

# Medical School Based Career and Leadership Development Programs

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Faculty Development and Leadership Programs

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## Medical School Based Career and Leadership Development Programs

Medical schools increasingly view professional development programs as a way to increase faculty vitality and to nurture faculty skills, knowledge, and growth in an academic setting. Medical school based professional development offices for these programs offer career and leadership programs, which vary in type and range from new faculty orientation programs for junior faculty to leadership programs for Chairs.

This catalog presents a listing of career and leadership development programs that were provided to us from over thirty different schools to assist other medical schools in developing effective programs for a variety of faculty. Faculty and staff of medical schools that are interested in developing similar programs for their academic leaders may wish to consult with these institutions. If you have programs that you would like to include or need to update information in this catalog, please contact Jennifer Leadley ([jleadley@aamc.org](mailto:jleadley@aamc.org)).

The following medical school based programs are cited in this catalog:

- **Career Development Programs**
- **Executive Education/Leadership Programs**
- **Educational Fellowship Programs**
- **Faculty Orientation Programs**
- **Teaching Skills/Educational Scholarship Programs**

The next page lists the Medical Schools that are included in this catalog. Please note that the AAMC has not assessed or endorsed any of these programs.

Additional information is available on the [Faculty Development & Leadership \(FD&L\)](#) homepage and through [MedED Portal](#). MedED Portal provides information on development programs and facilitates the peer review of educational resources, including tutorials and faculty development materials.

## Career and Leadership Development Programs

### Medical School Listing

Baylor College of Medicine  
Boston University School of Medicine  
Brown Medical School  
Children's Hospital Boston  
David Geffen School of Medicine at UCLA  
Duke University School of Medicine  
Emory University School of Medicine  
Florida State University College of Medicine  
Harvard Medical System  
Indiana University School of Medicine  
Jefferson Medical College  
Johns Hopkins University School of Medicine  
Massachusetts General Hospital, an affiliate of Harvard Medical School  
McGill University in Montreal, Quebec  
Medical College of Wisconsin  
Moorehouse School of Medicine  
New York University School of Medicine  
Northeastern Ohio Universities College of Medicine  
Ohio State University  
Pennsylvania State University College of Medicine  
Rosalind Franklin University of Medicine and Science  
Stanford University School of Medicine  
Stony Brook New York School of Medicine  
University of Arkansas for Medical Sciences  
University of California, Davis  
University of California, San Diego School of Medicine  
University of California, San Francisco  
University of Iowa Carver College of Medicine  
University of Michigan  
University of New Mexico School of Medicine  
University of North Carolina at Chapel Hill  
University of Ottawa  
University of Pennsylvania School of Medicine  
University of Pittsburgh Schools of Health Sciences  
University of South Alabama  
University of Texas Health Science Center  
University of Toronto  
University of Virginia School of Medicine  
University of Washington  
University of Wisconsin School of Medicine and Public Health  
University of Wisconsin-Madison  
Vanderbilt School of Medicine  
Virginia Commonwealth University School of Medicine  
West Virginia University

**CAREER DEVELOPMENT PROGRAMS**

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Sponsor	Program	Program Description & Website	Audience	Contact Information
<b>Baylor College of Medicine</b>	Initiatives for Educator Development	<p>One hundred hours per year (on a two-year rotating cycle) of educational faculty development workshops are offered. All sessions are taught by members of either the Baylor or UT-Houston faculty. Topics include teaching, evaluation, educational leadership, research, peer mentoring, educational scholarship, and technology in medical teaching.</p> <p><a href="http://www.bcm.edu/fac-ed/master_calendar.html">http://www.bcm.edu/fac-ed/master_calendar.html</a></p>	Full or part-time faculty; fellows and staff when space permits	<p>Nancy S. Searle, EdD                      Program Director,                      Faculty Development &amp;                      Ambulatory Education                      Office of Curriculum                      One Baylor Plaza, M301                      Houston, Texas 77030-3498                      713-798-7760                      Fax: 713-798-8522                      nsearle@bcm.edu</p>
<b>Brown Medical School</b>	Clinical Faculty Workshop	<p>Keynote speaker and small group sessions on topics of importance to clinical faculty. Examples of Keynote Speeches include: Patient Safety, Quality Improvement, and Teaching in the Office.</p> <p><a href="http://bms.brown.edu/omfa/clinfac2.html">http://bms.brown.edu/omfa/clinfac2.html</a></p>	Clinical voluntary faculty	<p>Elizabeth Boynton                      BioMed Faculty Affairs                      Brown Medical School                      97 Waterman Street                      Providence, RI 02912                      401-863-1672                      Fax: 401-863-3378  <a href="mailto:elizabeth_boynton@brown.edu">elizabeth_boynton@brown.edu</a></p>
<b>Brown Medical School</b>	Library and other Electronic Resources	<p>Workshop consisting of small groups to discuss electronic and library resources available to faculty, including popular programs such as Powerpoint and Endnote.</p> <p><a href="http://bms.brown.edu/omfa/ERWflyer604.pdf">http://bms.brown.edu/omfa/ERWflyer604.pdf</a></p>	All academic and clinical faculty	<p>Elizabeth Boynton                      BioMed Faculty Affairs                      Brown Medical School                      97 Waterman Street                      Providence, RI 02912                      401-863-1672                      Fax: 401-863-3378  <a href="mailto:elizabeth_boynton@brown.edu">elizabeth_boynton@brown.edu</a></p>
<b>Duke University School of Medicine</b>	Faculty Development Program	<p>The Faculty Development Program is a hub for faculty development initiatives within the Office of the Dean of the School of Medicine. The program offers services and resources to promote faculty success at all ranks. Our major initiatives include: grant writing workshops, professional development seminars, leadership development events, technical assistance with grant writing (in partnership with the Office of Research Administration), and institutional research focusing on equity and diversity.</p>	The primary audience is Duke School of Medicine regular rank faculty. In addition, the majority of our events are open to post-docs, students, fellows, and staff.	<p>Paula Thompson, MPH                      Program Director for Faculty Development Office of the Associate Dean for Women in Medicine and Science                      Box 3611                      Duke University SOM                      Durham, NC 27710                      919-684-4139                      paula.thompson@duke.edu</p>

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		<p><a href="http://facdev.medschool.duke.edu">http://facdev.medschool.duke.edu</a></p>		
<p><b>Emory University School of Medicine</b></p>	<p>Faculty Development Lecture Series</p>	<p>This series of lectures is presented monthly throughout the academic year and covers a variety of topics and skills important for faculty success including the promotion process, how to give a lecture, assembling a teaching portfolio, scientific writing, grantsmanship, and negotiation.</p> <p><a href="http://www.med.emory.edu/dean/faculty_dev.cfm">www.med.emory.edu/dean/faculty_dev.cfm</a></p>	<p>All faculty</p>	<p>Sharon Weiss, M.D.                      Assistant Dean for Faculty Development                      Emory University SOM                      1440 Clifton Rd.                      Atlanta, GA 30322                      404 727 7395  <a href="mailto:sharon.weiss@emoryhealthcare.org">sharon.weiss@emoryhealthcare.org</a></p>
<p><b>Indiana University School of Medicine</b></p>	<p>Internal Change Agent Program (ICAP)</p>	<p>The goal of ICAP is to help participants master the relationship skills that underlie all change work. These skills form the basis for effective culture change, whether it is in interpersonal interactions, work with groups, whole departments or organization-wide efforts. The program has been designed to help participants with challenging situations or important issues they are facing. The sessions offer tools and opportunities for practice in a personal learning laboratory. Topics include change agency, difficult conversations and negotiation, observational skills, appreciative inquiry, and polarity management.</p>	<p>Faculty at any level who have an interest in developing a greater capacity to effectively facilitate issues of change--to help participants be more effective in 'making a difference' in their current work groups.</p>	<p>Stephen P. Bogdewic, Ph.D.                      Executive Associate Dean for Faculty Affairs &amp; Professional Development                      Indiana University SOM                      1120 South Drive                      Fesler Hall 302                      Indianapolis, IN 46202-5114                      317-278-5461  <a href="mailto:bogdewic@iupui.edu">bogdewic@iupui.edu</a></p>
<p><b>Indiana University School of Medicine</b></p>	<p>Leadership in Academic Medicine Program (LAMP)</p>	<p>LAMP curriculum is designed to provide new faculty members with the necessary tools and understandings for career success while simultaneously encouraging them to help build a learning environment within the medical school community. LAMP consists of seven half-day sessions that address such topics as preparing the dossier, negotiation and conflict management, career planning, writing a scientific paper, oral presentation skills, and mentoring.</p>	<p>Faculty who are in the first or second year of their appointment.</p>	<p>Stephen P. Bogdewic, Ph.D.                      Executive Associate Dean for Faculty Affairs &amp; Professional Development                      Indiana University SOM                      1120 South Drive                      Fesler Hall 302                      Indianapolis, IN 46202-5114                      317-278-5461  <a href="mailto:bogdewic@iupui.edu">bogdewic@iupui.edu</a></p>

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<p><b>Johns Hopkins University School of Medicine</b></p>	<p>Office of Faculty Development</p>	<p>The Office of Faculty Development was created to support the professional development needs of the junior, mid-career, and senior faculty in the JHU School of Medicine. The office will provide a faculty development curriculum and web-based resources for development. The office will also support department directors in providing departmental mentoring, leadership development, and succession planning programs. Exit Interviews and surveys will be conducted to determine the factors that cause faculty to leave the School of Medicine, and the office will recommend and implement strategies to improve the recruitment, orientation, and retention of junior faculty. The office will work with departments to achieve faculty salary equity by promoting adherence to equity guidelines.</p> <p><a href="http://www.hopkinsmedicine.org/som/faculty/index.html">http://www.hopkinsmedicine.org/som/faculty/index.html</a></p>	<p>Junior, mid-career and senior faculty and leaders within the JHU School of Medicine</p>	<p>Lisa Heiser, M.A. Assistant Dean for Faculty Development and Equity Johns Hopkins University School of Medicine Broadway Research Building, Suite 809 733 N. Broadway Baltimore, MD 21205 410-502-5631 Fax: 443-287-5628 lheiser@jhmi.edu</p>
<p><b>Johns Hopkins University School of Medicine</b></p>	<p>Professional Development Office</p>	<p>The Professional Development Office supports the development of faculty, postgraduate and graduate students by organizing a number of professional development activities aimed at skill development for academic careers. The faculty biomedical communications classes include Grant Writing, Getting Funded, Writing a Biomedical Research Paper, Getting Published, Giving a Research Talk, Running a Small Group Discussion, and Teaching Skills for Residents.</p> <p><a href="http://jhuniverse.hcf.jhu.edu/~pdo/">http://jhuniverse.hcf.jhu.edu/~pdo/</a></p>	<p>Junior faculty, post-graduate and graduate students.</p>	<p>Wendy Sanders, M.A. Assistant Dean Graduate and Medical Education Director Professional Development Office 1830 E. Monument Street Suite 2-107 Baltimore, Maryland 21205 410-502-2804 Fax: 410-614-3386 wsanders@jhmi.edu</p>
<p><b>Johns Hopkins University School of Medicine</b></p>	<p>Women's Leadership Council</p>	<p>The Women's Leadership Council (WLC) offers educational activities for all female faculty to promote professional and personal development. Special scientific lectures are given annually to promote women's careers and provide opportunities for networking. Professional development skill-building sessions are offered throughout the year on topics such as networking, grant writing, and time management to improve opportunities for women's career advancement and satisfaction. Small group mentoring sessions focus on how to start a career and navigate the promotions process. Full-day and half-day professional development retreat programs</p>	<p>All women faculty at the JHU School of Medicine.</p>	<p>Barbara Fivush, M.D. Department of Pediatrics Johns Hopkins University School of Medicine, Park 329 600 N. Wolfe Street Baltimore, MD 21287 410-955-2467 Fax: 410-614-3680 <a href="mailto:bfivush@jhmi.edu">bfivush@jhmi.edu</a></p> <p>Gabriele Ronnett, M.D., Ph.D. Department of Neuroscience Johns Hopkins University</p>

