

# FACULTY COMMONS

A Newsletter for Faculty at Upstate Medical University

## From the Senior Associate Dean

Happy New Year! It's been awhile since our last publication and this issue features many new initiatives, including, among others, the new online Annual Academic Expectations, the StandPoint Survey, our women's e-mentoring pilot, and our new website! We are grateful to our colleagues in Academic Affairs for their work in developing the "Exceptional Moments in Teaching" recognition program, a new feature in the Faculty Commons. As you look forward to 2020, consider attending a faculty development session, Toolbox workshop, or a webinar! Our sessions are based on faculty requests and created with faculty needs in mind. Broad and diverse faculty participation are the keys to engaging faculty development experiences. We hope to see you soon!

Buttons and **bolded/underlined** words are linked to documents and websites. To get the most from this Newsletter, click the links!



2019 New Faculty Orientation



Faculty Educator  
Development



Faculty Information  
Systems



Upward @ Upstate  
P&T Updates



UPSTATE  
MEDICAL UNIVERSITY  
OFFICE OF FACULTY AFFAIRS  
& FACULTY DEVELOPMENT



Awards, Events  
& Photos



Grants & Publications



New Faculty  
& Promotions



Exceptional Moments  
in Teaching



StandPoint  
Survey



## Faculty Educator Development

The Faculty Educator Development curriculum is aligned with medical and health professions teaching goals, new pedagogies, and other faculty teaching needs. Held once per month at noon, this series 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. See next page for upcoming schedule.

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.

***“Leadership and learning are indispensable to each other.”***  
***John F. Kennedy***



A | U | E  
ACADEMY OF UPSTATE EDUCATORS PRESENTS



## The Academy of Upstate Educators

The Academy of Upstate Educators (AUEs) from across the four colleges have committed to activities to enhance the educational environment at Upstate. Academy members continue to serve as peer reviewers for teaching for faculty colleagues as well as to offer the Building Excellence as Teachers (BEST) workshops. Members are also available to assist course, unit, and clinical rotation (clerkship) directors. Please click [here](#) for more information.

In 2019, The Academy Welcomed New Members (from upper left to right):

[Carol Anne Kozik, DNS, FNP-BC](#)

[Mike Sun, MD](#)

[Robert Zajdel, PhD](#)



## Faculty Educator Development Opportunities:

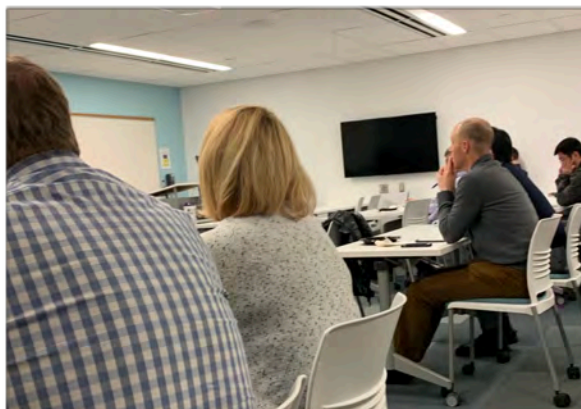
Plans are underway for new leadership development programming for 2020-21. Stay tuned for details.

All faculty are invited and welcome to attend **Faculty Educator Journal Clubs**, at

noon, the first Monday each month. Lunch is provided; 9th floor, Doust Board Room. Enjoy collegial discussions about hot topics in education.

**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. **The spring sessions have been scheduled for May 11th and May 13th from 8am-10am.**

**Toolbox Sessions:** We welcome applications from faculty with proposals for Faculty Toolbox Sessions. Proposals for 2020-21 will be considered. See website for more [application form](#). Upcoming sessions include sessions on Interprofessional small group facilitation skills and strategies for universal design for learning and accessibility. Check our [online calendar](#) for more.



## Faculty Educator Development Schedule for 2019-20

Past sessions available [online](#)

*January 28, 2020  
Change Management*

*February 25, 2020  
Finance & Healthcare  
Structure: How to Write  
a Business Plan*

*March 24, 2020  
Rural Health*

*April 21, 2020  
Writing MCQs (Multiple  
Choice Questions):  
Connecting Assessments  
and Objectives*

*May 26, 20120  
Simulation*



*June 9, 2020  
Annual Faculty Scholars  
Workshop Dinner  
Crowne Plaza Hotel -  
Top Floor*

## New Faculty Orientation Lunch and Learns

Each year, we welcome 80-100 new faculty. Many are already well prepared for academic life. Feedback has indicated that many new faculty would like to know more about the resources at Upstate. In addition to AUE's BEST workshops on teaching skills, our office facilitates a series of lunchtime conferences for new faculty and we welcome your input on ideas for topics. This year, we introduced the faculty to highlights regarding all colleges, faculty governance, UUP, library resources, the educator portfolio, and research resources. We plan three more sessions, The New York State University Police, Understanding Upstate finances, and mentoring.

