

**MUSC College of Medicine  
AnMed Faculty Orientation  
August 30, 2021**

# Welcome!

Dean Stoney Abercrombie, MD

Dean Peter Carek, MD

MUSC-AnMed Health Clinical Campus

# MUSC College of Medicine

## Faculty Affairs and Faculty Development

### Associate Deans

#### **Team:**

Marc Chimowitz, Gary Gilkeson, Paul McDermott, and Jennifer Nall

#### **Mission:**

To assist faculty at all levels with successful career development in the areas of education, clinical care, research and administration.

<https://medicine.musc.edu/faculty-affairs>

# College of Medicine

Missions: Education, Research, Patient Care

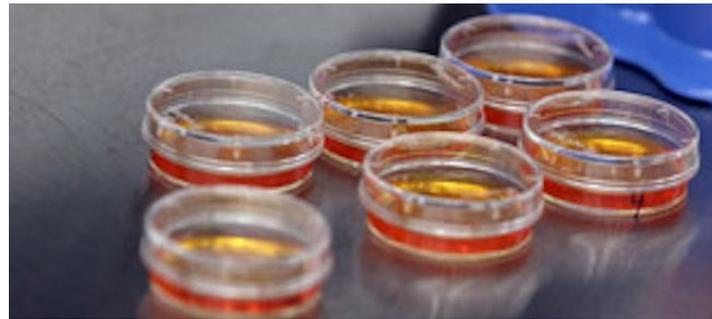
~ 1350 employed faculty

~ 1300 staff

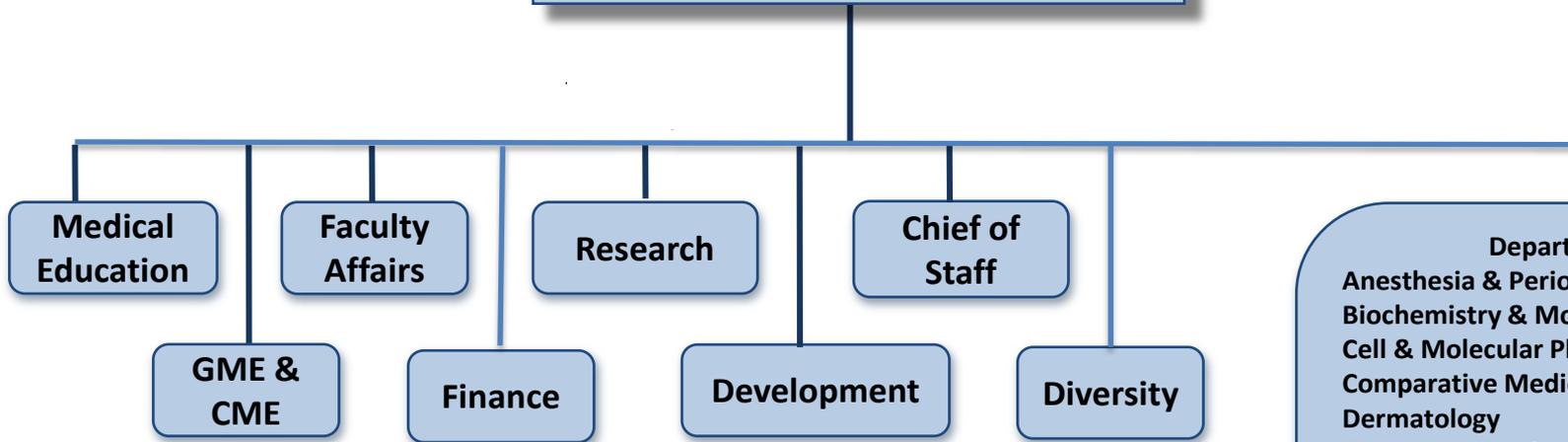
~ 780 trainees

~ 700 medical students

~ \$248 million in extra-mural awards for FY20



# Dean, College of Medicine



## Departments:

Anesthesia & Perioperative Medicine  
Biochemistry & Molecular Biology  
Cell & Molecular Pharmacology  
Comparative Medicine  
Dermatology  
Emergency Medicine  
Family Medicine  
Medicine  
Microbiology & Immunology  
Neurology  
Neurosciences  
Neurosurgery  
Obstetrics & Gynecology  
Ophthalmology  
Orthopaedics & Physical Medicine  
Otolaryngology  
Pathology & Lab Medicine  
Pediatrics  
Psychiatry  
Public Health Sciences  
Radiation Oncology  
Radiology  
Regenerative Medicine  
Surgery  
Urology