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		<p>have also been offered to provide networking opportunities and in-depth knowledge on specific topics.</p> <p><a href="http://www.hopkinsmedicine.org/wlc/">http://www.hopkinsmedicine.org/wlc/</a></p>		<p>School of Medicine, PCTB 1006B Baltimore, MD 21287 410-614-6482 Fax: 410-614-8033 gronnett@jhmi.edu</p>
<p><b>Moorehouse School of Medicine</b></p>	<p>Faculty Development in Primary Care: Doctors Teaching Doctors</p>	<p>The goal of the Faculty Development Program is to increase the nation's supply of minority teachers in Primary Care. Topics covered include teaching methods, educational theory, computer skills, audiovisual media, grant writing, primary care research, and writing for the medical literature. Also, cross-cultural communications and career issues for minorities in academic family medicine are an integral part of the curriculum. Three different learning options are offered: the longitudinal-modular program, brief workshops, and the executive program for participants who live outside of Atlanta.</p> <p><a href="mailto:fdp@msm.edu">fdp@msm.edu</a></p>	<p>Primary Health Care Professionals interested in:</p> <ul style="list-style-type: none"> <li>• Academic medicine career options</li> <li>• Teaching medical students and residents</li> <li>• Writing for the medical literature</li> <li>• Issues unique to minority health professionals</li> <li>• Serving healthcare needs of the underserved</li> </ul>	<p>Vera Taylor Morehouse School of Medicine National Center for Primary Care 720 Westview Drive, SW Atlanta, GA 30310-1495 404-756-1295 <a href="mailto:vtaylor@msm.edu">vtaylor@msm.edu</a></p>
<p><b>NYU School of Medicine</b></p>	<p>Conflict Resolution Workshop</p>	<p>This is an extended 6-hour case-based program for participants to become more aware of their own conflict style and better able to analyze their effectiveness in different conflict situations. Participants will be able to recognize and understand the conflict styles of others so that they can respond in a more productive way. Participants will learn to assess conflict situations and employ a variety of mode dynamics. Participants will be able to utilize a framework for managing conflict.</p>	<p>Open to all women faculty, medical students, graduate students, women residents, nurses, and administrators. Registration limited to 25. Nominal charge \$25 to cover part of cost (food and Thomas-Kilmann Conflict Assessment Tool) and to encourage commitment to attend.</p>	<p>Lynn Jacobs, M.S.Ed Director, Organizational Development and Learning NYU School of Medicine One Park Avenue--11th Floor New York, NY 10016 212-404-3868 Lynn.Jacobs@nyumc.org</p>
<p><b>NYU School of Medicine</b></p>	<p>Negotiation Skills Workshop</p>	<p>The Negotiation Skills Workshop is an all day program for about 35 participants. Participants will be able to recognize and understand key elements of a negotiation, assess a negotiation and apply an effective negotiation strategy, and utilize an interest-based framework for negotiation.</p>	<p>All women faculty. Nominal cost: \$20 to partially cover costs and to encourage commitment to attend.</p>	<p>Lynn Jacobs, M.S.Ed Director, Organizational Development and Learning NYU School of Medicine One Park Avenue--11th Floor New York, NY 10016 212-404-3868 Lynn.Jacobs@nyumc.org</p>

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<p><b>Pennsylvania State University College of Medicine</b></p>	<p>Junior Faculty Development Program</p>	<p>The Junior Faculty Development Program is designed to address the development needs of junior faculty and provide a foundation for their success. The curriculum covers topics in research, education, clinical, and academic/career development. It is delivered in weekly two-hour sessions which run from September through May.</p> <p><a href="http://www.hmc.psu.edu/opd/faculty/junior/">http://www.hmc.psu.edu/opd/faculty/junior/</a></p>	<p>Basic Scientists and Clinicians</p>	<p>Luanne Thorndyke, M.D Associate Dean, Professional Development <a href="mailto:lthorndyke@psu.edu">lthorndyke@psu.edu</a></p> <p>Office of Professional Development Penn State College of Medicine 500 University Drive, H117 P.O. Box 850 Hershey, PA 17033 717-531-1101</p>
<p><b>Pennsylvania State University College of Medicine</b></p>	<p>Postdoctoral Professional Development Series</p>	<p>The series consists of monthly two-hour sessions on topics essential for the career development of postdoctoral trainees, including goal setting, grant writing, manuscript preparation, oral and poster presentation skills, mentoring, and job search and interviewing skills.</p> <p><a href="http://www.hmc.psu.edu/opd/postdocs/">http://www.hmc.psu.edu/opd/postdocs/</a></p>	<p>Postdoctoral fellows and scholars, including medical residents engaged in research.</p>	<p>Luanne E. Thorndyke, M.D., 717-531-1101 <a href="mailto:lthorndyke@psu.edu">lthorndyke@psu.edu</a></p> <p>Robert J. Milner, Ph.D., Office of Professional Dev Penn State College of Medicine 500 University Drive, H117 P.O. Box 850 Hershey, PA 17033 717- 531-1101 Fax: 717 531-4582 <a href="mailto:djharris@psu.edu">djharris@psu.edu</a></p>
<p><b>Rosalind Franklin University of Medicine and Science</b></p>	<p>Needs Assessment Charette</p>	<p>An annual determination of faculty development needs is generated through the 'Charette' process. Faculty are encouraged to write suggestions for workshops and enrichment courses to improve their skills and professional needs. These are posted anonymously onto large sheets (or windows), under headings of teaching, research and scholarship. At the conclusion of the 2-3 hour open house, the post-its from the Charette are organized into common themes and requests; this is then used to design the year's faculty development program.</p> <p><a href="http://66.99.255.20/academicaffairs/facultydevelopment.cfm">http://66.99.255.20/academicaffairs/facultydevelopment.cfm</a></p>	<p>Faculty from all 4 schools within the university.</p>	<p>Dr. Marjorie A. Ariano Director Faculty Development RFUMS, 3333 Green Bay Rd. North Chicago, IL 60064 847-578-8496 Fax: 847-775-6537 <a href="mailto:marjorie.ariano@rosalindfranklin.edu">marjorie.ariano@rosalindfranklin.edu</a></p>
<p><b>Stony Brook New York School of Medicine</b></p>	<p>Fellowship in Medical Education</p>	<p>The purpose of the proposed faculty development program is to foster growth of our faculty in order to reach their maximum potential in aspects of</p>	<p>Early and middle career teaching faculty</p>	<p>Elza Mylona, Ph.D. Assistant Dean of Academic Affairs and Faculty Development</p>

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		<p>scholarship and leadership while achieving the vision and mission of the institution. Special effort will also be made to help faculty development skills to thrive and succeed in a constantly changing environment. Participants will have an opportunity to exchanged ideas about teaching, learning and leadership, directly implement what they have learned, and serve as role models for others.</p> <p>Note: This program starts in Fall 2006.</p>		<p>Stony Brook SOM HSC-Level4 Rm184 Stony Brook, NY 11794 631-444-9397 Fax: 631-444-9521 <a href="mailto:emylona@notes.cc.sunysb.edu">emylona@notes.cc.sunysb.edu</a></p>
<p><b>University of Arkansas for Medical Sciences</b></p>	<p>The Office of Faculty Affairs Speaker's Bureau</p>	<p>The web-based Speaker's Bureau is a guide to professional development speakers at UAMS. In our increasingly busy and complex world, we have organized speakers willing to give ground round or other faculty development presentations when they want it. This is less costly and better meets the needs of our faculty. Our office acts as a clearinghouse for faculty development resources.</p> <p><a href="http://www.uams.edu/facultyaffairs/speakers_bureau.asp">http://www.uams.edu/facultyaffairs/speakers_bureau.asp</a></p>	<p>UAMS College of Medicine faculty, residents and post-docs</p>	<p>Glenda J. Cooper MA Director Office of Faculty Affairs UAMS College of Medicine 4301 W. Markham, # 849 501-526-4685 <a href="mailto:cooperglendaj@uams.edu">cooperglendaj@uams.edu</a></p>
<p><b>University of California, San Diego School of Medicine</b></p>	<p>National Center of Leadership in Academic Medicine (NCLAM)</p>	<p>NCLAM is a UCSD Health Sciences' program committed to providing assistant professors with the knowledge, skills, and resources necessary to make a successful transition to careers in academic medicine. The seven-month program consists of:</p> <ul style="list-style-type: none"> <li>• A curriculum based series of 16 faculty development workshops</li> <li>• Academic strategic career planning</li> <li>• Individualized academic performance counseling sessions</li> <li>• A formal junior-senior mentoring relationship focused on a professional development contract</li> <li>• Community/ network building</li> </ul> <p><a href="http://nclam.ucsd.edu/contact.html">http://nclam.ucsd.edu/contact.html</a></p>	<p>Junior faculty in the School of Medicine</p>	<p><i>Program Coordinator</i> Sue Farrell 9500 Gilman Drive La Jolla, Ca 92093 858 964-1011 <a href="mailto:efarrell@ucsd.edu">efarrell@ucsd.edu</a></p> <p><i>Program Director:</i> Vivian Reznik, M.D., M.P.H. Professor of Pediatrics and Family and Preventive Medicine <a href="mailto:vreznik@ucsd.edu">vreznik@ucsd.edu</a></p>
<p><b>University of New Mexico School of Medicine</b></p>	<p>Medical Scholars Symposium</p>	<p>The Medical Scholars Symposium was created to enable clinical faculty to pursue the following objectives:</p> <ul style="list-style-type: none"> <li>• Develop the education skills of the UNM SOM faculty using a literature-based curriculum</li> </ul>	<p>Clinical Faculty</p>	<p>Deana M. Richter, MA Assoc Director, Teacher &amp; Educational Development University of New Mexico SOM MSC08 4540, BMSB B65A 1 University of New Mexico</p>

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		<ul style="list-style-type: none"> <li>Strengthen interdepartmental sharing of education resources and develop new opportunities for collaboration in education</li> <li>Develop, refine, and apply the skills learned during participation in the MES program</li> </ul> <p><a href="http://hsc.unm.edu/som/tes/">http://hsc.unm.edu/som/tes/</a></p>		Albuquerque, NM 87131-0001 505-272-5858 Fax: 505-272-3997 Email: drichter@salud.unm.edu
<b>University of New Mexico School of Medicine</b>	Residents as Teachers	The purpose of the program is to facilitate and promote the development of highly skilled teachers and learners within the UNM School of Medicine through scholarship, leadership, and innovation.  <p><a href="http://hsc.unm.edu/som/tes/ResidentTeachers/">http://hsc.unm.edu/som/tes/ResidentTeachers/</a></p>	Residents	Deana M. Richter, MA Assoc Director, Teacher & Educational Development University of New Mexico SOM MSC08 4540, BMSB B65A 1 University of New Mexico Albuquerque, NM 87131-0001 505-272-5858 Fax: 505-272-3997 drichter@salud.unm.edu
<b>University of North Carolina at Chapel Hill</b>	Faculty Development in General Internal Medicine	The program is a two-year executive learning model. Fellows spend nine weeks over the year at UNC. Components of the program include: teaching and learning; clinical epidemiology; health policy; career development; medical informatics; and a collaborative research project.  <p><a href="http://www.med.unc.edu/oed/genmed/">http://www.med.unc.edu/oed/genmed/</a></p>	General internal medicine faculty within the first 5 years of their appointment. We are interested in faculty interested in upgrading their skills in teaching, leadership and collaborative research.	Katherine Savage 319a Macneider Building CB 7530 UNC Chapel Hill School of Medicine Chapel Hill NC 27599 919-843-9369 email <a href="mailto:kdsav@med.unc.edu">kdsav@med.unc.edu</a>
<b>University of Pennsylvania School of Medicine</b>	Advance Faculty Professional Development Program	The Advance Faculty Professional Development Program offers curriculum and resources on research, scientific writing, technology, career management, and mentoring for faculty.  <p><a href="http://www.med.upenn.edu/fapd/advance">www.med.upenn.edu/fapd/advance</a></p>	Faculty in probationary status and those who mentor them is the primary audience. We are currently developing management and leadership training for mid-career and late-career faculty.	Mary Blitzer Field, M.Phil. Associate Director Faculty Affairs & Prof. Development 328 Anatomy/ Chemistry Bldg. 3620 Hamilton Walk Philadelphia, PA, 19104-6015 215-898-7160 <a href="mailto:fieldm@mail.med.upenn.edu">fieldm@mail.med.upenn.edu</a>

