Cathie Siders, PhD**

Psychologist and Executive Coach

---

## Saturday, August 2 (continued)

---

**Darlene F. Zellers, MA**

Director, Office of Academic Career Development  
University of Pittsburgh Schools of the Health Sciences

This session is designed to provide participants with an understanding of a broad range of structural and cultural issues to be addressed in developing a course in scientific management and leadership at their respective institutions. Participants will gain an in-depth understanding of innovative approaches to empower the development of professional skills that will enhance the effectiveness and success of their own newly recruited faculty investigators. Participants will have an improved understanding of the resources available to support this training as well as in-depth knowledge of the cultural issues to be addressed in developing a successful course offering – and, thereby, prepare participants to offer a similar course at their own institutions.

5:30 – 7:00 pm

**Reception**

**Fountainview**

Sponsored by University of Pittsburgh Medical Center

Introduction:

**Joan M. Lakoski, PhD**

Associate Vice Chancellor for Academic Career Development  
University of Pittsburgh Schools of the Health Sciences  
Associate Dean for Postdoctoral Education  
Professor of Pharmacology  
University of Pittsburgh School of Medicine

Hosts:

**Marshall Webster, MD**

Executive Vice-President and Chief Medical Officer of UPMC  
President of University of Pittsburgh Physicians

**Anna M. Roman, PhD**

Vice President, Administrative Services and Physician Relations  
Physician Services Division  
University of Pittsburgh Physicians

7:00 pm

Dinner on your own

*(Please see the list of things to do and local restaurants available at the registration desk.)*

---

## Sunday, August 3

---

7:00 am – 5:30 pm	Registration/Information	<b><u>Lobby Windows</u></b>
7:30 – 9:00 am	Full Breakfast	<b><u>Grand Station III-V</u></b>
9:00 – 10:30 am	<b>General Session III Minority Faculty Resilience</b>	<b><u>Grand Station I-II</u></b>
	Moderator:	
	<b>Laura Schweitzer, PhD</b> Chief Academic Officer Bassett Healthcare	
	Speaker:	
	<b>Denice Cora-Bramble, MD</b> Executive Director Goldberg Center for Community Pediatric Health Children's National Medical Center	
10:30 – 11:00 am	Poster Session and Refreshment Break	<b><u>Grand Station III-V</u></b>
11:00 am – 2:00 pm	Lunch on your own <i>(Please see the list of things to do and local restaurants available at the registration desk.)</i>	
2:00 – 3:30 pm	<b>Concurrent Workshops G - I</b>	
	<b>Workshop G: Health and Well-Being of Faculty in Academic Medicine</b>	<b><u>Haselton</u></b>
	Speakers:	
	<b>Janis Apted, MLS</b> Director, Faculty Development MD Anderson Cancer Center University of Texas	
	<b>Stephen Bogdewic, PhD, MA</b> Executive Associate Dean for Faculty Affairs and Professional Development Associate Chair – Family Medicine Indiana University School of Medicine	

---

## Sunday, August 3 (continued)

---

**R. Kevin Grigsby, DSW**

Vice Dean for Faculty and Administrative Affairs  
Pennsylvania State College of Medicine  
Pennsylvania State Milton S. Hershey Medical Center  
Office for Faculty and Administrative Affairs

**Tom Viggiano, MD**

Associate Dean for Faculty Affairs  
Mayo Medical School

The future of academic medicine rests on having a committed, engaged, and resilient group of faculty. To address this challenge, a small group of diverse scholars assembled to explore their shared vision for a new field of inquiry – faculty well-being – the major factors affecting it and resources for protecting, recovering and enhancing it. This session will provide participants with a comprehensive understanding of the range of factors that impact faculty health in academic medicine and will invite participants to contribute to this new field of inquiry both during and after the session is complete.

**Workshop H: Best Practices for  
Orienting New Medical School Faculty**

Pointview

Speakers:

**William Anderson, PhD**

Professor and Fellowship Program Director  
College of Human Medicine  
Michigan State University

**Sheila W. Chauvin, MEd, PhD**

Director, Office of Medical Education Research and Development  
Director, Academy for the Advancement of Educational Scholarship  
Professor, Department of Internal Medicine and School of Public Health  
Louisiana State University Health Sciences Center

**Elza Mylona, PhD**

Associate Dean for Educational Development & Evaluation  
Stony Brook School of Medicine

---

**Sunday, August 3 (continued)**

---

**William Wadland, MD, MS**

Associate Dean for Faculty Affairs and Development  
College of Human Medicine  
Michigan State University

Effective new faculty orientation information programs will become increasingly important in the next few years. There are multiple approaches to NFO programs – from websites to multiple-day sessions. The challenge for faculty affairs leaders is to identify which approaches work best for their faculty, organizational culture and setting. This session will explain findings from the medical and higher education literature about effective approaches to new faculty orientation programs, explain findings from a survey of GFA members about how they conduct their new faculty orientation programs, analyze their current new faculty orientation program activities against “best practices” and develop modifications to their new faculty orientation programs incorporating “best practices”.

**Workshop I: Advancing Institutional Ellwood  
Efforts to Support Research Mentorship:  
Exploring a Conceptual Framework and  
a Self-Assessment Tool**

Speakers:

**Joan M. Lakoski, PhD**

Associate Vice Chancellor for Academic Career Development  
University of Pittsburgh Schools of the Health Sciences  
Associate Dean for Postdoctoral Education  
Professor of Pharmacology  
University of Pittsburgh School of Medicine

**Darlene F. Zellers, MA**

Director, Office of Academic Career Development  
University of Pittsburgh Schools of the Health Sciences

The panelists will provide an overview of research mentoring and introduce each of the five domains of research mentoring to enable a discussion of a framework that can be used for documenting and monitoring institutional roles and tasks in supporting research mentorship.