Changing What's Possible

# Faculty Affairs Roundtables and Other Offerings

- Roundtables offered throughout the year on a variety of topics including wellness and resilience, education, telehealth, promotions
- Offered virtually, generally, from 12 -1 pm Thursdays
- Recently added lightning webinars

# Educator Resources

- Available on website  
<https://medicine.musc.edu/faculty-affairs/educator-resources>
- Academy of Medical Educators( AME),  
APPLE Tree, ARROW
- COM Educator Policies
- Teaching Physician access

# Affiliate Faculty Promotion

Gary S. Gilkeson, MD

# AFFILIATE FACULTY

- Professional community whose members have contributed, in one form or another, to the several functions of the College.
- Recognizes community members who support the programs and missions of the College of Medicine.
- Implicit in the designation is the recognition that contributions relate to those educational activities immediately relevant to the patient, often in a private practice setting.
- Mechanisms to include: volunteering time from private practice to participate in teaching at either the undergraduate or graduate medical levels, participating in College of Medicine conferences in their area of interest, or regularly consulting regarding patient care issues.

# Affiliate Faculty Criteria

- Must provide a valuable service to the MUSC mission;
- Must be appropriately qualified for the service they provide;
- The individual's qualifications and contributions are vetted
- **The individual must receive no compensation from the College of Medicine (COM) or unit that issues the Affiliate faculty appointment.**

# Affiliate Instructor

- Doctoral degree in one of the health sciences or basic sciences.
- Board eligible or certification in one of the medical specialties or equivalent postdoctoral training.
- Demonstrate excellence in either teaching, research or clinical practice.
- The ability to work cooperatively and collegially within a diverse environment

# Affiliate Assistant Professor

- Continues to meet all the criteria for Affiliate Instructor.
- Demonstrate continued excellence in either teaching, research or clinical practice.
- A minimum of three (3) years of professional postgraduate experience.
- The ability to work cooperatively and collegially within a diverse environment.
- Or, must have achieved this rank as a MUSC employed faculty member in the College of Medicine.

# Affiliate Associate Professor

- Continues to meet all the criteria for Affiliate Instructor
- Demonstrate continued excellence in either teaching, research or clinical practice.
- A minimum of eight (8) years of professional postgraduate experience.
- The ability to work cooperatively and collegially within a diverse environment.
- Or, must have achieved this rank as a MUSC employed faculty member in the College of Medicine.

# Affiliate Professor

- Continues to meet all the criteria for Affiliate Instructor.
- Demonstrate continued excellence in either teaching, research or clinical practice.
- A minimum of fourteen (14) years of professional postgraduate experience.
- The ability to work cooperatively and collegially within a diverse environment.
- Or, must have achieved this rank as a MUSC employed faculty member in the College of Medicine.

# Mechanisms for Promotion

- Should the Affiliate faculty member become an employed faculty member in the College of Medicine the appointment may be re-evaluated based on the appropriate rank and track requested by the department.
- Appointment recommendations for Affiliate Instructors and Affiliate Assistant Professors are reviewed and approved by the Chair of the College APT Committee. Appointment recommendations for Affiliate Associate Professors and Affiliate Professors are reviewed by the Chair of the College APT Committee and forwarded to members of the APT Committee for review.