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<p><b>University of Pittsburgh Schools of the Health Sciences</b></p>	<p>Office of Academic Career Development (OACD)</p>	<p>Dedicated to enhancing the recruitment, retention, and academic success of biomedical scientists and clinicians, the office's goal is to ensure successful transitions at each phase of an academic career. Strategies include partnering with schools, departments, centers, and training programs to develop customized career development services, providing referrals for individual career consultations, advocating the interests of the professional health sciences community, serving as a clearinghouse for information about career development programs and services, as well as providing a standard schedule of its own career development workshops and programs.</p> <p><a href="http://www.oacd.health.pitt.edu">http://www.oacd.health.pitt.edu</a></p>	<p>Graduate and medical students, postdoctoral and clinical fellows, residents, and faculty in the Schools of the Health Sciences</p>	<p>Joan M. Lakoski, PhD jlakoski@hs.pitt.edu</p> <p>Darlene F. Zellers, M.A. dzellers@hs.pitt.edu</p> <p>Office of Academic Career Dev Univ Pittsburgh Health Sciences Suite M252A Scaife Hall 3550 Terrace Street Pittsburgh, PA 15261 412-648-8486 Fax: 412-648-8121 oacd@hs.pitt.edu</p>
<p><b>University of Pittsburgh Schools of the Health Sciences</b></p>	<p>Faculty Professional Development Series</p>	<p>Workshops are offered throughout the academic year that provide faculty with opportunities for career development focusing on the professional skills necessary to achieve academic career success and satisfaction. Topics have included the development of leadership skills, leading successful teams, maximizing mentoring relationships, building work-life balance, and achieving promotion and tenure among others.</p> <p><a href="http://www.oacd.health.pitt.edu/programs_faculty.html">http://www.oacd.health.pitt.edu/programs_faculty.html</a></p>	<p>Faculty in the Schools of the Health Sciences</p>	<p>Joan M. Lakoski, PhD jlakoski@hs.pitt.edu</p> <p>Darlene F. Zellers, M.A. dzellers@hs.pitt.edu</p> <p>Office of Academic Career Dev Univ Pittsburgh Health Sciences Suite M252A Scaife Hall 3550 Terrace Street Pittsburgh, PA 15261 412-648-8486 Fax: 412-648-8121 oacd@hs.pitt.edu</p>
<p><b>University of Pittsburgh Schools of the Health Sciences</b></p>	<p>Mentored Career Development Award Workshops</p>	<p>Mentored Career Development Award Workshops are designed to meet the needs of senior postdoctoral fellows and junior faculty as they prepare to assume careers as independent investigators. These workshops provide specific strategies for increasing the probability of a K award application being funded including an overview of the application process, an application review by a mock study section, and strategies for maintaining research progress while balancing clinical and/or teaching responsibilities.</p> <p><a href="http://www.oacd.health.pitt.edu/demokaward.html">http://www.oacd.health.pitt.edu/demokaward.html</a></p>	<p>Postdoctoral and clinical fellows and junior faculty in the Schools of the Health Sciences.</p>	<p>Joan M. Lakoski, PhD jlakoski@hs.pitt.edu</p> <p>Darlene F. Zellers, M.A. dzellers@hs.pitt.edu</p> <p>Office of Academic Career Dev Univ Pittsburgh Health Sciences Suite M252A Scaife Hall 3550 Terrace Street Pittsburgh, PA 15261 412-648-8486 Fax: 412-648-8121 oacd@hs.pitt.edu</p>

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<p><b>University of Pittsburgh Schools of the Health Sciences</b></p>	<p>University of Pittsburgh Cancer Institute (UPCI) Workshop Series for Professional Advancement</p>	<p>This series of professional development workshops is customized to meet the needs of investigators specializing in cancer research whose primary workplace is the University of Pittsburgh Cancer Institute (UPCI) off-campus facility. Topics have included finding grant resources on the web, developing presentation skills for scientists, improving interpersonal communication skills, developing networking strategies, creating a well-constructed CV, and an introduction to the NIH National Cancer Institute.</p> <p><a href="http://www.oacd.health.pitt.edu/programs_UPCIworks_hop.html">http://www.oacd.health.pitt.edu/programs_UPCIworks_hop.html</a></p>	<p>Basic and clinical scientists, including pre/postdoctoral fellows and faculty engaged in research at the University of Pittsburgh Cancer Institute (UPCI).</p>	<p>Joan M. Lakoski, PhD jlakoski@hs.pitt.edu</p> <p>Darlene F. Zellers, M.A. dzellers@hs.pitt.edu</p> <p>Office of Academic Career De Univ Pittsburgh Health Sciences Suite M252A Scaife Hall 3550 Terrace Street Pittsburgh, PA 15261 412-648-8486 Fax: 412-648-8121 oacd@hs.pitt.edu</p>
<p><b>University of Pittsburgh Schools of the Health Sciences</b></p>	<p>Sunrise Series for Women Faculty and Fellows in the School of Medicine</p>	<p>The Sunrise Series is a venue for junior women fellows, residents, and faculty to network across departments and to learn strategies for advancing their careers and achieving personal satisfaction from other highly accomplished women faculty. The programs include a breakfast reception, a career development presentation featuring senior faculty member(s), and a discussion.</p> <p><a href="http://www.oacd.health.pitt.edu/programs_sunriseseries.html">http://www.oacd.health.pitt.edu/programs_sunriseseries.html</a></p>	<p>Women graduate students, fellows, and faculty in the School of Medicine.</p>	<p>Joan M. Lakoski, PhD jlakoski@hs.pitt.edu</p> <p>Darlene F. Zellers, M.A. dzellers@hs.pitt.edu</p> <p>Office of Academic Career De Univ Pittsburgh Health Sciences Suite M252A Scaife Hall 3550 Terrace Street Pittsburgh, PA 15261 412-648-8486 Fax: 412-648-8121 oacd@hs.pitt.edu</p>
<p><b>University of Pittsburgh Schools of the Health Sciences</b></p>	<p>Women in Medicine &amp; Science Reception</p>	<p>This program's aim is to enhance the academic career development of women and to diversify the internal pool of promising new academic leaders. Through this annual reception, junior women faculty, fellows, and graduate students are given the opportunity to network and interact with successful female role models to facilitate their academic career success, satisfaction and advancement.</p> <p><a href="http://www.oacd.health.pitt.edu">http://www.oacd.health.pitt.edu</a></p>	<p>Women graduate students, fellows, and faculty in the Schools of the Health Sciences.</p>	<p>Joan M. Lakoski, PhD Suite M252A Scaife Hall 3550 Terrace Street Pittsburgh, PA 15261 412-648-8486 Fax: 412-648-8121 jlakoski@hs.pitt.edu</p> <p>Anna M. Roman, PhD 412-647-8166 romanam@upmc.edu</p> <p>Ann E. Thompson, MD 412-648-9060 thompsonae@ccm.upmc.edu</p>

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<p><b>University of Pittsburgh Schools of the Health Sciences</b></p>	<p>Postdoctoral Professionalism Series</p>	<p>The Postdoctoral Professionalism Series focuses on the special and often neglected career development needs of postdoctoral fellows. An introductory event is offered each semester to orient new postdocs to a full academic and social life in Pittsburgh. Workshops offered throughout the academic year have included topics such as developing networking skills, improving interpersonal communication, managing interpersonal conflict, developing individual development and research plans, publishing in high impact journals, and enhancing presentation skills.</p> <p><a href="http://www.oacd.health.pitt.edu/programs_postdoc.html">http://www.oacd.health.pitt.edu/programs_postdoc.html</a></p>	<p>Postdoctoral and clinical fellows in the Schools of the Health Sciences.</p>	<p>Joan M. Lakoski, PhD jlakoski@hs.pitt.edu</p> <p>Darlene F. Zellers, MA dzellers@hs.pitt.edu</p> <p>Office of Academic Career Dev Univ Pittsburgh Health Sciences Suite M252A Scaife Hall 3550 Terrace Street Pittsburgh, PA 15261 412-648-8486 Fax: 412-648-8121 oacd@hs.pitt.edu</p>
<p><b>University of Pittsburgh Schools of the Health Sciences</b></p>	<p>Postdoctoral Data &amp; Dine Symposium</p>	<p>This annual event, co-sponsored by the University of Pittsburgh Postdoctoral Association (UPPDA) and the Office of the Provost, includes a scientific poster session and networking dinner for postdoctoral fellows to present their innovative research to their colleagues, faculty, and administrators. Postdocs acquire valuable experience presenting their science as well as honing their networking skills.</p> <p><a href="http://www.uppda.pitt.edu/DataDineSymp.html">http://www.uppda.pitt.edu/DataDineSymp.html</a></p>	<p>Postdoctoral fellows, faculty, and administrators across the University.</p>	<p>Joan M. Lakoski, PhD Suite M252A Scaife Hall 3550 Terrace Street Pittsburgh, PA 15261 412-648-8486 Fax: 412-648-8121 jlakoski@hs.pitt.edu</p> <p>Steven K. Wendell, PhD 3501 Terrace Street, Room 615 Pittsburgh, PA 15261 412-648-1279 Fax: 412-624-3080 wend0017@pitt.edu</p>
<p><b>University of Pittsburgh Schools of the Health Sciences</b></p>	<p>SCIENCE Career Symposium</p>	<p>The Office of Academic Career Development sponsors a career symposium for postdoctoral fellows and biomedical scientists during SCIENCE, the University's annual two-day celebration of science and technology that showcases a wide range of scientific career pathways.</p> <p><a href="http://www.science2006.pitt.edu">http://www.science2006.pitt.edu</a></p>	<p>Undergraduate and graduate students and fellows in the biomedical sciences from both the University of Pittsburgh and other local colleges and universities.</p>	<p>Joan M. Lakoski, PhD jlakoski@hs.pitt.edu</p> <p>Darlene F. Zellers, M.A. dzellers@hs.pitt.edu</p> <p>Office of Academic Career Dev Univ Pittsburgh Health Sciences Suite M252A Scaife Hall 3550 Terrace Street Pittsburgh, PA 15261 412-648-8486 Fax: 412-648-8121 oacd@hs.pitt.edu</p>