**See Calendar for more details!**





## Faculty Information Systems: Annual Academic Expectations

By now you will have heard about and likely have used our new online system for completion and tracking of your Annual Academic Expectations. During the last year, the Office of Faculty Affairs and Faculty Development and our information technology colleagues created and implemented an online resource to assist in collecting AAE data, improving tracking, managing compliance, and supporting efforts to provide faculty mentoring, feedback, and evaluation. We are grateful for the patience of the faculty and the departmental assistants as we have worked through some initial glitches.

Each year, faculty will be reminded of the need to update their materials through Self-Serve. We are looking forward to future reports regarding the many faculty accomplishments. See this [page](#) for more information, including a **"How to" guide** with step-by-step screen shots and instructions.

***"An education is not so much about making a living as making a person." Tara Westover—Educated***

### Provider Wellness Task Force News

The Provider Well-Being Task Force has been working to understand the contributors to burnout at Upstate and has recommended interventions to address them. Identified projects include:

- The Well-Being Index (WBI) is an anonymous 7-9 item questionnaire developed by the Mayo Clinic. Consider checking in at [www.mywellbeingindex.org/signup](http://www.mywellbeingindex.org/signup) The invitation code is "Upstate." The contract is renewed for another year.
- The Clinical Collaboration Center ("The Cube") is a planned place for social connections to promote provider collaborations. A space has been identified and will be developed.
- Voice-To-Text in EPIC: Physicians cite EHRs as the top factor contributing to stress. Voice-to-text is coming; efforts are underway to improve EHR usability.
- Chief Well-being Officer (CWO): A call for an assistant dean for well-being has been made (please contact Chris Liberty, if interested). Look for a call for a hospital Chief Well-being Officer soon.

We welcome your feedback. Send an email to [wellbeing@upstate.edu](mailto:wellbeing@upstate.edu)





## Upward @ Upstate: COM Promotions Highlights

Extensive new **promotion support materials** are now available on the **Faculty Affairs and Faculty Development website**, including videos, quick guides, and resources. Of note, with the many questions about extramural evaluation letters and letter writing for letters of support, a new **"menu"** item is now available for letter writers! We are also piloting a **new form** for departments to send to prospective extramural letter writers.

A new online platform is being developed for submission of promotion packets for COMFAPC review. This is intended to provide a tool to help assistants with departmental submissions. Stay tuned for more details to come!

### Tips for Submissions:

- Consider writing a personal statement to outline goals & accomplishments
- Check with your department administrator regarding letter requests
- Submit your packet at least one week prior to the due date for pre-review

### Important Deadlines from Faculty Affairs

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

#### COM FAPC Deadlines

*March 2, 2020*

*May 4, 2020*

*August 10, 2020*

*November 3, 2020*

#### COM FAPC Meetings

*April 2, 2020*

*June 4, 2020*

*September 10, 20120*

*December 3, 20120*

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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)



New Faculty 2019 Orientation



**UPSTATE**  
MEDICAL UNIVERSITY

OFFICE OF FACULTY AFFAIRS  
& FACULTY DEVELOPMENT

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## Diversity and Inclusion

Physical Medicine and Rehabilitation (PM&R) offers resources for educators designed to help faculty incorporate disability education into their curriculum. Check their website periodically for updates.

<https://www.upstate.edu/pmr/education/toolkit/index.php>



## Grants and Publications

All new grants and recent publications are collated and listed on our website. The information is obtained from campus databases. Please contact JoAnne Race, at racej@upstate.edu with updates. Click [here](#) for webpage of grants and publications (check 2019 lists).



## Exceptional Moments in Teaching

The COM's new recognition program of monthly "Exceptional Moments in Teaching" program, facilitated by our colleagues in **Academic Affairs**, features medical student quotes about inspirational faculty. Honorees are selected via student assessments from courses and clerkships. Click on the links below to read about these exceptional colleagues.