# Procedure for promotion

- A completed Promotion Packet. The Chair of the Department submits.
- Proposal letter from the Department Chair. The Chair of the Department in which the candidate is seeking promotion is responsible for preparing a proposal letter.
- Letter of support written for the Affiliate faculty member by a College of Medicine
- Faculty member at the academic rank of equivalent stature
- An abbreviated one-page curriculum vitae, preferably printed from FAIR
- An up-to-date curriculum vitae for the candidate utilizing the College of Medicine standard format
- Candidate's personal statement.

# Mentoring and Resources



Marc I. Chimowitz, MBChB, and Paul McDermott, PhD  
Associate Deans of Faculty Development, COM

## Mentoring Programs



Associate Deans of Faculty  
Development and Mentor  
Leadership Council



Department Mentoring  
Plans



K to R Club



SOCRATES



ARROW and ARROWS



Mentor Training

# Departmental Mentoring Plans

- Each COM department has one:

[http://academicdepartments.musc.edu/com/faculty/dept\\_mentoring.htm](http://academicdepartments.musc.edu/com/faculty/dept_mentoring.htm)

## Tools for Mentors & Mentees Series

Topic	Speakers
NIH Reporter	Joann Sullivan
Using Palmetto Profiles to Find Collaborators and Mentors and Using EPIC for Research	Jihad Obeid
How to Use an Individual Development Plan to Enhance Career Development	Gerard Silvestri
Mentoring Tips from Dr. Dennis Watson, 2015 Peggy Schachte Research Mentor Awardee	Denis Watson
Budget Tips for Preparing NIH grants (pre-award, administrator perspective)	Debra Siler
Scholarship in Clinical Education Track	Eric Rovner
Practical Application Workshop: Professional Networking ?	Elaine Krug

\*\* Previous topics and recordings can be found on the SCTR website under "Education & Training".

# SCTR Annual Mentor Training Symposium

- Began in 2010
- Half day – Open to all faculty
- Keynote Address
- Different focus each year:
  - 2020: Mentoring in the Age of Digital Technology
  - 2019: Improving Scholarly Writing Skills
  - 2018: Coaching as a Supplement to Mentoring
  - 2017: Professional Communication Skills
  - 2016: Negotiation Skills for Mentors and Mentees

Oct. 29, 2021: Mentoring to Support Better Grant Applications

# Academy of Medical Educators

## MUSC COLLEGE OF MEDICINE ACADEMY OF MEDICAL EDUCATORS



MUSC COM WEBSITE: <https://medicine.musc.edu>

AME link is under Faculty Affairs menu

# Academy of Medical Educators

- The Academy of Medical Educators (AME) was established by the College of Medicine in June, 2012.
- AME is a voluntary member organization that supports a community of educators committed to advancing medical education.
- The purpose of the AME is to serve as a venue for facilitating collaboration, excellence and scholarship in teaching and education.

# AME Faculty Development Activities

- Seminars
- Roundtables
- Workshops
- Development of Teaching Portfolio

# It's Easy to Join

Detailed information is posted on the AME Website:

<https://medicine.musc.edu/faculty-affairs/academy-of-medical-educators>

- Recent and Upcoming Events (we take requests!)
- Links to Recordings and PPTs
- Current Members
- Materials for Education Portfolio

# Membership Categories

<b>Membership Category</b>	<b>Eligibility</b>	<b>Educational Domains</b>
<b>Distinguished Teacher</b>	COM Faculty COM Emeritus	Record of achievement in multiple domains
<b>Master Teacher</b>	COM Faculty	Record of achievement in 1 or more domains
<b>Developing Teacher</b>	Junior COM Faculty, Residents and Fellows	Not required
<b>Education Specialist</b>	COM Faculty, Administrators and Staff	Not required

## Educational Domains:

- Teaching Activity
- Curriculum and/or Assessment Development
- Advising and Mentoring
- Educational Leadership and Administration
- Educational Research and Scholarship

# Continuing Medical Education

- The MUSC Office of Continuing Medical Education (CME) is committed to supporting the lifelong learning process of physicians
- Website: <https://medicine.musc.edu/education/cme>
- Website has link to join the CME mailing list and receive updates
- Offerings include online grand rounds, enduring materials, live conferences, etc