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<p><b>University of South Alabama</b></p>	<p>Faculty Development</p>	<p>Workshops are offered to assist faculty with various facets of career development: promotion and tenure, grantsmanship, peer review, scientific writing, etc.</p> <p><a href="http://www.southalabama.edu/com/facultyaffairs/facdev.shtml">http://www.southalabama.edu/com/facultyaffairs/facdev.shtml</a></p>	<p>The audience is primarily junior and mid-level faculty. Some workshops invite participation of pre-doctoral students and post-doctoral fellows.</p>	<p>Dr. Mary Townsley College of Medicine University of South Alabama 307 University Blvd. Mobile, AL 36688 251-460-7708 <a href="mailto:mtownsley@usouthal.edu">mtownsley@usouthal.edu</a></p>
<p><b>University of Texas Health Science Center at San Antonio</b></p>	<p>Educational Research Methods Course</p>	<p>This 12-week course is designed specifically to increase awareness of the research paradigm. The weekly workshops provided during this 12 week long course will help participants work through some of the obstacles that are encountered when conducting educational research. In addition to the weekly workshops, participants will be asked to select from one of five educational research projects already under development and design an evaluation plan for the project.</p> <p><a href="http://www.uthscsa.edu/ais/erd/erm.html">http://www.uthscsa.edu/ais/erd/erm.html</a></p>	<p>Faculty interested in Educational Research</p>	<p>David Henzi Educational Dev. Specialist Division of Educational Research and Development 7703 Floyd Curl Drive Mail Code 7895 San Antonio, TX 78229-3900 210-567-2290 <a href="mailto:henzi@uthscsa.edu">henzi@uthscsa.edu</a></p>
<p><b>University of Texas Health Science Center at San Antonio</b></p>	<p>Go Far Course</p>	<p>This course is organized around the GO FAR process of performance management: Goal setting, Observation, Feedback, Appraisal, Reinforcement and Coaching which combines goal-setting, observation, feedback, assessment, and reinforcement to correct performance problems. Specific guidelines will address tailoring the performance management process to the specific development needs of the individual learner or a team of learners. The course will be a combination of both didactic and interactive experiential activities.</p> <p><a href="http://www.uthscsa.edu/ais/erd/gofar.html">http://www.uthscsa.edu/ais/erd/gofar.html</a></p>	<p>Faculty at UTHSCSA</p>	<p>David Henzi Educational Dev. Specialist Division of Educational Research and Development 7703 Floyd Curl Drive Mail Code 7895 San Antonio, TX 78229-3900 210-567-2290 <a href="mailto:henzi@uthscsa.edu">henzi@uthscsa.edu</a></p>
<p><b>University of Virginia School of Medicine</b></p>	<p>Physician Wellness/Leadership in Humanism in Medicine</p>	<p>Program agenda includes: Promoting Wellness, Mindfulness for Physicians, Reflective Writing, Juggling, The Healers Art, Calm in Chaos, Mindfulness, Illness Narrative, Palliative Care, Reflective Writing, and Loss</p>	<p>Mid-career and senior faculty. No restrictions</p>	<p>John Schorling, MD Professor of Medicine Po Box 800794 UVA SOM Charlottesville, VA 22908-0794 434-982-3458 <a href="mailto:jbs7f@virginia.edu">jbs7f@virginia.edu</a></p>
<p><b>University of Washington</b></p>	<p>Annual Faculty Development Days</p>	<p>An annual two-day program with topics for faculty development including grantsmanship, promotion,</p>	<p>All faculty; Promotion information geared to junior asst professors.</p>	<p>Christina Surawicz, MD Asst Dean for Faculty</p>

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		teaching portfolios, teaching skills, leadership development. Topics vary each year.		Development 325 9th Ave, Seattle 98104 206-34-4634 Fax: 206-731-8698 <a href="mailto:surawicz@u.washington.edu">surawicz@u.washington.edu</a>
<b>University of Wisconsin School of Medicine and Public Health</b>	Clinical Investigator Preparatory Program (CIPP)	The CIPP is a training program funded by the National Institutes of Health (K30 Award) to develop investigators who will lead successful clinical research programs. Our program provides a structured curriculum and support services that will provide investigators protected time, mentoring, and knowledge and skills that will guide his or her academic success.  <a href="http://www.medicine.wisc.edu/mainweb/DOMPAGES.php?section=cipp&amp;page=welcome">http://www.medicine.wisc.edu/mainweb/DOMPAGES.php?section=cipp&amp;page=welcome</a>	Postdoctoral fellows, junior faculty, and students	University of Wisconsin 7255 Medical Sciences Center 1300 Univeristy Avenue Madison, WI 53706-1532  Frank Graziano, MD, PhD fmg@medicine.wisc.edu  Lori Bakken, PhD <a href="mailto:lbakken@facstaff.wisc.edu">lbakken@facstaff.wisc.edu</a> 608-62-4238 or 608-62-9198 fax:608-2-5135
<b>University of Wisconsin School of Medicine and Public Health</b>	Primary Care Faculty Development Program (PCFDP)	PCFDP is aimed at preparing primary care faculty for teaching and leadership roles in both community- and university-based settings. The PCFDP curriculum consists of five core content areas: <ul style="list-style-type: none"> <li>• Addressing Health Disparities</li> <li>• Evidence Based Medicine</li> <li>• Practice-Based Quality Improvement</li> <li>• Teaching and Learning in Medicine</li> <li>• Technologies for Teachers</li> </ul> <a href="http://www.pcfdp.pediatrics.wisc.edu/index.html">http://www.pcfdp.pediatrics.wisc.edu/index.html</a>	Primary Care Physicians in Wisconsin	Andrea Poehling, MS Primary Care Faculty Development Program 2870 University Avenue #200 Madison, WI 53705-9010 608-265-9253 Fax: 608-263-0503 <a href="mailto:pcfdp@pediatrics.wisc.edu">pcfdp@pediatrics.wisc.edu</a>
<b>Vanderbilt School of Medicine</b>	Leadership Development for Junior Faculty in the Basic Sciences	Orient Junior Faculty to management responsibilities of their first lab & build awareness of Vanderbilt policies & protocols in areas of finance and human resources. Build self-awareness of leadership style and how to adapt its impact on others. Learn & apply models for dealing with change, conflict and team-building and time management.	New VUMC junior faculty in the Basic Sciences with 1 year or less experience. Clinician MD-PhD. participants doing basic research are considered.	Terry Minnen, M.Ed. Senior Consultant - VUMC Learning Center S2435 Medical Center North Nashville, TN 37232-2505 615.343.9653 Fax: 615-343-1397 terry.minnen@vanderbilt.edu
<b>Virginia Commonwealth University School of Medicine</b>	Women in Science, Dentistry, Osteopathy & Medicine Pathways to Leadership Conference (WISDOM)	This one-day program is designed to promote professional development through enhancement of leadership skills.  <a href="https://www.apps.som.vcu.edu/cme/calendar/">https://www.apps.som.vcu.edu/cme/calendar/</a>	Health care professionals, medical/dental/graduate students, residents, administrators, and community leaders.	Carole Hettema VCU Office of Continuing Professional Dev & Evaluation Studies, Box 980048 Richmond, VA 23298-0048 800-413-2872

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				Fax: 804-828-7438 carole.hettema@vcu.edu
<b>West Virginia University</b>	Noon Hour Presentations	Noon Hour Presentations held during the Fall, Winter/Spring Semesters. Topics vary; currently we are offering a session entitled: 'Enhancing Research & Scholarship.' Some previous topics have included: <ul style="list-style-type: none"> <li>• Use of Large Databases for Research</li> <li>• Meta-Analysis: Overview and Application</li> <li>• A Broadened view of Scholarship</li> </ul> <a href="http://www.hsc.wvu.edu/admin/facultydev">http://www.hsc.wvu.edu/admin/facultydev</a>	Faculty from all disciplines; we offer an inter-disciplinary approach in all of our programs.	Gwendolyn Marshall Faculty Development Program West Virginia University Health Sciences Center PO Box 9170 Morgantown, WV 26506 304 293 5266 <a href="mailto:gmarshall@hsc.wvu.edu">gmarshall@hsc.wvu.edu</a>

**EXECUTIVE EDUCATION/ LEADERSHIP PROGRAMS**

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Duke University School of Medicine	Clinical Leadership Program (Master of Health Sciences in Clinical Leadership)	Provides individualized mentoring experiences, seminars, group projects, and a longitudinal policy project where students interact with a client to analyze a real-world problem.  <a href="http://clinical-leadership.mc.duke.edu/">http://clinical-leadership.mc.duke.edu/</a>	Clinicians committed to shaping America's health care environment	Michelle Lyn, MBA, MHA Program Director DUMC Box 2914 307 Haynes House Durham, NC 27710 919- 681-5744 lyn00001@mc.duke.edu
Duke University School of Medicine	Health Leadership Program	The Health Leadership Program enables Health Professionals develop strong community health planning skills.	All Health Professionals	Michelle Lyn, MBA, MHA Program Director DUMC Box 2914 307 Haynes House Durham, NC 27710 919- 681-5744 lyn00001@mc.duke.edu
Duke University School of Medicine	Leadership for Executives in the Health Professions (LEAH)	LEAH is an intensive and highly interactive leadership and management skills training course that takes place over 11 days in a three-month period.	Clinicians with leadership responsibilities in the DUHS are eligible to attend.	Donna Pratt 919-681-1662 <a href="mailto:pratt009@mc.duke.edu">pratt009@mc.duke.edu</a>
Duke University School of Medicine	Learning for Leadership: The Duke Family of Medicine Faculty Development Fellowship and the Community Health Fellowship	Duke's Department of Community and Family Medicine offers a wide variety of options for post-graduate training, including two fellowship opportunities, in Faculty Development and Community Health. Faculty Development Fellows learn the practical essential skills for becoming highly effective leaders and teachers. Community Health Fellows focus on developing and enhancing skills needed to approach care from the perspective of populations and communities.  <a href="http://communityhealth.mc.duke.edu">http://communityhealth.mc.duke.edu</a>	Primary Care Physicians who have successfully completed an ACGME-accredited Family Practice, Obstetrics/Gynecology, Pediatrics, or Internal Medicine residency.	Ms. Jessica Kirtley Division of Community Health Department of Community and Family Medicine Duke University Medical Center Box 2914 Durham, NC 27710 919-681-5744 Fax: 919 681-3371 jessica.kirtley@duke.edu
Emory University School of Medicine	Chair School	Provides information that will enhance leadership ability in the medical school and its affiliated clinical entities.	New department chairs and selected division chiefs	Claudia R. Adkison, JD, PhD Executive Associate Dean 404-727-5673 <a href="mailto:cadkison@emory.edu">cadkison@emory.edu</a>

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<b>Emory University School of Medicine</b>	Woodruff Leadership Academy	Established by the Woodruff Health Sciences Center, this year-long program is offered to selected faculty, professionals and senior managers so they can develop, exercise, and strengthen their individual leadership skills. Candidates are nominated by upper medical administration based on leadership promise. Final selection of 'Woodruff Fellows' is made by medical leadership. Utilizing a lecture and team project format, this academy brings together diverse sectors of our medical center in problem solving tasks.  <a href="http://www.med.emory.edu/dean/faculty_dev_courses.cfm">www.med.emory.edu/dean/faculty_dev_courses.cfm</a>	Nomination and competitive selection of senior faculty, managers, and professionals only.	Gary Teal Sr. Associate VP, Administration Office of Executive VP Health Affairs Emory University SOM 1440 Clifton Rd. Atlanta, GA 30322 404-778-5858 <a href="mailto:gary.teal@emory.edu">gary.teal@emory.edu</a>
<b>Indiana University School of Medicine</b>	Leading Change in Academic Medicine (LCAM)	LCAM is designed for faculty who are or will likely soon be leading an academic enterprise, such as a division, department, or center (units with the tri-part mission of service, research, and education). LCAM begins with a two-day retreat followed by six monthly half-day workshops. Topics for the workshop sessions include: inspiring a shared a vision, managing teams, coaching and mentoring, conflict management, and performance management.	Mid-career and senior faculty who have demonstrated the potential for increased levels of leadership responsibility.	Stephen P. Bogdewic, Ph.D. Executive Associate Dean for Faculty Affairs & Professional Development Indiana University SOM 1120 South Drive Fesler Hall 302 Indianapolis, IN 46202-5114 317-278-5461 <a href="mailto:bogdewic@iupui.edu">bogdewic@iupui.edu</a>
<b>Johns Hopkins University School of Medicine</b>	Johns Hopkins Medicine Leadership Development Program	This is a year- long program designed to foster effectiveness in the organizational culture, strengthen bonds and communication among and between faculty and administrators, and advance leaders in the organization. The program improves the operating environment by building trusting relationships that break down barriers, facilitate communication, and foster the practice of better medicine and better business.  <a href="http://www.hopkinsmedicine.org/som/faculty/index.html">http://www.hopkinsmedicine.org/som/faculty/index.html</a>	Approximately 30 nominated faculty and administrative leaders annually.	Steven Thompson Senior Vice President Johns Hopkins Medicine SOM Administration 733 N. Broadway, Suite #100 Baltimore, Maryland 21205 410-614-6486 Fax: 410-955-0889 <a href="mailto:sthompso@jhmi.edu">sthompso@jhmi.edu</a> <a href="mailto:ldp@jhmi.edu">ldp@jhmi.edu</a>
<b>Massachusetts General Hospital, an affiliate of Harvard Medical School</b>	MGH/MGPO Physician Leadership Development Certificate Program	This is a 24-month certificate program that focuses on leadership skills, operations management, financial management, and specific tools and skills helpful to physician leaders as Massachusetts General. Participants commit attending 20 hours per year (2 - 4 hours per month) for a total of 40 hours to receive certificate.  <a href="http://www.massgeneral.org/facultydevelopment/cfd/wit/hin+mg.html">http://www.massgeneral.org/facultydevelopment/cfd/wit/hin+mg.html</a>	Mid-level clinician leaders or those preparing to assume leadership positions at Massachusetts General.	Nancy J. Gagliano, MD, Vice President Physician Practice Management and Service Improvement Massachusetts General Physicians Organization 55 Fruit Street Bulfinch 208 Boston, MA 02114-2696 617-724-4549 Fax: 617-724-4545

