

FACULTY COMMONS

A Newsletter for Faculty at Upstate Medical University

From the Senior Associate Dean

The new Faculty Commons is here! We trimmed the content and now utilize interactive hyperlinks. Our office welcomes your feedback!

In addition to updating the Faculty Commons, we have several new initiatives planned for this year and described in the linked buttons below. Browse our new [Faculty Handbook](#) for important resources. Please click on the buttons to the right for updated faculty news and see inside for more tips and important dates.

We welcome Ms. JoAnne Race, and Dr. Steven Taffet to our team and look forward to an exciting year!



UPSTATE
MEDICAL UNIVERSITY
OFFICE OF FACULTY AFFAIRS
& FACULTY DEVELOPMENT



Events & Photos



Grants & Publications



New Faculty
& Promotions



Honors & Awards



Celebration of the Faculty



Faculty Educator
Development



Faculty Information
System



Upward @ Upstate
P&T Updates



Office News



Faculty Educator Development

The charge of the Faculty Educator Development Committee is to “create a culture of quality education, wherein good teaching is valued and rewarded and Upstate Medical University faculty are motivated to enjoy their participation in teaching and to improve their teaching skills.”

The committee’s goals are as follows:

- To identify faculty needs and to provide the resources and support required for excellent teaching at state of the art levels.
- To promote educational activities among the faculty, aimed at improving teaching skills
- To develop and implement activities that provide a form for the faculty to interact, collaborate, and share teaching expertise.

“Education is the most valuable weapon which you can use to change the world.” Nelson Mandela

Academy of Upstate Educators

The mission of the Academy of Upstate Educators is to promote innovation and excellence in education at Upstate. Membership provides recognition to skilled and exemplary educators. The first class of the Academy of Upstate Educators was inducted in September 2012.

Academy educators from across the four colleges commit to academy activities that enhance the educational environment at upstate. Examples include: serving as peer reviewers of teaching for faculty colleagues; Building Excellence as Teachers (BEST) workshops, consulting to faculty colleagues on issues related to assessment, consulting on curriculum design and course development; serving as consultants to administrative leaders concerning education-related issues as requested. See the AUE website. Click [here](#) for more information.



Lauren Germain, PhD
Newest AUE Member

Faculty Educator Development Opportunities:

To identify faculty needs and to provide the resources and support required for excellent teaching at state of the art levels.



Building Excellent Skills in Teaching, BEST Workshop May 2018

- **Faculty Educator Development Seminars:** Committee Chair, Joe Stein, PhD
- **Medical Education Journal Club:** Facilitated by Dr. Thomas Poole, PhD, Assistant Dean for Foundational Sciences. Every 1st Tuesday of the month at noon, September - May.
- **Annual Faculty Scholars' Workshop Dinner:** June
- **Building Excellence as Teachers (BEST) Workshops:** Led by Academy of Upstate Educators, Spring and Fall.

BEST Workshops include two, 2-hour sessions.

Next **BEST** Sessions:

October 15, 2018 4-6pm: Presentation Skills and Feedback

October 17, 2018 4-6pm: Learning Environment and Active learning

For more information on resources, visit our [website](#).

Mentors Needed!

Are you interested in helping to support junior and new faculty as they transition to their life and career at Upstate? We would like to hear from you as we develop new workshops to assist new faculty in orienting to Upstate.

Please contact JoAnne Race with your interest in helping and suggestions for these workshops: Racej@upstate.edu.



Faculty Educator Development for 2018-19

September 25, 2018
Micro-credentialling

October 23, 2018
Teaching How to Write Case Report

December 11, 2018
Team Science: How to Teach Teamwork

January 22, 2019
Teaching Methods for Quality Improvement

February 26, 2019
Small Teaching: Examples from Upstate

March 26, 2019
Teaching Social Determinants of Health

April 23, 2019
Conflict Resolution

May 28, 2019
How to Use Technology for Teaching



Faculty Information System

Efforts are underway, led by the office of faculty affairs, to evaluate and secure a university-wide electronic system for managing faculty portfolios. The system will provide a single reference point for faculty appointments, teaching, clinical activities, scholarship, degrees, awards, and committee assignments. The system will support annual reviews and promotion and tenure workflows. Several existing university databases will be sourced for data, and the system will include the ability to generate reports for accreditation requirements, marketing, and robust decision support.

