

# FACULTY COMMONS

A Newsletter for Faculty at Upstate Medical University

## From the Senior Associate Dean

We are pleased to provide you with the second edition of the new Faculty Commons. It has been a busy year, with updates in faculty affairs policies, new programming, and changes to our Faculty Educator Development series. We look forward to your comments and suggestions!

## The 12th Annual Celebration of the Faculty

This year's Celebration of the Faculty was held on March 20th, on the 4th floor of the Academic Building. Many wonderful and well qualified faculty were nominated for the Gold Standards Awards and a small committee selected 9 winners. See page 7 for list. More photos [here](#).



2019 Celebration of the Faculty



UPSTATE  
MEDICAL UNIVERSITY  
OFFICE OF FACULTY AFFAIRS  
& FACULTY DEVELOPMENT



Events & Photos



Grants & Publications



New Faculty  
& Promotions



Honors & Awards



Office News



Faculty Educator  
Development



Faculty Information  
System



Upward @ Upstate  
P&T Updates



## Faculty Educator Development

Faculty Educator Development is now provided as a curriculum, closely aligned with medical and health professions teaching goals, new pedagogies, and other faculty teaching needs. The “Popular Series” held once per month at noon, is intended to meet your teaching needs!

If you have not already attended (free lunch with RSVP) or logged in to our live-streamed events, you may consider watching one of the archived sessions from this academic year.

**For live-streamed events:** <https://tinyurl.com/FEDlivestreamed>

**For the archived workshops, on Upstate’s video platform:**

<https://tinyurl.com/FEDarchived>

Sign-in to Upstate’s VBrick with your Upstate Login. Use the dark blue button at the top right of the page.

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

## The Academy of Upstate Educators

The Academy of Upstate Educators (AUEs) from across the four colleges have committed to activities that enhance the educational environment at Upstate. Academy members continue to serve as peer reviewers of teaching for faculty colleagues as well as to offer the Building Excellence as Teachers (BEST) workshops. A new program, specifically to assist course, unit, and clinical rotation (clerkship) directors has been launched.

Creative Educational Ideas, a new AUE service, provides an informal brainstorming session with AUE members to address any educational challenges, helpful suggestions for course management, examples from other educators, or ideas about any education-related issue. Sessions can be scheduled at 4 pm on the second Wednesday (spring) or Tuesday (fall) of the month. Please contact Michele Henderson, [hendermi@upstate.edu](mailto:hendermi@upstate.edu) for reservations.

See the AUE website. Click [here](#) for more information.

**A | U | E**  
ACADEMY OF UPSTATE EDUCATORS

## Faculty Educator Development Opportunities:

Recent Faculty Educator Journal Club sessions have brought record attendance. Led by Drs. Tom Curran and Tom Poole, subjects discussed have included incentivizing medical teachers, "coddling" students, and, most recently, the "step 1 climate."

All faculty are invited and welcome to attend. Lunch is provided. The next journal club is scheduled for April 1, at noon (9th floor, Doust Board Room). The article to be discussed is, "Empowering Students with the Hidden Curriculum." We look forward to seeing you there!

**Building Excellence as Teachers (BEST) Workshops:** Led by Academy of Upstate Educators, offered in the Spring and Fall and required of all new faculty. **BEST Workshops** include two, 2-hour sessions.

Next **BEST** Sessions, in Syracuse, **SAVE THE DATES:**

Tuesday May 7, 2019 8-10am: Learning Environment and Active Learning

Thursday May 9, 2019 8-10am: Presentation Skills and Feedback

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



Faculty Educator Journal Club  
February 2019

## Faculty Educator Development for 2018-19

Past sessions available **online**

September 25, 2018  
Micro-credentialing

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

## New Faculty Orientation

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 Ann Botash, MD with your interest in helping and suggestions for these workshops.

**Next session:** May 15th, noon. Please RSVP to Michele Henderson: hendermi@upstate.edu or call 315-464-1681.



April 23, 2019  
Conflict Resolution

May 28, 2019  
How to Use Technology for Teaching



## Faculty Information Systems - Annual Academic Expectations

The first step in developing a robust system to track faculty accomplishments is to improve our core system of Annual Academic Expectations. To that end, we have worked closely with Nicole Morgante and her team (Kristin Vella and others) to develop an online version of the Annual Academic Expectations (AAE). The system allows for tracking of accomplishments, input of the distribution of percents effort, and updating of new annual goals.

Each year, faculty will be reminded of the need to update their materials through Self-Serve. Faculty will be able to work collaboratively with their chairs or other designated “supervisor” to update prior years and submit their materials for review by the Office of Faculty Affairs. This process is the first step in the process to automate the work flow for promotions materials. It will allow us to track faculty work distributions across the campus as well as to track accomplishments. Stay tuned for more information about this launch.

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

### Announcements, Opportunities, and Resources

#### Provider Wellness Task Force News

The Well-Being Index, available since last September, can be accessed at <https://www.mywellbeingindex.org/signup>. Use the password: UPSTATE. Your information and score are private. Almost 1600 individuals have completed the online Mayo Clinic Well-Being Index assessments, and a significant percentage have re-assessed to keep track of their own well-being. The task force is looking at the group data to help with planning of future well-being initiatives. The group is continuing to pursue initiatives to promote and support well-being of all of us.