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				<a href="mailto:nigaglano@partners.org">nigaglano@partners.org</a>
<b>Medical College of Wisconsin</b>	Faculty Leadership Development Program	In collaboration with the University of Wisconsin-Milwaukee School of Business, addresses leadership and management challenges of faculty leaders. <a href="http://www.mcw.edu/display/router.asp?docid=596#">http://www.mcw.edu/display/router.asp?docid=596#</a>	Targeted at faculty in both clinical and basic science departments with an interest and potential for leadership	Russell Robertson, MD Associate Dean for Faculty Affairs 414-456-4622 <a href="mailto:rrdoc@mcw.edu">rrdoc@mcw.edu</a>
<b>Northeastern Ohio Universities College of Medicine</b>	Fellowship in Academic Medicine	A locally-offered, high quality faculty development program that provides formal instruction in teaching and the scholarship of teaching. <a href="http://www.neoucom.edu/audience/faculty/ProfDev/fam">http://www.neoucom.edu/audience/faculty/ProfDev/fam</a>	Junior and mid-level clinical and non-clinical faculty.	Ellen Whiting, M.Ed. Director of Faculty Dev. NEOUCOM 4209 State Route 44 PO Box 95 Rootstown OH 44272-0095 330-325-6775 Fax: 330-325-5903 <a href="mailto:ewhiting@neoucom.edu">ewhiting@neoucom.edu</a>
<b>Ohio State University</b>	New Academic Leader Orientation	The New Academic Leader Orientation addresses issues such as leader roles, promotion and tenure, faculty review, compensation, legal issues, managing staff, and financial stewardship. <a href="http://hr.osu.edu/OHRD/leadership/academic_leader.asp">http://hr.osu.edu/OHRD/leadership/academic_leader.asp</a>	New academic leaders, including deans, associate and assistant deans, department chairs and school/center directors	1590 North High St., Suite 430 Columbus, Ohio 43201 614-292-4500 Fax: 614-292-6199 <a href="mailto:OHRD@hr.osu.edu">OHRD@hr.osu.edu</a>
<b>Rosalind Franklin University of Medicine and Science</b>	Chair School	This all day retreat covers basic skills necessary for department chairs at the institution. Topics presented include: how to determine an appropriate budget to operate the department, recruit and retain faculty; recruitment of new faculty to fulfill the mission of the department; fostering faculty growth using annual 360-assessments and developing appropriate workloads; legal minefields; conflict resolution; team building. Resources and helpful links to external and internal sources are provided through a web-based course, focused for the chair cohort (and password restricted), using our learning management system. <a href="http://66.99.255.20/academicaffairs/facultydevelopment.cfm">http://66.99.255.20/academicaffairs/facultydevelopment.cfm</a>	Chairs from the four schools and the primary clinical affiliates.	Dr. Marjorie A. Ariano Director, Faculty Development RFUMS, 3333 Green Bay Rd. North Chicago, IL 60064 847-578-8496 Fax: 847-775-6537 <a href="mailto:marjorie.ariano@rosalindfranklin.edu">marjorie.ariano@rosalindfranklin.edu</a>

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<p><b>Rosalind Franklin University of Medicine and Science</b></p>	<p>Educational Research and Scholarship Interest Group (ERSIG)</p>	<p>An informal monthly 'brown bag' luncheon meeting of interested faculty come together to discuss educational methods, styles of learning, use of technology, use of simulators, distance learning/courses, and potential mechanisms to acquire data for publication and fund innovative efforts. Accompanying this monthly meeting is a web-based course, created using our learning management system. The ERSIG class serves as a chat room, discussion board, and repository for posting formal presentations, suggested readings, and notice of upcoming events of interest to the group.</p> <p><a href="http://66.99.255.20/academicaffairs/facultydevelopment.cfm">http://66.99.255.20/academicaffairs/facultydevelopment.cfm</a></p>	<p>Faculty from the four schools are enrolled in this web-based class.</p>	<p>Dr. Marjorie A. Ariano                      Director, Faculty Development                      RFUMS, 3333 Green Bay Rd.                      North Chicago, IL 60064                      847-578-8496                      Fax: 847-775-6537  <a href="mailto:marjorie.ariano@rosalindfranklin.edu">marjorie.ariano@rosalindfranklin.edu</a></p>
<p><b>Stanford University School of Medicine</b></p>	<p>Physician Leadership Program</p>	<p>A year-long program that includes 7-1.5 day sessions focused on leadership skill building: managing diversity, managing conflict, providing feedback, managing work-life challenges, financial management, and communication skills. The program also requires participants to select a project, develop a team and work with a coach to implement the project.</p>	<p>Associate Professors, Chiefs</p>	<p>Barbara Miller                      251 Campus Drive MSOB #114                      Stanford, CA 94305                      650-725-8402  <a href="mailto:bemiller@stanford.edu">bemiller@stanford.edu</a></p>
<p><b>University of California, Davis</b></p>	<p>Leadership Academy (Leadership Edge)</p>	<p>The Leadership Academy, or Leadership Edge, leads complex organizations with:</p> <ul style="list-style-type: none"> <li>• Emotional Intelligence</li> <li>• Managing Performance</li> <li>• Effective Writing</li> <li>• Managing Change I &amp; II</li> <li>• Interest-Based Problem Solving - Faculty and Staff Teams</li> <li>• Managing Difficult Conversations, Storytelling &amp; the Making of Meaning</li> </ul> <p><a href="http://somapp.ucdavis.edu/academicaffairs/courses/lndex.cfm">http://somapp.ucdavis.edu/academicaffairs/courses/lndex.cfm</a></p>	<p>Departmental Leaders and Managers with supervisory responsibilities.</p>	<p>Gregg Servis                      Office of Faculty Development                      2921 Stockton Blvd.,                      CRISP Bldg. 41                      Sacramento, CA 95817-2305                      916-703-9182  <a href="mailto:gregg.servis@ucdmc.ucdavis.edu">gregg.servis@ucdmc.ucdavis.edu</a></p>

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<p align="center"><b>University of California, Davis</b></p>	<p>Leadership Colloquium</p>	<p>The colloquium series addresses core competencies necessary for effective department and division leadership. The sessions present up-to-date best practices for academic administration, and offer participants a unique environment to discuss the challenges associated with implementing these practices. The casual colloquial setting is meant to foster and strengthen the collegial relationships among department/division leaders, and offer a valuable roundtable resource for collaborative mentoring through commonly shared experience and knowledge.</p> <p><a href="http://somapp.ucdavis.edu/academicaffairs/courses/ln dex.cfm">http://somapp.ucdavis.edu/academicaffairs/courses/ln dex.cfm</a></p>	<p>Departmental Leaders: Chairs, Division Chiefs and Section Heads</p>	<p>Gregg Servis Office of Faculty Development 2921 Stockton Blvd., CRISP Bldg. 41 Sacramento, CA 95817-2305 916-703-9182 <a href="mailto:gregg.servis@ucdmc.ucdavis.edu">gregg.servis@ucdmc.ucdavis.edu</a> <a href="#">u</a></p>
<p align="center"><b>University of California, Davis</b></p>	<p>Women's Leadership Institute</p>	<p>Women in leadership roles face challenges that are identical to those faced by men in similar positions. However, several of these challenges are unique to women. In the Women's Leadership Institute, women leaders will explore some of the challenges unique to them, as well as successful strategies to meet these challenges.</p> <p><a href="http://somapp.ucdavis.edu/academicaffairs/courses/ln dex.cfm">http://somapp.ucdavis.edu/academicaffairs/courses/ln dex.cfm</a></p>	<p>Women in UCDHS leadership roles</p>	<p>Gregg Servis Office of Faculty Development 2921 Stockton Blvd., CRISP Bldg. 41 Sacramento, CA 95817-2305 916-703-9182 <a href="mailto:gregg.servis@ucdmc.ucdavis.edu">gregg.servis@ucdmc.ucdavis.edu</a> <a href="#">u</a></p>
<p align="center"><b>University of Michigan</b></p>	<p>Leadership Development Program</p>	<p>This program is designed to apply the fundamental principles of business to the delivery of health care.</p> <p><a href="http://www.med.umich.edu/leadership/">http://www.med.umich.edu/leadership/</a></p>	<p>Designed for faculty, senior administrative leaders, and other health system decision makers.</p>	<p>Paul A Taheri MD,MBA Assistant Dean for Academic Business Development</p> <p>1500 East Medical Center Dr Ann Arbor, Michigan 48109 734-936-9690 <a href="mailto:taheri@umich.edu">taheri@umich.edu</a></p>
<p align="center"><b>University of Michigan</b></p>	<p>Lessons in Leadership</p>	<p>The Lessons in Leadership series comprises lectures, seminars, and workshops designed to increase women's leadership. Some recent topics have included "Running Effective Meetings," "Leading National Professional Organizations," and "Negotiation Skills." Future topics will include "Demystifying the Promotion Process," "Academic Finances 101," "Saying No," and "Writing for Professional Journals."</p>	<p>Although targeted to women faculty, all are invited to attend the lectures, seminars, and workshops.</p>	<p>Jayne Thorson, PhD Assistant Dean for Research Faculty and Faculty Services University of Michigan Medical School 734-763-0253 <a href="mailto:jthorson@umich.edu">jthorson@umich.edu</a></p>