Faculty activities will be systemized for curricula vitae, biosketches and portfolios. A faculty information system will facilitate goal tracking, identify potential collaborators, and update public faculty web profiles.

A group of institutional stakeholders is reviewing internal needs and will ultimately choose a vendor. If you are interested in participating in review and selection, please contact JoAnne Race, racej@upstate or 464-1685.

“I have never let my schooling interfere with my education.” Mark Twain

Announcements, Opportunities, and Resources

New resource to improve inclusiveness and reduce bias in presentations

The College of Medicine is piloting a new tool to assist faculty in reviewing their teaching materials for inclusiveness and bias. The tool, developed by Dr. Amy Caruso Brown, is a self-assessment checklist regarding potential bias and is open to all Upstate faculty. Follow this REDCap™ hosted link: <https://tinyurl.com/BiasChecklist> and complete based on your perceptions of the materials (lecture, standardized patient encounter, case study, etc.). The checklist takes as little as one minute to complete or as long as 10-15 minutes, depending on your concerns. For some responses, an optional comments box will pop up. The checklist includes a "final comments" box for feedback on the checklist itself. You will not be asked your name and are not required to give the title of your presentation.

If you would like a paper checklist or wish to discuss your responses and possible modifications to your teaching materials, please email Amy Caruso Brown at brownamy@upstate.edu. For further information on bias and bias training, we are happy to share more materials at your request.

The survey link is general and anonymous.

Please identify your role: faculty-creator if you are reviewing your own materials; faculty-reviewer if you are reviewing a colleague's.

Data collection regarding checklist use is anticipated.



Upward @ Upstate: COM Promotions

A new process and policy was recently introduced by the College of Medicine Faculty Appointments and Promotions Committee (COMFAPC) for conducting “rapid reviews” for appointments of senior faculty who are at another academic institution and who intend to make a lateral move (at the same rank). The intent is to appoint faculty to the desired title more efficiently and quickly than as occurs with regularly scheduled COMFAPC meetings. Regularly scheduled meetings of the full COMFAPC and the process of review will continue to be used for requests for tenure appointments, appointments to higher ranks, faculty requesting senior ranks who are being hired from non- academic positions, and other appointments.

Review of the promotions and tenure documents, “Standards,” “Processes,” and “Appendix A” are currently underway. These are being revised to fit our College of Medicine templates for non-curricular policies. The policies have served us well, offering a very forward-thinking set of guidelines using a trackless system to enable flexibility for faculty over their years of service. We intend to clarify some areas and to develop separate policies to address faculty feedback, including feedback regarding teaching effectiveness. Stay tuned for more about these updates in our fall issue!



Moving Upward @ Upstate: Promotion Tips

- Update your CV using the recommended template and keep it updated every 6 months
- Meet with a trusted mentor
- Prepare portfolios; everyone needs an educator portfolio
- Meet with your departmental promotion committee chair
- Schedule your annual academic expectations review meeting with your chair or chair’s designee
- Check-in with your departmental promotion committee assistant
- Schedule a pre-promotion review in the Office of Faculty Affairs
- Work hard, lead, innovate, and document your progress!

Important
Deadlines from
Faculty Affairs

**College of
Medicine Faculty
Appointments
& Promotions
Committee**

COM FAPC Deadlines
May 7, 2018
August 13, 2018
November 6, 2018

COM FAPC Meetings
June 7, 2018
September 13, 2018
December 6, 2018



**College of Medicine
faculty pre-
promotion reviews
may now be
scheduled with Dr.
Steven Taffet,
Assistant Dean for
Faculty Affairs.
taffets@upstate.edu**



UPSTATE
 MEDICAL UNIVERSITY
 OFFICE OF FACULTY AFFAIRS
 & FACULTY DEVELOPMENT

Contact Information:

Ann S. Botash, MD,
 Senior Associate Dean
 for Faculty Affairs and
 Faculty Development
 botasha@Upstate.edu

Steven Taffet, PhD
 Assistant Dean for
 Faculty Affairs
 taffets@upstate.edu

Michele Henderson
 Assistant to the Senior
 Associate Dean for
 Faculty Affairs and
 Faculty Development
 315-464-1681
 hendermi@upstate.edu

Stacy Mehlek
 Faculty Appointments
 Specialist
 mehlek@upstate.edu

JoAnne Race, MS
 Principal Education
 Specialist
 Project Manager
 racej@upstate.edu



Events and Photos

On March 20th 2018, we welcomed faculty members to their new ranks, recognized our promoted/tenured faculty, and said goodbye to several emeritus faculty. We awarded 9 faculty gold standard awards! Click [here](#) for the list of awardees and photos.



