

# UNC Department of Radiology Clinical Faculty Development and Mentoring Program

The Department of Radiology will have a formal faculty development and mentoring program to support the career development of clinical faculty at the junior and mid-career level.

## **Purpose:**

The Faculty Development and Mentoring Program will provide clinical faculty with support, direction and intentional academic guidance.

## **Eligible Faculty:**

Clinical Faculty who are on the UNC main campus and at the rank of Assistant Professor or who have been Associate Professor for less than 7 years are expected to participate. The faculty member's Division Chief, with input from the Director of Faculty Development or Department Chair, will ensure that the individual is participating in the program.

## **Critical elements:**

- 1. Mentoring** from experienced faculty who will facilitate appropriate academic progress, productive networking and collaborative partnerships, and help identify opportunities and resources.
- 2. A career plan** based on the interests and skills of the faculty member, and the missions of the department: clinical care, research, and education.
- 3. Utilization of available resources to enhance knowledge and skills.** The Director of Faculty Development will work to match faculty with appropriate resources which fit their interest and stage of career. The Radiology Department will provide matching funds and/or meeting time off, where appropriate, to ensure faculty are able to participate.
- 4. Periodic review** of academic activities and timelines for promotion.
- 5. Written feedback** for the faculty member, Division Chief, and Department Chair

### **Faculty Mentoring Committee:**

The faculty will have a Primary Mentor and a Mentoring Committee to help meet the goals of the program.

**Committee makeup:** The faculty member will choose a mentor and committee members in consultation with their Division Chief and the Director of Faculty Development. The minimum committee membership is 3 members. The committee ordinarily would include the division chief, and at least one faculty member who is not in a direct line of supervision. The primary mentor will serve as chair of the committee. The composition of committee may change over time, reflecting change and evolution in scholarly interests. Committee members may be from outside the Department of Radiology or from other institutions.

### **Faculty Mentoring Committee Activity:**

- 1. Periodic meetings:** The faculty member will meet with the entire mentoring committee a minimum of once annually (more often if needed). The primary mentor will be responsible for meeting more regularly with the faculty member. The frequency of these meetings will vary according to the faculty member's needs and mission focus. The faculty member bears responsibility for, and should work together with, the committee chair to schedule meetings.
- 2. Career Plan:** The faculty member will develop a career plan with both short and long term goals, updated on an annual basis. Plans should address planned clinical and scholarly activities, teaching (graduate medical educational program (fellowship and residency) and medical school curriculum), service to the Radiology Department, School of Medicine and regional and national radiology organizations, leadership and professional development.
- 3. Written Feedback** The committee will provide the faculty member with written feedback after each committee meeting. The committee will provide a copy of the report to the Division Chief and the Chair. These reports will serve as part of the documentation of faculty performance during annual faculty reviews.

## Resources

**Available resources to enhance knowledge and skills** are sponsored by the Radiology Department, UNC School of Medicine, NC TraCS, UNC Center for Faculty Excellence, and major national radiology organizations.

### Department of Radiology:

**Department of Radiology Grand rounds** is a monthly seminar series including topics in research, clinical care, education, and professionalism. Attendance is mandatory for all faculty and trainees.

**Department of Radiology research mentoring meetings** are quarterly meetings where one department faculty is invited to share their scholarly activity with junior faculty. Each meeting usually also features a presentation by an invited external speaker with topics selected to be of interest to early career faculty, for example “UNC SOM promotions process” and “New NIH bio sketch requirements” have been recent topics.

**The UNC-CH School of Medicine: Office of Faculty Affairs and Leadership Development** exists to support the development of faculty members and to provide resources to assure their success. The office’s web page <https://www.med.unc.edu/facultyaffairs> hosts the School of Medicine’s faculty handbook, and the policies and guidelines related to appointment, promotion, and tenure. The office supports the Academy of Educators, the program in Leadership Development, and the ACCLAIM program, among others.

**Academy of Educators** is a part of the School's strategic plan to enhance research and scholarship towards excellence in teaching. The AOE web page <http://www.med.unc.edu/aoe> hosts Interactive Modules on the topics of Clinical Teaching, Delivering Feedback, Effective Lecturing, and creating Meaningful Test Questions. The AOE sponsors annual faculty development sessions including “Passing the Torch” and “The Healer’s Art Course”. The AOE cosponsors the **UNC SOM Teaching Scholars Program**, a year-long program of monthly seminars and individual projects for those faculty who have responsibility for educational programs or courses, or whose work includes a focus on teaching and who seek to develop their skills in that area.

**Academic Career Leadership Academy in Medicine (ACCLAIM) program** is a one-year program that provides leadership and career development opportunities to junior faculty members, with an emphasis on those underrepresented in medicine.

**Simmons Scholars Program** is a program that supplies three to five years of salary support, structured mentorship, and career and leadership development opportunities. The program is available to all SOM faculty members from a population underrepresented in the medical field relative to the general population.

**Executive Leadership in Academic Medicine (ELAM)** is a year-long program in leadership development for women, delivered by Drexel University. Three week-long sessions are interspersed throughout the year and include an Institutional Action Plan project. Nominations from Department Chairs are solicited annually.

**Association of American Medical Colleges (AAMC)-sponsored weekend workshops** for early-career and middle-career women and for minority faculty are offered through the Dean's Office, selected from Chair nominations annually.

**The North Carolina Translational and Clinical Sciences (NC TraCS: <[tracs.unc.edu](http://tracs.unc.edu)>) Institute** is funded by a Clinical and Translational Science Award from the National Center for Advancing Translational Sciences, NIH, grant UL1TR001111. One of NC TraCS' core missions is to train the next generation of clinical and translational researchers. NC TraCS sponsors multiple development programs appropriate for faculty interested in a research career:

**Principal Investigator (PI) Development Series** is designed to help researchers function effectively as PIs on sponsored research.

**Clinical Trial Investigator Series** is meant to help educate individuals about what they need to know to conduct a human clinical trial successfully.

**Orientation for New Clinical Research Personnel** is to introduce research personnel to the UNC offices involved in clinical trials, the federal and local regulations governing conduct of research, and best practices in the implementation of clinical research.

**NIH R Grants Workshop** focuses on understanding the purpose of different types of NIH "R" grants and acquiring the knowledge to successfully write an R grant.

NC TraCS also sponsors two monthly lecture series on **Research Ethics**, and **Biostatistics/ research study design**.

**The UNC Center for Faculty Excellence (CFE)**, <<http://cfe.unc.edu>> supports the teaching mission of the University by providing faculty with programs and services to improve instruction at Carolina. The CFE host annual Faculty Mentoring Workshops and sponsors a Seminar Series for Early-Career Faculty Professional Development.

### **Radiology organizations:**

Major national radiology societies such as RSNA, ARRS, SCARD, AUR, and ACR sponsor development opportunities for faculty, including the ACR-AUR Research Scholar Program, AUR Academic Faculty Development Program, Academy of Radiology Leadership and Management, NIH Grantsmanship Workshop, Advanced Course in Grant Writing, Creating and Optimizing the Research Enterprise (CORE), Faculty Skills Update