Sponsor	Program	Program Description & Website	Audience	Contact Information
<b>University of New Mexico School of Medicine</b>	Medical Education Scholars	<p>The purpose of the Medical Education Scholars (MES) Program is to ensure a continuum of educational leadership as we continue to evolve. The MES Program is designed for faculty who see education as a significant part of their professional development.</p> <p><a href="http://hsc.unm.edu/som/med/mes/">http://hsc.unm.edu/som/med/mes/</a></p>	School of Medicine Faculty	Deana M. Richter, MA University of New Mexico SOM MSC08 4540, BMSB B65A 1 University of New Mexico Albuquerque, NM 87131-0001 505-272-5858 Fax: 505-272-3997 drichter@salud.unm.edu
<b>University of Ottawa</b>	Ottawa Academic Health Sciences Leadership Program	<p>This program is designed to systematically develop leaders from within the University of Ottawa Faculty of Medicine and affiliated hospitals. The program includes a 5 full-day program to be held in the Ottawa area May 8-12, 2007 inclusive.</p> <p><a href="http://mededu.med.uottawa.ca/Facdev/clients/EventInfo.asp?lq=&amp;EventNumber=195">http://mededu.med.uottawa.ca/Facdev/clients/EventInfo.asp?lq=&amp;EventNumber=195</a></p>	<p>This is an inter-professional program which targets mid-career physicians and hospital staff who have demonstrated the potential to assume leadership roles in the future within the academic health care environment.</p>	Dr. Meridith Marks Director - OAHSLP Assistant Dean - Professional Affairs Faculty of Medicine - U of O 451 Smyth Road Ottawa, ON K1H 8M5 613-562-5800 ext 8604 meridith.marks@uottawa.ca
<b>University of Pittsburgh Schools of the Health Sciences</b>	Course in Scientific Management & Leadership (CSML)	<p>This interactive 2-1/2 day course is designed to equip new investigators with the interpersonal and technical skills necessary to lead innovative, independent, and successful academic research programs. This course provides insight into leadership and team building as well as direction on how to develop and manage a successful scientific laboratory or research program, how to improve personal and team productivity, and how to enhance innovation and collaboration. This course provides a unique opportunity for junior investigators to work with a diverse and multidisciplinary group of senior faculty and to network with both basic and clinical colleagues.</p> <p><a href="http://www.oacd.health.pitt.edu/leadershipcourse/">http://www.oacd.health.pitt.edu/leadershipcourse/</a></p>	<p>Senior postdoctoral and clinical fellows and junior faculty, in the Schools of the Health Sciences, planning careers in basic or clinical research. Space is limited and admission is determined on a competitive basis.</p>	Jennifer E. Woodward, PhD Thomas E. Starzl Transplantation Institute 412-383-8884 woodwardje@upmc.edu  Joan M. Lakoski, PhD Suite M252A Scaife Hall 3550 Terrace Street Pittsburgh, PA 15261 412-648-8486 Fax: 412-648-8121 jlakoski@hs.pitt.edu
<b>University of Texas Health Science Center at Houston</b>	Academic Leadership Development Program	<p>Designed to increase knowledge of the health science center and to enhance the leadership and management skills needed by academic administrators</p> <p><a href="http://www.uth.tmc.edu/academic/aldp/">http://www.uth.tmc.edu/academic/aldp/</a></p>	<p>Senior faculty members nominated by department chair and endorsed by dean.</p>	Kathy Rodgers Program Coordinator 713-500-3065 <a href="mailto:Kathy.Rodgers@uth.tmc.edu">Kathy.Rodgers@uth.tmc.edu</a>
<b>University of Washington</b>	UWMedicine Leadership Scholars	<p>Developed in 2005 for emerging leaders from any department to learn leadership skills. Program includes: skill building sessions, working lunches with the Dean, and working in small groups on projects of</p>	<p>Mid-level faculty in any department, nominated by the chairs to participate.</p>	Christina Surawicz, MD Asst Dean for Faculty Development 325 9th Ave, Seattle 98104

Sponsor	Program	Program Description & Website	Audience	Contact Information
		interest and importance to the School.		206-34-4634 Fax: 206-731-8698 <a href="mailto:surawicz@u.washington.edu">surawicz@u.washington.edu</a>
<b>University of Wisconsin-Madison</b>	Academic Leadership Series (ALS)	ALS consists of two types of workshops - "Core" workshops and "Professional Development" workshops. Core Workshops provide new academic leaders with foundation training, and Professional Development Workshops offer continued enrichment for both experienced and new academic leaders.  <a href="http://www.ohrd.wisc.edu/als/index.asp">http://www.ohrd.wisc.edu/als/index.asp</a>	Department and program chairs, academic center directors, assistant deans, associate deans, and deans	Don Schutt, Director Office of Human Resource Development 189 Bascom Hall 500 Lincoln Drive Madison, WI 53706-1380 608-263-1016 dschutt@bascom.wisc.edu
<b>Vanderbilt School of Medicine</b>	Academic Leadership Program 2004-2006  (Sponsored by Steven Gabbe)	The purpose of this program is to: <ul style="list-style-type: none"> <li>• Orient Department Chairs and Division Chiefs to their leadership role &amp; expectations</li> <li>• Promote wellness; recognize and prevent burnout</li> <li>• Enhance understanding of the Medical Center and share best practice of Vanderbilt business processes and leaders' resources</li> <li>• Share experiences &amp; strategies for best practice in Faculty Recruitment and on boarding, mentoring, and coaching for development; legal or policy issues related to professional conduct</li> <li>• Explore leadership styles and how they may be experienced by others during decision making, change, problem solving, and conflict</li> </ul>	Dean Steven Gabbe invites new School of Medicine Chairs, and solicits nominations for Chiefs of larger divisions for one group each year. Individual interviews are held with participants prior to the first session to collect specific interests & challenges for their role as well as best practices they have implemented that can be shared.	Terry Minnen, M.Ed. Senior Consultant - VUMC Learning Center S2435 Medical Center North Nashville, TN 37232-2505 615.343.9653 Fax: 615-343-1397 terry.minnen@vanderbilt.edu

## Educational Fellowship Programs

### Educational Fellowship Programs

\*Note: These programs were obtained from the Nov 2006 edition of Academic Medicine (Vol. 81, No. 11). For view the online issue, go to: <http://www.academicmedicine.org/>.

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Sponsor	Program	Program Description & Website	Audience	Contact Information
Jointly sponsored by: <b>Baylor College of Medicine, University of Texas Medical School at Houston, and University of Texas Dental Branch</b>	Educational Scholars Fellowship Program (ESFP)	The program enhances fellows': <ul style="list-style-type: none"> <li>• Knowledge of current educational theories, guiding principles, and practical techniques</li> <li>• Skills as educators</li> <li>• Attitudes in regards to their role as educational leaders, and the art and science of teaching and learning in promoting a culture of educational excellence</li> <li>• Self-reflection in response to informal and formal feedback about their teaching</li> </ul>	Open to faculty of all ranks and to non-faculty fellows interested in the educational goals of the program	Nancy S. Searle Baylor College of Medicine One Baylor Plaza Room M301 Houston, TX 77030 nsearle@bcm.edu
<b>David Geffen School of Medicine at UCLA</b>	Fellowship in Medical Education (MEF)	The purpose of MEF is to prepare excellent teachers to serve as clerkship chairs, course chairs, or residency program directors while strengthening their dossiers for promotion based on a scholarly approach to curriculum development, implementation, and evaluation.	Limited enrollment. Participants are largely mid-career faculty members from clinical departments, some with NIH career development awards.	Dr. Wilkerson Sr. Associate Dean for Med Education Dean's Office 10833 Le Conte Avenue Room 12-138 CHS David Geffen SOM at UCLA Los Angeles, CA 90095-1722
<b>Harvard Medical System</b>	Rabkin Fellowship in Medical Education/ Mount Auburn Fellowship in Medical Education	Three fellowships that are resultant of efforts of Harvard Med School, Beth Israel Deaconess Med Center, and Mount Auburn Hospital. These fellowships share common goals to enhance the skills of faculty as educators, provide an opportunity to conduct scholarly educational research, support fellows as change agents, and foster the creative of a supportive community dedicated to enhancing the field of medical education.	Open to faculty based all Harvard-affiliated institutions	Charles J. Hatem, MD Mount Auburn Hospital 330 Mount Auburn St. Cambridge, MA 02138 <a href="mailto:chatem@mah.harvard.edu">chatem@mah.harvard.edu</a>
<b>McGill University in Montreal, Quebec</b>	Teaching Scholars Program (TSP) for Educators in the Health Sciences	This year-long program focuses on 5 major themes: curriculum design and innovation, effective teaching methods and evaluation strategies, educational program evaluation, research in medical/health sciences education, and educational leadership. Through the program, faculty members learn more about educational principles and methods, pursue	Accepts 3-6 faculty members annually. Educators from all the medical specialties, basic science departments, and schools of nursing, physical and occupational therapy, and communication sciences and disorders can apply.	Dr. Steinert Centre for Medical Education Faculty of Medicine Lady Meredith House 1110 Pine Ave West Montreal, Quebec, Canada, H3A 1A3

Sponsor	Program	Program Description & Website	Audience	Contact Information
		scholarship in medical education, and prepare for educational leadership roles.		(514) 398-2698 <a href="mailto:Yvonne.steinert@mcgill.ca">Yvonne.steinert@mcgill.ca</a>
<b>Medical College of Wisconsin</b>	Excellence in Clinical Education and Leadership (ExCEL)	<p>The Program draws heavily on evidence-based practices that emerged from comprehensive and advanced education faculty development programs:</p> <ul style="list-style-type: none"> <li>• Project-and product-oriented instruction with between-session assignments sequenced to match stages of project development</li> <li>• Blended learning combining face-to-face interaction with email, phone and online instruction</li> <li>• Continuous program evaluation to formatively guide program revision</li> </ul>	Open and flexible enrollment that averages 23 primary care faculty members per module, and ranges from 16 to 33.	Deborah Simpson, PhD Office of Educational Services Medical College of Wisconsin 8701 W Watertown Plank Milwaukee, WI 53226 (414) 456-4332 <a href="mailto:dsimpson@mcw.edu">dsimpson@mcw.edu</a>
<b>University of California, San Francisco</b>	Teaching Scholars Program (TSP)	This 10-month program helps to create knowledgeable and skilled educational leaders, teachers, and scholars. It provides scholars with an intensive weekly seminar series, collaborative learning experiences, mentored projects, and a network of education colleagues.	Faculty of any rank who are interested in enhancing their teaching and leadership skills as well as their educational scholarship.	Dr. Muller Box 0900 Dept of Family and Community Medicine Univ of Cal, San Francisco San Francisco, CA 94143-0900 (415) 476-6051 <a href="mailto:Mullerj@fcm.ucsf.edu">Mullerj@fcm.ucsf.edu</a>
<b>University of Iowa Carver College of Medicine</b>	Teaching Scholars Program (TSP)	The Teaching Scholars Program promotes leadership in faculty development related to teaching skills in individual departments and throughout the Carver College of Medicine.	Recruit faculty members from every clinical and basic science department.	Dr. Rosenbaum Faculty Development Consultant Office of Consultation and Research In Med Education University of Iowa Carver College of Medicine 1204 MEB Iowa City, IA 52242 <a href="mailto:Marcy-rosenbaum@uiowa.edu">Marcy-rosenbaum@uiowa.edu</a>

## FACULTY ORIENTATION PROGRAMS

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Sponsor	Program	Program Description & Website	Audience	Contact Information
<b>Brown Medical School</b>	New Faculty Orientation	One half-day meeting to inform new faculty of roles and responsibilities as faculty members, opportunities to participate in teaching programs, requirements for promotion, and electronic and other resources available.	Newly hired clinical and academic faculty	Elizabeth Boynton BioMed Faculty Affairs Brown Medical School 97 Waterman Street Providence, RI 02912 401-863-1672 Fax: 401-863-3378 <a href="mailto:elizabeth_boynton@brown.edu">elizabeth_boynton@brown.edu</a>
<b>Children's Hospital Boston</b>	Orientation for New Faculty	The annual Orientation for New Faculty introduces recent appointees to the diverse support services available at Children's Hospital Boston and Harvard Medical School. The Office of Faculty Development website includes Orientation materials on its 'Resources, Workshops, Events' page: <a href="http://www.childrenshospital.org/cfapps/research/data_admin/Site2209/mainpageS2209P0.html">http://www.childrenshospital.org/cfapps/research/data_admin/Site2209/mainpageS2209P0.html</a>	New Faculty	Carole Goldberg Administrative Director 300 Longwood Avenue 617-355-2922 <a href="mailto:ofd@childrens.harvard.edu">ofd@childrens.harvard.edu</a>
<b>Duke University School of Medicine</b>	New Faculty Orientation	New faculty attend a one-day orientation in November <a href="http://medschool.duke.edu/modules/som_faculty/index.php?id=3">http://medschool.duke.edu/modules/som_faculty/index.php?id=3</a>	New Faculty in the School of Medicine	Michelle Evans, MBA Box 3654 Duke University SOM Durham, NC 27710 919-684-3633 Fax: (919)-684-0193 <a href="mailto:michelle.evans@duke.edu">michelle.evans@duke.edu</a>
<b>Emory University School of Medicine</b>	New Faculty Orientation	The New Faculty Orientation is a mandatory, one day program presented annually in the fall for all newly appointed faculty. It covers a variety of topics including organization and governance of the medical center, academic policies, promotion guidelines, research and clinical programs, compliance issues, IRB and animal use regulations, and professionalism. Speakers are selected from leadership of the University and School of Medicine.  <a href="http://www.med.emory.edu/dean/faculty_orientation.cfm">www.med.emory.edu/dean/faculty_orientation.cfm</a>	Obligatory for new faculty. Optional for other faculty.	Sharon Weiss, M.D. Professor of Pathology Assistant Dean for Faculty Dev. Emory University SOM 1440 Clifton Rd. Atlanta, GA 30322 404 727-6700 Fax: 404 778 5674 <a href="mailto:sharon.weiss@emoryhealthcare.org">sharon.weiss@emoryhealthcare.org</a>