[October 2019: Tolani Ajagbe, MD](#)

Assistant Professor, Department of Psychiatry

[November 2019: Mark Bucsek, MD](#)

PGY1 Resident in Obstetrics and Gynecology

[December 2019: Nusrat Zaman, MD](#)

Assistant Professor of Pediatrics

[January 2020: Robert Zajdel, PhD](#)

Assistant Professor of Cell and Developmental Biology

[February 2020: Coming soon!](#)





## New Faculty and Promotions

Over the past year, the University has **promoted** 12 faculty to associate professor and 7 to professor. Four faculty were granted tenure. Ninety-seven 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**.



## Faculty Standpoint Survey

Last May, all full- and part-time faculty members were invited to take part in the StandPoint Faculty Engagement Survey administered by the AAMC. The results are now being reviewed by faculty, including benchmarks of our faculty engagement levels with peer institutions. Consider attending the **AAMC webinar on January 29th at noon in the WSK Alumni Auditorium**, where you will have the opportunity to hear a presentation of COM results from AAMC staff and to ask questions.

The AAMC StandPoint Survey results for the COM suggest three priority areas for further analysis. Consider the opportunity to effect positive change through participation in a review group of one of the following priority areas:

1. Medical school governance (transparency, communication, faculty engagement)
2. Workforce Culture (innovation, research)
3. Recruitment and retention (diversity and inclusion issues)

If you are interested in Priority #1, please contact Dr. **Joe Stein**. This Priority group is an extension of the MCA Faculty Affairs Committee. We anticipate a short turn-around with actionable deliverables. The Faculty Council Faculty Affairs committee will be reviewing Priorities 2&3.

We invite participants for further StandPoint Survey analysis and recommendations from all colleges and plan to review data from across the campus. If interested, please contact Ann Botash.



## Awards, Events and Photos —be sure to click the links!

We are pleased to recognize the many accomplishments of our faculty. Please **click here** for a list of recent awardees. Note this list was collected via a recent SurveyMonkey survey and does not include **Awards from convocation**.

### Save the Date! New Faculty Reception

Save the date for this year's reception, September 23rd, 2020. Last year's New Faculty Orientation, October 17th 2019, welcomed our new faculty to Upstate! More photos **here**.

### Save the Date! Celebration of the Faculty

Save the date for this year's **Celebration of the Faculty, March 24, 2020.**



## Leadership Development

In the Fall of 2019, with the support of Faculty Affairs and Deb Shelby, DOM, Junior Faculty from the departments of Medicine, Pathology, Pediatrics, Anesthesiology, Surgery, Psychiatry, Neurology, Otolaryngology, Urology, Radiation/Oncology, Neurosurgery and PM&R successfully completed a 4-week Junior Faculty Leadership Development Program at Upstate. The program was led by Lindsey and Tim Ahern of Ahern, Murphy & Associates and ran for four consecutive Monday evenings. Participants are listed [here](#).

Topics included:

- Transformational Leadership vs. Transactional Management
- Building Trust & Credibility
- Effective Communication & Connection
- Leadership & Emotional Intelligence
- Team Work and the Eight Traits of Great Teams
- How to Foster an Organizational Culture for Success
- Conflict Resolution & Dealing with Toxic People
- Motivation, Recognition & Appreciation



A bi-weekly Faculty Scholars Leadership and Career Development series, April-November 2019, initiated by Dr. Julio Licinio and coordinated by Cheryl Alger, Project Manager of the dean's office, provided leadership and career development to junior faculty. Speakers included senior faculty, chairs, administrators and others. The course topics included marketing, scholarship, negotiation skills, promotion planning, finance & budgeting, and other important topics. Participants are listed [here](#).



## Our Featured Colleague Award

**Congratulations ~Deborah Young Bradshaw, MD, FAAN!**

Dr. Deborah Bradshaw, Professor of Neurology, Associate Chair for Medical Education and Residency Program director in the Department of Neurology was recently elected to serve as a member of the Neurology Residency Review Committee (RRC). The Accreditation Council for Graduate Medical Education (**ACGME**) oversees the accreditation of all medical residency programs in the US, utilizing the work of 26 different RRCs representing these specialties. The RRC establishes standards for GME, assesses residency programs, and promotes quality education. Dr. Bradshaw was nominated to the RRC by the American Academy of Neurology (AAN), where she has been very active, including her current role as Section Head, Neuromuscular Section. Advisory Committee for Residency In-service Training Examination, AAN. She won the AAN Program Director Recognition Award in 2014. The AAN nationally recognizes two Program Directors per year. In 2018, Dr. Bradshaw completed a selective 9-month leadership training program sponsored by the AAN. Dr. Bradshaw founded and implemented a novel Leadership Academy for residents in Upstate's Department of Neurology. We anticipate the Neurology RRC will greatly benefit from Dr. Bradshaw's experience and insights!