

**MUSC College of Medicine
AnMed Faculty Orientation
November 13, 2020**

Welcome!

Stoney Abercrombie, MD

MUSC-AnMed Health Clinical Campus Dean

Raymond DuBois, MD, PhD

Dean, MUSC College of Medicine

Director, Hollings Cancer Center

College of Medicine

Missions: Education, Research, Patient Care

~ 1350 employed faculty

~ 1300 staff

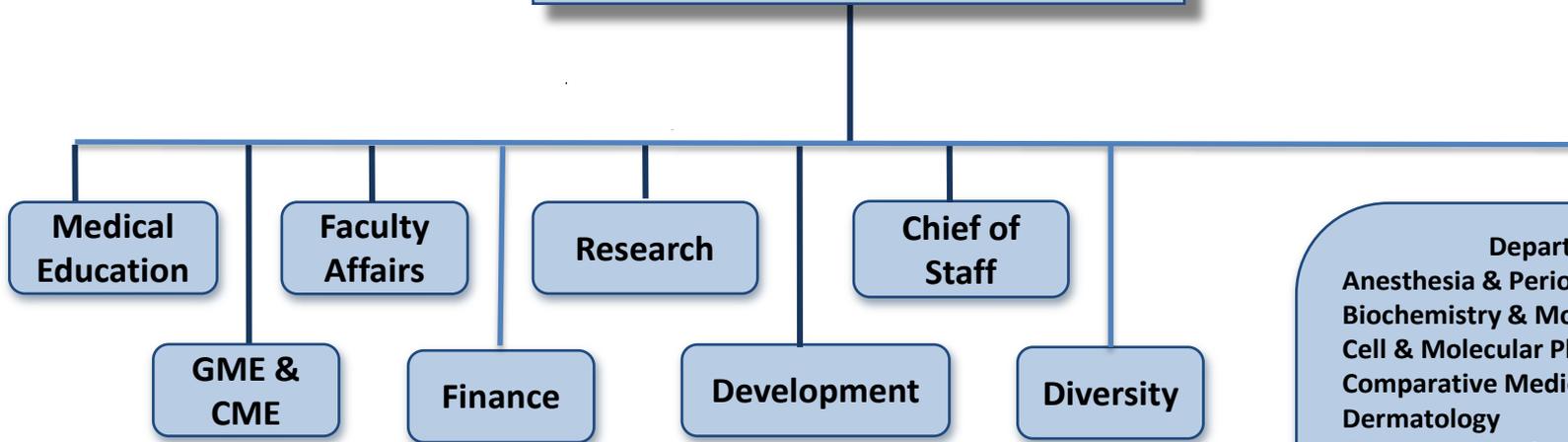
~ 780 trainees

~ 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

Clinical Department Chairs

- Anesthesia – Dr. Scott Reeves
- Dermatology – Dr. Dirk Elston
- Emergency Medicine – Dr. Terry Kowalenko
- Family Medicine – Dr. Terry Steyer
- Medicine – Dr. Ben Clyburn
- Neurology – Dr. Jonathan Edwards
- Neurosurgery – Dr. Sunil Patel
- Ob/Gyn – Dr. Donna Johnson
- Ophthalmology – Dr. Andrew Eiseman

Clinical Department Chairs

- Orthopaedics – Dr. Lee Leddy
- Otolaryngology – Dr. Paul Lambert
- Pathology – Dr. Steve Carroll
- Pediatrics – Dr. Andrew Atz
- Psychiatry – Dr. Tom Uhde
- Radiation Oncology – Dr. David Marshall
- Radiology – Dr. Phil Costello
- Surgery – Dr. Prabhakar Baliga
- Urology – Dr. Tom Keane

MUSC College of Medicine

Faculty Affairs and Faculty Development

Team:

Leonie Gordon, Marc Chimowitz, Gary Gilkeson,
Paul McDermott, Jennifer Nall, Mary McConnell,
Denise Helton

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>

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

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

Friday, Nov 20: 12pm-2pm EST

<https://redcap.musc.edu/surveys/?s=3RJRRJX3X7>

- 2019: Improving Scholarly Writing Skills
- 2018: Coaching as a Supplement to Mentoring
- 2017: Professional Communication Skills
- 2016: Negotiation Skills for Mentors and Mentees

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.

Membership Categories

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

Benefits of AME

- Faculty Development in Education: Seminars, Roundtables, Workshops
- Development of Teaching Portfolio
- Peer Observation of Teaching Program

Recent and Upcoming Virtual AME Events

["Using the Clinical Performance Evaluation \(CPE\) as a formative and summative assessment tool" \(PDF\)](#)

Angela Dempsey, MD, MPH
Professor of Obstetrics and Gynecology
Associate Dean for Curriculum, Clinical Sciences
Director, Ryan Residency Training Program
Department of Obstetrics and Gynecology
MUSC College of Medicine

Thursday, December 3 at 5 pm

"Best Practices in giving and receiving feedback"

Marc Heincelman, MD, MPH
Assistant Professor of Medicine
Interim Director, Division of Hospital Medicine
Vice Chair for Quality Improvement, Department of Medicine
Clerkship Director, Department of Medicine
MUSC College of Medicine

Questions?