3:30 – 4:00 pm

Refreshment Break

Second Floor Foyer

---

## Sunday, August 3 (continued)

---

4:00 – 5:30 pm

### Concurrent Workshops J – L

#### **Workshop J: It's All About You: Your Professional Development Journey** Haselton

Speaker:

**Vicki Vandaveer, PhD**  
CEO  
The Vandaveer Group, Inc.

Faculty development leaders work hard all year to provide the very best development programs and experiences for their faculty. How often do they do the same for themselves? This session will serve as a micro-retreat that is designed to focus exclusively on YOU – your hopes, your dreams, your reality – and your potential, your wealth of internal resources and what you can do to control your professional destiny. Some guiding principles and simple tools are provided to help.

#### **Workshop K: New Faculty Orientation: Pointview Addressing the Needs of a New Generation**

Speaker:

**Susan Pollart, MD, MS**  
Associate Professor Family Medicine  
Associate Dean Faculty Development  
University of Virginia School of Medicine

This session will describe a novel approach to orienting new faculty specifically designed to meet the needs of the new generation of faculty physicians. The audience will participate in an activity that will increase their awareness of generational differences with a particular focus on differences in how information is gathered and retained. This activity will serve as a spring board to discuss how the orienting of new faculty can be done in a way that is sensitive to generational differences and will have the most enduring impact.

---

**Sunday, August 3 (continued)**

---

**Workshop L: The Northeast Consortium for Minority Faculty Development: A Collaborative Approach among New Jersey Medical School, the University of Pennsylvania School of Medicine, Mount Sinai School of Medicine and Albert Einstein College of Medicine of Yeshiva University** **Ellwood**

Speakers:

**Maria Soto-Greene, MD**  
Vice Dean and Professor of Medicine  
New Jersey Medical School

**Monica Rivera Mindt, PhD**  
Part-Time Assistant Professor, Departments of Pathology and Psychiatry  
Mount Sinai School of Medicine

The Northeast Consortium for Minority Faculty Development is a collaborative effort between four institutions and builds upon the stellar minority faculty development programs of the participating members already in place. This session will allow participants to understand the potential benefits of a collaborative approach to minority faculty development, increase the understanding of the benefits realized by having a diverse faculty and foster a discussion so participants can return to their respective institutions with an action plan that increases minority faculty recruitment, development and retention.

5:30 – 7:00 pm

**Hearty Reception and Poster Session**

**Grand Station III-V**

---

## Sunday, August 3 (continued)

---

7:00 – 8:30 pm

**Optional Session:**  
**What keeps you awake at night?**

**Reflections**

Facilitators:

**Valerie N. Williams, PhD**

Associate Vice Provost for Faculty Development and Interdisciplinary Programs and Associate Dean for Faculty Affairs, College of Medicine  
University of Oklahoma Health Sciences Center

**R. Kevin Grigsby, DSW**

Vice Dean for Faculty and Administrative Affairs  
Pennsylvania State College of Medicine  
Pennsylvania State Milton S. Hershey Medical Center  
Office for Faculty and Administrative Affairs

7:00 – 9:00 pm

Poster Dismantle

## Monday, August 4

---

7:00 am – 5:00 pm	Registration/Information	<b><u>Lobby Windows</u></b>
7:30 – 9:00 am	Working Breakfast	<b><u>Grand Station I-II</u></b>
	Speakers:	
	<b>Valerie N. Williams, PhD</b> Associate Vice Provost for Faculty Development and Interdisciplinary Programs and Associate Dean for Faculty Affairs, College of Medicine University of Oklahoma Health Sciences Center	
	<b>R. Kevin Grigsby, DSW</b> Vice Dean for Faculty and Administrative Affairs Pennsylvania State College of Medicine Pennsylvania State Milton S. Hershey Medical Center Office for Faculty and Administrative Affairs	
9:00 – 9:15 am	Break	
9:15 – 11:00 am	<b>General Session IV Town Hall Forum</b>	<b><u>Grand Station I-II</u></b>
11:00 am – 12:00 pm	Break, Possible Hotel Check-Out USBs available for pick-up at the registration desk	
12:00 – 2:30 pm	<b>Lunch Conversation Café: What Have We Learned?</b>	<b><u>Reflections</u></b>
3:00 – 4:30 pm	<b>Optional Session: Mentoring Program for New Deans</b>	<b><u>Ellwood</u></b>
	Facilitators:	
	<b>Karen Novielli, MD</b> Associate Dean for Faculty Affairs & Faculty Development Jefferson Medical College	

---

## **Monday, August 4 (continued)**

---

5:00 – 7:00 pm      **GFA Sub-Committee Meetings**      **Pointview, Haselton1,2**  
*(light refreshments will be served)*

- Research and Project Development Sub-Committee
- Nominating Sub-Committee
- Professional Development and Program Sub-Committee

7:30 – 11:00 pm      **Optional River Tour Cruise and Dinner**      **Meet in Lobby**  
**at the Grand Concourse**

Separate registration fee required (\$80). Limited to 50 participants.

**Group will depart promptly at 7:30 pm. Please meet in the lobby no later than 7:30 pm**

---

## Tuesday, August 5

---

8:30 – 12:00pm

**GFA Steering Committee Meeting**  
*(breakfast will be served)*

**Edenburg**