Sponsor	Program	Program Description & Website	Audience	Contact Information
<p><b>Jefferson Medical College</b></p>	<p>Jefferson Medical College Faculty Orientation Program</p>	<p>Two-part Faculty Orientation Program for new faculty includes semi-annual full day formal Faculty Orientation Program and individual meeting with Associate Dean for Faculty Affairs and Faculty Development.</p> <p><a href="http://www.jefferson.edu/jmc/facultyaffairs/orient">www.jefferson.edu/jmc/facultyaffairs/orient</a></p>	<p>New medical school faculty</p>	<p>Karen D. Novielli, M.D. Associate Dean for Faculty Affairs and Faculty Dev. Jefferson Medical College 1025 Walnut St., Suite 104 Philadelphia, PA 19107 215-955-2361 <a href="mailto:Karen.Novielli@jefferson.edu">Karen.Novielli@jefferson.edu</a></p>
<p><b>Johns Hopkins University School of Medicine</b></p>	<p>New Faculty Orientation</p>	<p>The annual New Faculty Orientation provides a roadmap for faculty to the institution, its policies, opportunities, and leadership. Topics that are typically covered include career development and the promotion process; faculty policies including conflicts of interest, responsible conduct of research, and occupational health and safety requirements; educational roles of faculty; research administration including human subjects and animal research; clinical practice management; and other special topics including technology transfer and services to support faculty in developing grant writing, scientific writing, and presentation skills.</p> <p><a href="http://www.hopkinsmedicine.org/som/faculty/index.html">http://www.hopkinsmedicine.org/som/faculty/index.html</a></p>	<p>New faculty within the first year of hire and department directors are invited and encouraged to attend. The program is also open to all faculty.</p>	<p>Janice Clements, Ph.D. Vice Dean for Faculty Johns Hopkins University School of Medicine Broadway Research Building, Suite 115 733 N. Broadway Baltimore, MD 21205 410-955-8401 Fax: 410-955-2522 <a href="mailto:jclement@jhmi.edu">jclement@jhmi.edu</a></p>
<p><b>University of Arkansas for Medical Sciences</b></p>	<p>New Faculty Orientation and Welcome</p>	<p>Orientation is an annual half-day August event that provides new faculty with information important for a successful career at UAMS. Orientation provides new faculty members with the opportunity to learn about the organizational structure of the Medical Center, faculty policies and research opportunities, academic faculty tracts, promotion and tenure, professional development initiatives, and resources on campus to assist in career development. All new faculty are also invited to participate in a series of three dinners in order to meet faculty outside their department as well as community resources.</p> <p><a href="http://www.uams.edu/facultyaffairs/newfaculty%20and%20orientation/default.asp">http://www.uams.edu/facultyaffairs/newfaculty%20and%20orientation/default.asp</a></p>	<p>Incoming College of Medicine Faculty</p>	<p>Glenda J. Cooper MA Director Office of Faculty Affairs UAMS College of Medicine 4301 W. Markham, # 849 501-526-4685 <a href="mailto:cooperglendaj@uams.edu">cooperglendaj@uams.edu</a></p>

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<p><b>University of Virginia School of Medicine</b></p>	<p>Faculty Leadership Program: Thriving in Academic Medicine</p>	<p>The New Faculty Orientation Programs of the SOM Faculty Development Office are designed to provide resources for your career development and your personal learning advancement. We offer many opportunities and services to guide and support you on your successful journey with the UVA School of Medicine. During your first year, we recommend that all new faculty attend each of our three Orientation Sessions.</p> <p><a href="http://www.healthsystem.virginia.edu/internet/faculty-dev/orientation/home.cfm">http://www.healthsystem.virginia.edu/internet/faculty-dev/orientation/home.cfm</a></p>	<p>Entering faculty Focus on cohort of the first three years Institutional Mentorship to P&amp;T for first 10 years on faculty</p>	<p>Susan Pollart, MD Associate Professor of Family Medicine Assistant Dean for New faculty PO Box 729 UVA SOM Charlottesville, VA 22908-0729 434-982-1754 sps2s@virginia.edu</p>
<p><b>University of Washington</b></p>	<p>New Faculty Orientation</p>	<p>A yearly half day program with an overview of the resources and organization of the school, with presentations by several of the school's leaders including the Dean, and Vice Deans for Academic Affairs, Research and Graduate Education, and Multicultural Affairs. Other resources include the library system, work life center, and benefits programs.</p>	<p>New Faculty</p>	<p>Barbara Mahoney Asst to the VP Medical Affairs and Dean for School of Med. Box 356350 Seattle WA 98185 206-543-7718 Fax: 206-685-8767</p>
<p><b>Vanderbilt School of Medicine</b></p>	<p>Program Directors Workshop  (Sponsor: Office of GME. Dr. Fred Kirchner, MD.)</p>	<p>To understand the role &amp; responsibilities of the Program Director related to ACGME guidelines, recruitment, curriculum requirements &amp; systems-based practice, resident assessment, modeling &amp; coaching for professional conduct and dealing with the troubled resident. Spring semester, March - May. Fall semester, September - December. Monthly evening sessions with dinner, 5:30 - 7:30. Presentation with case scenarios; best practices panels and discussion.</p>	<p>New program directors, directors of larger programs &amp; their assistant directors. The group is limited to 16.</p>	<p>Terry Minnen, M.Ed. Senior Consultant - VUMC Learning Center S2435 Medical Center North Nashville, TN 37232-2505 615.343.9653 Fax: 615-343-1397 terry.minnen@vanderbilt.edu</p>
<p><b>Virginia Commonwealth University School of Medicine</b></p>	<p>New Faculty Orientation</p>	<p>To help faculty get a 'quick start' to leaders, programs, and resources in order to support teaching, research, clinical service and career development.</p> <p><a href="http://www.medschool.vcu.edu/ofid/nfo/">http://www.medschool.vcu.edu/ofid/nfo/</a></p>	<p>The orientation is designed with new faculty in mind, but all School of Medicine faculty are invited to join.</p>	<p>Carol L. Hampton Faculty and Instructional Dev VCU School of Medicine P.O. Box 980565 Richmond, VA 23298-0565 804-828-6594 Fax: 804-828-4048 <a href="mailto:carol.hampton@vcu.edu">carol.hampton@vcu.edu</a></p>

## TEACHING SKILLS/EDUCATIONAL SCHOLARSHIP PROGRAMS

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Sponsor	Program	Program Description & Website	Audience	Contact Information
<b>Baylor College of Medicine</b>	Educational Scholar Fellowship Program (ESFP)	<p>ESFP is a two-year program which meets monthly. The primary aim of the ESFP is to enhance the educational mission of the College(s) by improving the knowledge, skills, and attitudes of individual faculty. Specifically, the fellowship is designed to increase fellows' knowledge of key educational principles and theories, skills in lecturing, facilitating, designing, and evaluating, interest in and ability to serve as an educational leader, and self-reflection and readiness to benefit from constructive feedback from learners and peers.</p> <p><a href="http://www.bcm.edu/fac-ed/ESFP/index_esfp.htm">http://www.bcm.edu/fac-ed/ESFP/index_esfp.htm</a></p>	Full-time faculty; fellows when space is available	<p>Nancy S. Searle, EdD Program Director, Faculty Development &amp; Ambulatory Education Office of Curriculum One Baylor Plaza, M301 Houston, Texas 77030-3498 713-798-7760 Fax: 713-798-8522 nsearle@bcm.edu</p>
<b>Baylor College of Medicine</b>	Masters of Education in Teaching	<p>The Master of Education in Teaching with an emphasis in the Health Sciences is designed to meet the needs of the medical educator who is seeking to increase his or her instructional effectiveness. The 36 hour curriculum is normally completed in two years, but students may take up to 5 years to complete the coursework. Courses are taught in the Texas Medical Center or on-line via the Internet. Course content will emphasize applications in the health venue settings.</p> <p><a href="http://www.bcm.edu/fac-ed/master%20of%20education.htm">http://www.bcm.edu/fac-ed/master%20of%20education.htm</a></p>	Physicians, Basic Scientists, Fellows, and Staff involved in medical education.	<p>Nancy S. Searle, EdD Program Director, Faculty Development &amp; Ambulatory Education Office of Curriculum One Baylor Plaza, M301 Houston, Texas 77030-3498 713-798-7760 Fax: 713-798-8522 nsearle@bcm.edu</p>
<b>Boston University School of Medicine (BUSM)</b>	Academic Fellowship Program: Training in Teaching Methods	<p>General Internal Medicine Training in Teaching Methods for Fellows. The training consists of a core bi-weekly seminar on teaching methods and a series of teaching practicums in which fellows perform supervised teaching in a variety of settings.</p> <p><a href="http://www.bumc.bu.edu/Dept/Content.aspx?departmentID=464&amp;PageID=9739">http://www.bumc.bu.edu/Dept/Content.aspx?departmentID=464&amp;PageID=9739</a></p>	BUSM Fellows	<p>Gail March, Ph.D. Boston University SOM Office of Medical Education 715 Albany Street. B2809 Boston, MA 02118 617- 414-7440 Fax: 617-638-5326 gmarch@bu.edu</p>
<b>Boston University School of Medicine (BUSM)</b>	Faculty Development Program	<p>The Faculty Development Program strives to assist faculty and staff with increasing their teaching effectiveness by offering information on teaching</p>	BUSM Faculty and Staff	<p>Gail March, Ph.D. Boston University SOM Office of Medical Education</p>

Sponsor	Program	Program Description & Website	Audience	Contact Information
		<p>methods, improving instructional materials for teaching and documenting the faculty's teaching effectiveness.</p> <p><a href="http://www.bumc.bu.edu/fd">www.bumc.bu.edu/fd</a></p>		<p>715 Albany Street. B2809 Boston, MA 02118 617- 414-7440 Fax: 617-638-5326 <a href="mailto:gmarch@bu.edu">gmarch@bu.edu</a></p>
<p><b>Florida State University College of Medicine</b></p>	<p>Program of Faculty Development for Community Preceptors and Community Clerkship Faculty</p>	<p>This program is comprised initially of 6 hours of required training in basic teaching skills and participants must complete this before taking a student. Thereafter, preceptors and clerkship faculty must complete 4 hours of faculty development per year to maintain their 'clinical faculty' status. Two of those 4 hours must be acquired in the form of a 2-hour workshop and the additional 2 hours can be taken in the form of independent study via modules on CD or on web modules located on the faculty development web page.</p> <p><a href="http://www.med.fsu.edu/education/FacultyDevelopment/">http://www.med.fsu.edu/education/FacultyDevelopment/</a></p>	<p>Community preceptors who teach year 1 and 2 students and community clerkship faculty who teach year 3 and 4 students.</p>	<p>Dennis Baker, Ph.D., Assistant Dean for Faculty Development Florida State University College of Medicine Office of Medical Education 1115 West Call Street Tallahassee, Florida 32306-4300 850-644-2564 Fax: 850-645-2919 <a href="mailto:dennis.baker@med.fsu.edu">dennis.baker@med.fsu.edu</a></p>
<p><b>Florida State University College of Medicine</b></p>	<p>Program of Faculty Development for On-Campus Faculty</p>	<p>This program is comprised of workshops on a variety of educational skills including instructional design, making interactive presentations, small group teaching, evaluation skills, and medical informatics. In addition to workshops, individual consultations are provided in the form of observations and feedback. This program is augmented by a faculty development web page that contains numerous resources arranged in the categories of planning, teaching, and evaluation.</p> <p><a href="http://www.med.fsu.edu/education/FacultyDevelopment/">http://www.med.fsu.edu/education/FacultyDevelopment/</a></p>	<p>Clinical faculty, biomedical faculty, and humanities faculty.</p>	<p>Dennis Baker, Ph.D., Assistant Dean for Faculty Development Florida State University College of Medicine Office of Medical Education 1115 West Call Street Tallahassee, Florida 32306-4300 850-644-2564 Fax: 850-645-2919 <a href="mailto:dennis.baker@med.fsu.edu">dennis.baker@med.fsu.edu</a></p>
<p><b>Jefferson Medical College</b></p>	<p>Jefferson Medical College Annual Program for Faculty Development</p>	<p>Comprehensive program for faculty development including instruction in instructional technology, information management, basic grant writing and management, teaching skills, and career management. Also available are web-based faculty development modules to enhance teaching skills.</p> <p><a href="http://www.jefferson.edu/jmc/faculty/fac_dev">www.jefferson.edu/jmc/faculty/fac_dev</a></p>	<p>Full-time and volunteer medical school faculty</p>	<p>Karen D. Novielli, M.D. Associate Dean for Faculty Affairs and Faculty Dev. Jefferson Medical College 1025 Walnut St., Suite 104 Philadelphia, PA 19107 215-955-2362 <a href="mailto:Karen.Novielli@jefferson.edu">Karen.Novielli@jefferson.edu</a></p>