Detailed information is posted on the AME Website:

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

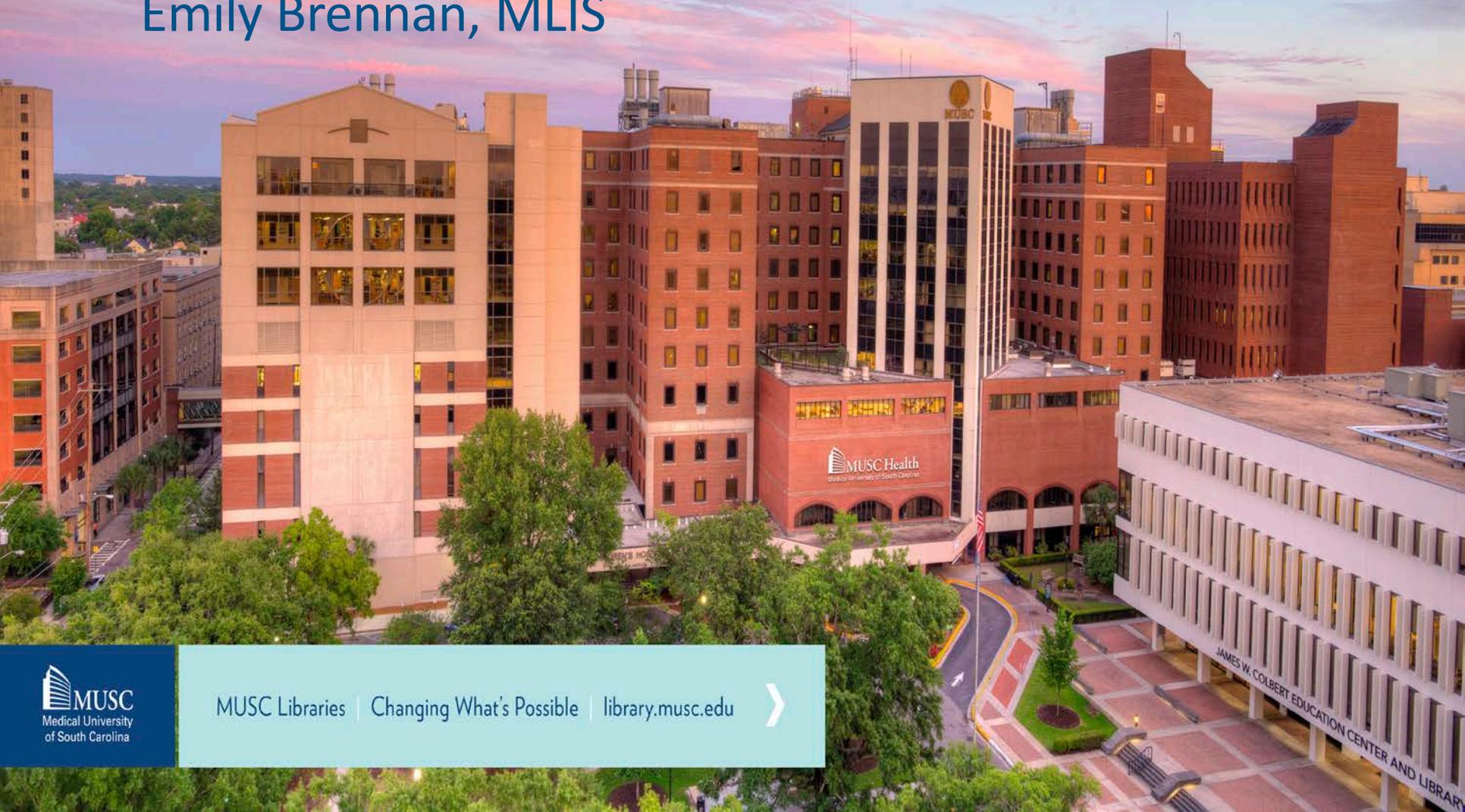
- Recent and Upcoming Events (we take requests!)
- Current Members
- How to Join
- Portfolio Materials

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

MUSC Library: Overview of Resources and Services

Emily Brennan, MLIS



MUSC Libraries | Changing What's Possible | library.musc.edu



The Library is open for Students Only with Card access. Students must adhere to all MUSC COVID guidelines while on campus, including the Library. The Library is closed to all other MUSC employees and the public at this time. Access to online resources remains available.

Until further notice, InterLibrary Loan of physical material is suspended.

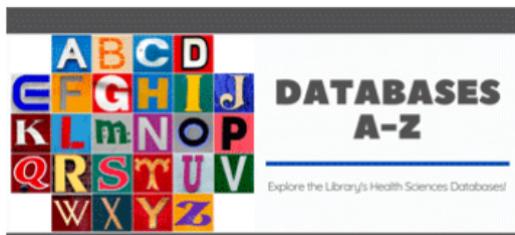
[MUSC's Coronavirus \(COVID-19\) Campus Response](#)

[Coronavirus \(COVID-19\) Resources Guide](#)



Library Services during COVID-19

Resources



Document Requests



Workshops and Events

Basic Searching In New PubMed	Tuesday, November 10 12:00 PM
ORCID ID: Compiling Publications & Professional Work	Thursday, November 12 12:00 PM
EndNote: Setting Up	Monday, November 16

Questions??