

Office of Professional Development Strategic Plan Pillars to Align with School of Medicine's Strategic Plan

Approved by Professional Development Committee

August 21, 2023

Pillar 1: Educational Innovation

We encourage faculty to be **educational innovators**.

Strategic Goal	Target
Create opportunities for faculty to develop skills in innovative teaching, curricular design, and program/learner assessment	<p>Partner with Master of Health Professions Education (MHPE) program to provide annual workshop addressing teaching innovations</p> <p>Partner with Simulation Center faculty leaders to provide simulation-based educational experiences</p> <p>In collaboration with quality improvement and patient safety leaders (QIPS) encourage faculty involvement in the Scholars program and annual Quality and Patient Safety Day</p> <p>Partner with Mindfulness in Medicine program and Lifestyle Medicine faculty to develop faculty in mindfulness and lifestyle medicine, including mindfulness-based stress reduction training annually</p> <p>In collaboration with interprofessional education leaders encourage faculty to develop skills in community engagement and service</p> <p>In collaboration with the Office of Diversity, Equity, and Inclusion (DEI) provide annual activities that promote health equity, prepare faculty to address diverse patient populations (including rural and under resourced communities), enhance patient advocacy, and mitigate bias in clinical and other learning environments</p>

Pillar 2: Culture and Climate

We cultivate faculty to advance a supportive learning **culture and climate**

Strategic Goal	Target
<p>Cultivate a culture and climate that allows each faculty member to develop and thrive as a professional person and mentor who is accountable for providing a supportive learning environment</p>	<p>In collaboration with Learning Environment leaders, assess faculty well-being and make recommendations to mitigate high stress increasing the likelihood of burnout</p> <p>Provide opportunities and resources for faculty to foster well-being, mindfulness, and recognize their talents, encouraging them to disseminate knowledge to their peers, staff, and learners</p> <p>Provide opportunities and resources in collaboration with the DEI Office and Office of the Learning Environment to promote inclusion and diversity, mitigate bias, and Expect Respect</p> <p>Provide programs to elevate faculty fulfillment and professional development, including the longitudinal mentoring program, career counseling, Faculty Scholars program (in collaboration with DEI Office), leadership book club, and new Connection and Community Building for Success (CCBS) program for new faculty/staff</p>

Pillar 3: Partnerships and Talent

We foster faculty to **partner and collaborate when developing their talents.**

Strategic Goal	Target
<p>Create and foster opportunities for faculty to collaborate and partner on a local, regional, and national level; successfully advance in academic rank, and develop and celebrate their talents</p>	<p>Continue to support programs that provide connection, community, and opportunities to collaborate include the longitudinal mentoring program, Faculty Scholars program, CCBS for new faculty/staff, and career counseling opportunities.</p> <p>Provide workshops and continue leadership book club as tools to engage and develop faculty and allow connection with like-minded faculty</p> <p>Faculty Awards Review Committee works to recommend faculty for school-based awards that acknowledge talents and faculty scholarly activity excellence as well as for university-based, university-system based, and national awards</p>

	<p>Continue to celebrate and recognize faculty that promote or receive excellence awards in annual ceremony that promotes community</p> <p>Work with Dean to identify and fund faculty to put forth for regional/national development opportunities</p> <p>Continue to provide funding support for faculty involved in longitudinal mentoring program (Mentees and Mentors)</p>
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Pillar 4: Scholarly Environment

We provide opportunities to allow faculty to **promote the school's scholarly environment.**

Strategic Goal	Target
<p>Create and optimize opportunities to develop and support faculty to expand their research and scholarly activity</p>	<p>Encourage faculty and provide support to participate in successful programs such as QIPS Scholars, MHPE certificate and degree programs</p> <p>Implement a Medical Education Research Interest group for faculty</p> <p>Set up infrastructure to provide collaboration with Bioinformatics faculty and other faculty to further develop successful scholarly activity and funding</p> <p>Continue to guide faculty to identify and develop scholarship categories that align with promotion (teaching, service, clinical practice, and research) with programs such as longitudinal mentoring program, Faculty Scholars program, career counseling, and Connection and Community Building for Success</p> <p>Consider internal development of faculty leadership academy to identify and prepare future leaders (versus supporting faculty for programs such as ELAM and AAMC)</p>