



College of Medicine New Faculty Academy

2023 Cohort

This one-year program is designed to orient all new College of Medicine faculty. Not to be confused with The Ohio State University Faculty Orientation or various hospital orientation programs, this monthly meeting will provide new faculty with tips and facts to navigate academic medicine and thrive in your faculty roles at the College of Medicine.

The **New Faculty Academy** is one of the critical components of the College of Medicine's Center for Faculty Advancement, Mentoring and Engagement (FAME), which provides comprehensive guidance, education, programmatic support, and recognition and reward to all members of the faculty as they pursue diverse domains of career emphasis and excellence. This program equips faculty for success in academic medicine careers here at Ohio State's College of Medicine.

Expected outcomes of the program include

- Introduce faculty to the University, Wexner Medical Center and the College of Medicine's mission, values, and strategic initiatives.
- Establish peer groups to promote community and foster collaborations.
- Recognize the importance of professionalism and build self-awareness
- Understand the value of diversity in people, thought and in teams and leveraging that for future successes.
- Learn strategies to communicate effectively with your colleagues, teams, leaders, and learners.

Format

Over a 12-month period, participants will engage in monthly, 1-hour workshops. The sessions will be delivered in person (or through Zoom depending on updated COVID-University guidelines).

NOTE: While a live stream broadcast is an option for attendance, our facilitators teach to an in-person audience so the online experience will not be the same. The schedule and topics for these sessions are below. Topic order is subject to change based on facilitator availability. Participants are expected to complete relevant pre-session materials, actively engage in each session, and meet with their assigned peer-group to debrief the experience and complete relevant homework following the monthly session.

Session Dates:

Sessions will be held from 4-5 p.m. the first Tuesday of each month (except for July), on the main med center campus. (Jan 3, Feb 7, Mar 7, Apr 4, May 2, Jun 6, Jul 11, Aug 1, Sept 5, Oct 3, Nov 7, Dec 5, 2023)

Session Topics:

- Kick off / Meet our Leaders
- FAME / Faculty Affairs / Resources
- Managing yourself
- Working successfully in a diverse environment
- Tools for clinical teaching – or – Resources for lab management
- If I knew then what I know now
- Promotion and tenure in the College of Medicine
- Building your reputation as a basic or clinical scientist
- Professionalism / how to report a problem
- How to manage a team
- Guidelines for social media & consulting
- Mentoring / coaching / sponsoring

Attendance & Participation

Designed for faculty who started their careers here in the College of Medicine between January 1, 2020, and November 30, 2022. Participants are asked to attend at least 9 sessions. Participants are expected to fully engage in the program, including completion of assigned pre-work readings/modules for sessions and participation in all team meetings, activities, homework.

Recordings

In those rare situations where class attendance is not possible, participants are encouraged to review the recording of the session, which will be available on our cohort's Carmen site approximately one week after the session date.

Homework Assignments / Applied Learning

As mentioned above, relevant readings/modules will be assigned for each session in order to accelerate learning of the concepts to be covered in class. Discussions and write-ups from the previous session's topic will be completed in peer groups. It is estimated that participants will spend approximately two to three hours per month on activities related to the New Faculty Academy, including the monthly sessions.

Manager Support

Chairs/division directors/managers are expected to support the learning & development of their participants.

Logistics

The FAME team, will be the main point of contacts: reminding you of the upcoming sessions, posting handouts and presentation material on 'Carmen', arranging for the room and teaching aids, fulfilling any special meal requests, collecting, collating, and distributing evaluations, keeping attendance, etc. If you need to reach them, or any of the program leaders, please email FAME@osumec.edu or you can directly contact them at the emails listed below.

Best wishes for a great learning experience ahead!

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