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<b>Johns Hopkins University School of Medicine</b>	Faculty Development Program for Clinician Educators	<p>The JHU School of Medicine and Johns Hopkins Bayview Medical Center jointly offer longitudinal programs in teaching skills and curriculum development.</p> <p>For the Teaching Skills program, course topics include adult learning concepts, critical reflection and skills of dialogue, relationship-centered communication with patients and learners, providing and eliciting effective feedback, small-group leadership, \ presentations, and educational portfolios.</p> <p>For the Curriculum Development program, participants work in groups to develop curricula according to a six-step process of curriculum. Large-group didactic and experiential learning is complemented by work in progress sessions wherein each group presents their work and receives feedback from other groups.</p> <p><a href="http://www.hopkinsbayview.org/fdp">http://www.hopkinsbayview.org/fdp</a></p>	All faculty who wish to improve their skills as educators.	<p>Karan Cole, Sc.D. Johns Hopkins Bayview Med Cntr 4940 Eastern Avenue Baltimore, MD 21224 410-550-0524 Fax: 410-550-3403 <a href="mailto:kcole@jhmi.edu">kcole@jhmi.edu</a></p> <p>L. Randy Barker, M.D. Johns Hopkins Bayview Med Cntr 4940 Eastern Avenue Baltimore, MD 21224 410-550-1785 Fax: 410-550-3403 <a href="mailto:lbarker@jhmi.edu">lbarker@jhmi.edu</a></p> <p>David Kern, M.D., M.P.H. Johns Hopkins Bayview Med Cntr 4940 Eastern Avenue Baltimore, MD 21224 410-550-1829 Fax: 410-550-3403 <a href="mailto:dkern@jhmi.edu">dkern@jhmi.edu</a></p>
<b>Northeastern Ohio Universities College of Medicine</b>	Teaching Talks	<p>Ongoing series of one-hour presentations on basic teaching skills. Audio, powerpoint slides and related handouts are captured on streaming video. Topics to date include:</p> <ul style="list-style-type: none"> <li>• Effective Presentation Skills</li> <li>• Writing Objectives</li> <li>• Making the Most Out of WebCT</li> <li>• Giving Effective Feedback</li> <li>• Evaluation: Making It Work.</li> </ul> <p><a href="http://www.neoucom.edu/audience/faculty/ProfDev/development/NoonTeachingTalks.html">http://www.neoucom.edu/audience/faculty/ProfDev/development/NoonTeachingTalks.html</a></p>	Clinical and basic medical science faculty and education professionals	<p>Ellen Whiting, M.Ed. Director of Faculty Dev. NEOUCOM 4209 State Route 44 PO Box 95 Rootstown OH 44272-0095 330-325-6775 Fax: 330-325-5903 <a href="mailto:ewhiting@neoucom.edu">ewhiting@neoucom.edu</a></p>
<b>University of Michigan</b>	Medical Education Scholars Program (MESP)	<p>MESP is designed to enable Medical School faculty (both clinical and basic science) to pursue scholarship in medical education, to take on greater educational leadership, and to become more effective teachers. The program goals are accomplished through a formal curriculum in educational theory, application and research; individualized guidance from faculty members with expertise and training in medical education; and collaboration with scholarly experts and peers on specific educational issues and</p>	University of Michigan health sciences faculty. Residents and staff are also eligible.	<p>Larry D. Gruppen, PhD Dept. of Medical Education G1113 Towsley Center University of Michigan Medical School Ann Arbor, MI 48109-0201 734-936-1644 Fax: 734-936-1641 <a href="mailto:lgruppen@umich.edu">lgruppen@umich.edu</a></p>

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		problems. <a href="http://www.med.umich.edu/meded/MESP/">http://www.med.umich.edu/meded/MESP/</a>		<a href="http://www.med.umich.edu/meded/faculty/lgruppen">www.med.umich.edu/meded/faculty/lgruppen</a>
<b>University of Texas Health Science Center at San Antonio</b>	UTHSCSA Teaching Excellence Course (UTEC)	The course goal is to help enhance health professions educators develop and practice key teaching skills that will enhance the quality of their interactions with students and make teaching more enjoyable and rewarding. The course provides a forum in which faculty can share and compare teaching experiences and exchange success stories as well as lessons learned.  <a href="http://www.uthscsa.edu/ais/erd/utec.html">http://www.uthscsa.edu/ais/erd/utec.html</a>	New faculty at UTHSCSA	David Henzi Educational Dev. Specialist Division of Educational Research and Development 7703 Floyd Curl Drive Mail Code 7895 San Antonio, TX 78229-3900 210-567-2290 <a href="mailto:henzi@uthscsa.edu">henzi@uthscsa.edu</a>
<b>University of Toronto</b>	Education Scholars Program	The Education Scholars Program is a faculty development program that runs for 1/2 day per week for 2 academic years. It is designed to help: <ul style="list-style-type: none"> <li>• Develop your abilities in Teaching, Scholarship, Leadership and Faculty Development in Education</li> <li>• Enhance your ability to achieve education leadership positions</li> <li>• Develop products that will help you get promoted as an educator</li> <li>• Become part of a greater community of scholars in education beyond your department</li> </ul> <a href="http://www.cfd.med.utoronto.ca/esp.htm">http://www.cfd.med.utoronto.ca/esp.htm</a>	Educators for the health professions	Susan J. Lief M.D MEd FRCP Course Director 416-864-6060 x6977 (T) 416-785-2500 x2452 (M, W, R) Fax: 416-864-5322 <a href="mailto:s.lieff@utoronto.ca">s.lieff@utoronto.ca</a>  Eileen Egan-Lee MEd Course Coordinator 416-864-6060 x3409 <a href="mailto:EganEl@smh.toronto.on.ca">EganEl@smh.toronto.on.ca</a>
<b>University of Toronto</b>	Stepping Stones	Instructional Development program aimed at teaching and education skills, and inter-professional networking.  <a href="http://www.cfd.med.utoronto.ca">www.cfd.med.utoronto.ca</a>	Faculty within the Faculties of Medicine and Health Sciences at the University of Toronto	Karen Leslie/Amy Dionne Centre for Faculty Development 2 Queen Street East Suite 908, P.O. Box 15 Toronto, Canada M5C 3G7 416-864-5961 <a href="mailto:lesliek@smh.toronto.ca">lesliek@smh.toronto.ca</a>
<b>University of Washington</b>	University of Washington Teaching Scholars Program	The mission of the Teaching Scholars Program is to promote academic excellence through the development of a vibrant community of leaders in education who can innovate, enliven, and enrich the environment for teaching and learning at the University of Washington. To this end, the program provides opportunities for participants to experiment	Professional Schools and foreign scholars who are studying at the UW are eligible to apply to the program.  We annually recruit an inter-professional group of scholars from the schools of medicine, dentistry,	Lynne Robins, PhD Director, Teaching Scholars Program Department of Medical Education and Biomedical Informatics, H-205, Box 357240

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		<p>with new teaching methods and formats, explore writings pertinent to education, leadership, and personal growth, and reflect on professional goals and aspirations in an intellectually challenging yet safe learning environment.</p> <p><a href="http://www.dme.washington.edu/scholars.html">http://www.dme.washington.edu/scholars.html</a></p>	nursing, social work, and pharmacy.	<p>Seattle, WA 98195-7240 206-616-9874 Fax: 206-543-3461 <a href="mailto:lynnner@u.washington.edu">lynnner@u.washington.edu</a></p>
<p><b>University of Wisconsin School of Medicine and Public Health</b></p>	<p>Medical Education Development And Leadership (MEDAL) Programs</p>	<p>MEDAL programs are year-long faculty development programs designed for UW faculty. Faculty may participate in two (year long) faculty development programs offered this year for one-half day per month. The programs are: 'Art and Science of Teaching' and 'Teaching, Documenting and Assessing Competencies.'</p> <p><a href="http://www.med.wisc.edu/education/medal/index.php">http://www.med.wisc.edu/education/medal/index.php</a></p>	University of Wisconsin faculty	<p>Craig Gjerde, Ph.D. 4231 HSLC; Academic Affairs 750 Highland Ave Madison WI 53705-2221 608-265-6125 Fax: 6080262-2327 <a href="mailto:clgjerde@wisc.edu">clgjerde@wisc.edu</a></p>
<p><b>West Virginia University</b></p>	<p>Teaching Scholars Program</p>	<p>This online program focuses on developing educational theories as well as promoting educational skills, critical thinking, and innovative approaches among WVU Health Sciences faculty. Modules that cover the following topics: Philosophy of Education. Learning Styles &amp; Strategies, Information Technology, Scholarship In Education, Leadership In Education, and Assessment. Scholars review the online material and come prepared weekly from September to May for a one-hour discussion to review a topic. The second year of this two-year program allows Scholars to work independently on interdisciplinary research projects.</p> <p><a href="http://www.hsc.wvu.edu/admin/facultydev/">www.hsc.wvu.edu/admin/facultydev/</a></p>	<p>Scholars may be tenured or non-tenured and at the same rank or above as Assistant Professor. Exceptions will be made for part-time faculty and instructors, as space permits.</p> <p>The two-year longitudinal program is open to WVU faculty.</p>	<p>Gwendolyn Marshall Program Mgr, Faculty Dev. West Virginia University Health Sciences Center PO Box 9170 Morgantown, WV 26506-9170 304 293 5266 <a href="mailto:gmarshall@hsc.wvu.edu">gmarshall@hsc.wvu.edu</a></p>
<p><b>West Virginia University</b></p>	<p>Teaching Scholars Summer Institute</p>	<p>Topics for all the sessions include: Learning Styles as a Predictor of Performance, Learning Centered Teaching, Rubrics: Valuable, Educational Tools for the Teacher &amp; Learner, Concept Mapping, The World's Worst Lecture, Constructive Feedback, Improving Skills of a Facilitator, Grant writing, Ethics In Research, Leadership Challenges And Approaches.</p> <p><a href="http://www.hsc.wvu.edu/admin/facultydev">www.hsc.wvu.edu/admin/facultydev</a></p>	<p>Health educators from schools of Medicine, Nursing, Dentistry and Pharmacy are welcome to attend. The concepts discussed in this week long conference are applicable to all educators regardless of the discipline.</p> <p>Our 2006 session will be held from June 5 to June 9, 2006 at the Health Science Center.</p>	<p>Gwendolyn Marshall Program Mgr, Faculty Dev. West Virginia University Health Sciences Center PO Box 9170 Morgantown, WV 26506-9170 304 293 5266 <a href="mailto:gmarshall@hsc.wvu.edu">gmarshall@hsc.wvu.edu</a></p>