#### Diversity and Inclusion

Please check out this new and updated webpage and learn about Diversity and Inclusion Initiatives for the College of Medicine. <http://www.upstate.edu/com/about/diversity-inclusion/index.php>

#### Congratulations to our Best Graduate Schools for Health!

Congratulations to the **Department of Public Health and Preventive Medicine** and to the **Physician’s Assistant Program** for making the U.S. News and World Report best graduate school rankings!



## Upward @ Upstate: COM Promotions Policy Highlights

The following timeline of the many updates to promotions policy documents is provided for your review. Most changes were related to format. For example, the “process” document is now two policies, COMFAPC and Departmental P&T. The Dismissal and Renewal policies are restatements of SUNY Board of Trustees Policies, codified for Upstate. The Faculty Utilization, Evaluation, and Feedback Policy is an update of the Faculty Utilization Policy.

### Timeline:

- April 2018: **Rapid Review Policy**
- June 2018: Online **Faculty Handbook**
- June 2018: **Appointments and Promotions Review Task Force** charged
- September – February: Revisions, review by MCAEC approval by Dean’s Exec Committee:
  - **Dismissal Policy**
  - **Renewal Policy**
  - **COMFAPC Policy**
  - **Departmental P&T Policy**
  - **Faculty Utilization, Evaluation, and Feedback Policy**
  - **Standards and Criteria for Appointment, Rank, Promotion, and Tenure Policy** (reformatted from Standards and Appendix A)



SUNY Upstate Medical University and Cornell University  
2018 Healthcare Leadership Academy Graduates

## Important Deadlines from Faculty Affairs

### College of Medicine Faculty Appointments & Promotions Committee

COM FAPC Deadlines  
*May 6, 2019*  
*August 12 2019*  
*November 5, 2019*

COM FAPC Meetings  
*June 6, 2019*  
*September 12, 2019*  
*December 5, 2019*

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College of Medicine faculty pre-promotion reviews may be scheduled with Dr. Steven Taffet, Assistant Dean for Faculty Affairs. [taffets@upstate.edu](mailto:taffets@upstate.edu)



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 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 2019, 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](mailto:racej@upstate.edu) with updates. Click [here](#) for webpage of grants and publications. Click [here](#) for 2018 publications.



## Dean's Award for Scientific Excellence

This award acknowledges outstanding accomplishments as evidenced by research grants, publications and overall scientific impact. The recipients of the Dean's Award for Scientific Excellence are listed below and the awards were announced at the March 20th Celebration of the Faculty.

Upcoming sessions of the Upstate College of Medicine Scholars program will help to grow our tradition of strong research at Upstate.

## DEAN'S AWARD FOR SCIENTIFIC EXCELLENCE

**Gary Chan, PhD – Associate Professor**  
 Department of Microbiology and Immunology

**Guirong Wang, PhD – Professor**  
 Department of Surgery

**Andras Perl, MD, PhD – Distinguished Professor**  
 Department of Medicine

**Stephan Wilkens, PhD – Associate Professor**  
 Department of Biochemistry and Molecular Biology

**Yingxi Lin, PhD – Associate Professor**  
 Department of Psychiatry and Behavioral Sciences



## New Faculty and Promotions

Since our last Faculty Commons in June 2018, the University has promoted 23 faculty to associate professor and 5 to professor. One librarian was promoted to associate librarian. Eight faculty were granted tenure. Eighty 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](#)).



## News Faculty Standpoint Survey

Upstate faculty members are our most important resource in delivering excellent healthcare, conducting ground-breaking research, and teaching the next generation of doctors. In recognition of the key roles faculty play in academic health center performance, the Association of American Medical College (AAMC) created StandPoint Surveys to support medical schools in their efforts to attract and retain the best and brightest academic scientists, educators, and clinicians.

As part of our participation in the AAMC StandPoint Surveys, all full time and part time faculty members will be invited to take part in the StandPoint Faculty Engagement Survey. This survey is administered by the AAMC and will benchmark our faculty engagement levels with peer institutions, providing actionable data for us to evaluate. Please watch your emails for the launch of this survey, coming soon. Thank you in advance for your participation in this important initiative.

### 2019 GOLD STANDARD AWARD HONOREES

**Maureen Burke, MD – Assistant Professor**  
Department of Obstetrics & Gynecology - College of Medicine

**Amit Dhamoon, MD. PhD – Associate Professor**  
Department of Medicine - College of Medicine

**Lauren Germain, PhD – Assistant Professor**  
Academic Affairs - College of Medicine

**Stephen Graziano, MD – Professor**  
Department of Medicine - College of Medicine

**Robert Gregory, MD – Professor**  
Department of Psychiatry & Behavioral Sciences - College of Medicine

**Brian Johnson, MD – Professor**  
Department of Psychiatry & Behavioral Sciences - College of Medicine

**Muhammad Sarwar, MD – Associate Professor**  
Department of Anesthesiology - College of Medicine

**Deborah Wolf, BS, RPA-C – Instructor**  
College of Health Professions - Physician Assistant Studies

**Charles Woods, MD – Assistant Professor**  
Otolaryngology - College of Medicine