Grants and Publications

All faculty new grants and recent publications are collated and listed on a web-based document. This information was obtained from campus databases. Please contact JoAnne Race, at racej@upstate.edu with updates. Click [here](#) for publications and book chapters, [here](#) for Grants-8/17-12/17 and [here](#) for Grants-1/18-3/18



Honors and Awards

Paula M. Trief, MD, Psychiatry & Behavioral Sciences, has been awarded the title of SUNY Distinguished Service Professor. The professorship honors and recognizes faculty for their extraordinary campus, system-level and community service. Trief is a member of the Department of Psychiatry and Behavioral Science and Medicine and Clinical Professor of Orthopedic Surgery. She has made significant contributions locally, regionally, nationally, and internationally in the area of behavioral health and diabetes. She is a well-funded researcher for her work in the role of partner relationships and psychological factors in diabetes control, and the relationship of parenting style and parent-youth conflict in medication adherence in youth with diabetes. Trief has previously received recognition for her service as a recipient of both the President's and the SUNY Chancellor's Awards for Excellence in Faculty Service, a President's Award for Excellence in Affirmative Action, and a Diversity Achiever Award from the Syracuse YMCA.



Pictured Left to Right at the Celebration of the Faculty: Dr. Ann Botash, Dr. Julio Licinio, Dr. Paula Trief, President Danielle Laraque-Arena



New Faculty and Promotions

Since our last Faculty Commons in September 2017, the College of Medicine has promoted 14 faculty to associate professor and 3 to professor. Three faculty were granted tenure. Over 52 new faculty have been appointed and are a part of our Upstate Faculty.

We welcome new faculty to our institution ([link to new faculty list](#)) and congratulate all of our newly promoted faculty ([link to document listing new promotions](#)).



Office News

Welcome to JoAnne Race! This past fall, we welcomed JoAnne Race, MS, Principal Education Specialist, to the Office of Faculty Affairs and Development. Many may recognize her due to her dedicated and excellent support of two accreditation committees. She works with Dr. Botash as the manager of the Child Abuse Medical Provider Program, a Department of Health funded statewide initiative to educate providers about child abuse. She also manages a new DOH grant award, Doctors Across New York Ambulatory Care Training Program, a collaboration between pediatrics and psychiatry departments to provide learning experiences for students and residents in underserved sites. JoAnne's experience includes grant writing, research (in Upstate's Pediatric Nephrology division), and strategic planning and sustainability (at Syracuse University). Her role in our office is as project manager for several new initiatives.



**JoAnne Race, MS,
Principal Education
Specialist**



**Steven M. Taffet,
PhD Assistant Dean
for Faculty Affairs**

Welcome to Dr. Steven Taffet! After several years serving on the COM Faculty Appointments & Promotions and Tenure Committee (COMFAPC) and, most recently serving as chair, Dr. Steven Taffet, PhD, Professor of Microbiology and Immunology, has graciously agreed to assist with pre-promotions meetings in the Office of Faculty Affairs. He will be stepping down as chair of the committee and will serve as the Assistant Dean for Faculty Affairs to assist Dr. Botash with pre-promotions meetings during the next year as she is also serving as interim chair of pediatrics. Dr. Taffet is chair of the Graduate School Curriculum Committee, director of the Microbiology/Immunology Graduate Program, member of the Executive Committee of the Medical College Assembly, and past interim chair of the Department of Microbiology and Immunology. His research involves investigation of the role of gap junction proteins in the immune process and immunopathology. Dr. Taffet has published numerous peer reviewed articles and book chapters and has given many national and international presentations.