

# Faculty Development Program

Gerard A. Silvestri MD, MS

George Sr. & Margaret Hillenbrand Endowed  
Professor Vice Chair of Medicine for Faculty  
Development

Division of Pulmonary and Critical Care Medicine  
Medical University of South Carolina

# Vision

- To systematically improve mentoring across the department
- To provide focused resources to faculty by track
- Revamp DOM faculty development website
- To identify a smaller group of junior faculty investigators with high potential for research funding for intensive group mentoring
- Develop seed grant funding for junior faculty
- Simplify reporting of mentor/mentee progress

# Administrative Structure

Department of Medicine Faculty Development  
Program

Don Rockey Chair

Gerard Silvestri - Vice Chair for faculty Development

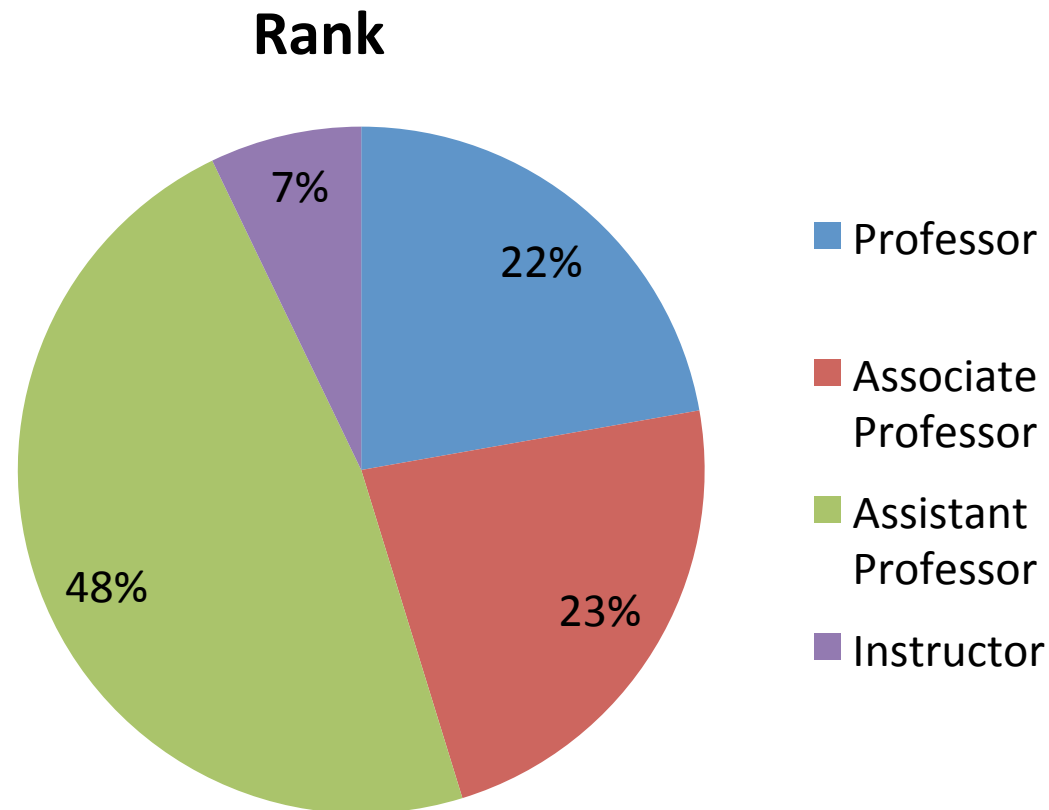
Jeff Wong – Division of Internal Medicine

Joe Gough - Faculty Mentoring Program Manager

Julie Driggers - Administrative Assistant

Kate Taylor - IDP development

# Department of Medicine (n=126)



# Medicine (n=126)

## Professors (n=28)

	Aware of Department's Mentoring Program	Are you participating as a mentor?	How many mentees are you mentoring?
Yes	n=27 (96%)	n=22 (79%)	Range = 1-9 Average = 2.8182
No	n=1 (4 %)	n=6 (21%)	
No Response	0	0	

# Medicine (n=126)

## Associate Professors, Assistant Professors, & Instructors (n=98)

Track	n
Tenure	34
Modified	24
Uncertain	39
No Response	1

Tenure	n
Academic Clinician	6
Clinician Educator	18
Academic Investigator	9
Academic Investigator/Educator	1
Uncertain	0

Modified	n
Research	7
Clinical	17

# Medicine (n=126)

## Associate Professors, Assistant Professors, & Instructors (n=98)

	Awareness of Dept. Plan	Do you have a formal mentor?	How often have you met in last year?	Satisfaction
Yes	94 (96%)	91 (93%)	0 times 6 (6%)	73 (75%)
			1 time 19 (19%)	
			2 times 24 (25%)	
No	4 (4%)	7 (7%)	3-6 20 (20%)	17 (17%)
			6-12 6 (6%)	
			12+ 15 (15%)	
No Response	0	0	8 (8%)	8 (8%)

# Focused Responses from Mentors

## Mentors responded:

- 30% of mentees don't understand promotion requirements
- 41% stated that program had no impact on goals
- 41% stated that the reporting format was not useful



# Focused Responses from Mentees

## Mentee's

- 25% mentor DID NOT have CV reviewed
- 44% DID NOT impact goal attainment AND format not useful
- 35% mentoring NOT important
- 37% prefer to opt- out

# Personal Comments

It's too regimented/stiff and impersonal. It comes across like another on-line training requirement that just needs to be completed. I don't feel as if it helped promote communication with a mentor, helped identify needs not being met (by a current mentor) or to identify a potential (or additional) mentor who could assist with unmet needs.

The strength of this mentoring program is that it helps me redefine my goals constantly. The close connection with my mentor is also a great advantage at the scientific level and in general for my career development.

# FACULTY DEVELOPMENT PROGRAM

- Vice Chair position established Position defined
- Operations team assembled
- Mentoring Champions – dissolved
- Chair Procured – Hillenbrand Chair
- Mentoring reporting – content evaluated and simplified, Redcap database constructed
- Website redesign
- Focus group – met and discussed needs

# FACULTY DEVELOPMENT PROGRAM

- Presentation to Division directors
- Review of each member of Dept. of Medicine faculty to assess opt outs
  - All faculty will have option of staying in and all will have option of access to faculty development office hours.
- Assemble young investigators group
  - 1-3 faculty members with high potential for funding
  - Assemble mentoring committee
  - Curriculum development
  - Seed funding – philanthropy
- Presentation to faculty at divisional meetings
- Best practices/Observations of programs

# Website

- <http://clinicaldepartments.musc.edu/medicine/FacultyMentor/index.htm>