Complete Listing of COM Faculty Development Programs 2019-20

August 2019

August 20, 2019  Reappointment, Promotions & Tenure
Facilitator: Alex Lentsch, PHD
Room: MSB E261

Learning Objectives:
1) Summarize RPT guidelines and processes
2) Identify the requirements for each level of career advancement
3) Develop a plan to reach the necessary milestones for career advancement
4) Identify and avoid common mistakes made during the RPT process

August 27, 2019  Objectives, outcomes, competencies, oh my….deconstructing medical education curriculum assessment
Facilitators: Tracy Pritchard, PHD, Laurah Lukin, PHD, and Pamela Baker, PHD
Room: MSB 3057

Learning Objectives:
1) Differentiate objectives, outcomes, and competencies
2) Identify best practices in writing student learning outcomes.
3) Revise student learning outcomes for one of your course/clerkship sessions/events using the best practice guidelines in writing student learning outcomes.
4) Outline key steps to assess student learning outcomes.

September 2019

September 10, 2019  Study Section 101: Once you Submit your Grant, What Happens?
Facilitator: Melanie Cushion
Room: MSB 3057

Learning Objectives:
1. Explain the overall NIH review process after submission to the Center for Scientific Review and how to avoid pitfalls
2. Steer your proposal to the appropriate study section and understand the process of this first-level review
3. Interpret your scores and summary statements to position your resubmission

September 17, 2019  Take Time to Care for Yourself: Wellness Resources at UC
Facilitators: Ashley San Diego & Mary Uhl
Room: MSB 3057

Learning Objectives:
1) Learn about UC’s employee wellness program, Be Well UC.
2) Identify 2-3 ways to engage with Be Well UC.
3) Build awareness of UC’s Employee Assistance Plan (EAP), Impact Solutions.
4) Detail UC Benefits Resources

September 19, 2019  Providing and receiving peer feedback in teaching and course design
Facilitator: Janice M. Denton, PhD, Professor, UCBA Chemistry.
Room: MSB 7151

Learning Objectives:
1) Differentiate between formative and summative peer review.
2) Identify strategies for incorporating peer review into your teaching practice.
3) Use reflective practice framework to participate in peer review of faculty member’s course/clerkship
## October 2019

**October 1, 2019** Where Does My Salary Come From?  
**Facilitator:** Neil Holsing, MBA  
**Room:** MSB 3057  
**Learning Objectives:**  
1. Identify various Funding Sources  
2. Review how Benchmarks are utilized  
3. Discuss the basics of UCP Compensation Plan  
4. Explain the role of the Compensation Committee

**October 8, 2019** Tips & Tricks for Writing your BioSketch  
**Facilitator:** Dawn Kleindorfer, MD  
**Room:** MSB 3057  
**Learning Objectives:**  
1. Review basic principles of preparing an NIH Biosketch  
2. Share examples of previous BioSketches reviewed by Dr. Kleindorfer to further demonstrate the range of possible methods of BioSketch formatting and content  
3. Assist researchers in the content and visual appeal of their BioSketch to maximize the description of research productivity  
4. Help clinicians and clinical educators improve the descriptions of clinical and education activities on their BioSketches for optimal clarity and completeness.

**October 15, 2019** New Moms and Dads - UC Cares! Parental Leave Policy  
**Facilitators:** Sheila McCormick, PHD and Dawn Kleindorfer, MD  
**Room:** MSB 3057  
**Learning Objectives:**  
1. Describe the current parental leave policy for UCCOM Faculty  
2. Explain the funding sources for parental leave  
3. Review the Human Resources process for scheduling parental leave

**October 29, 2019** Mentoring: How to Serve as a Research Mentor to Medical Students  
**Facilitator:** Christy Holland, PhD  
**Room:** 3057  
**Learning Objectives:**  
1. Identify the significance of research mentoring  
2. Define the roles of the research mentor and medical student  
3. Apply best practices in research mentoring in various medical education settings

## November 2019

**November 5, 2019** Leadership: Effectively Managing Teams  
**Facilitator:** Jack Kues, PHD  
**Room:** MSB 3057  
**Learning objectives:**  
1. Distinguish between leadership and management activities in a team  
2. Identify different styles of leadership and how they apply to different types of teams  
3. Utilize strategies to promote optimal functioning within teams  
4. Recognize team dysfunction and its causes
Complete Listing of COM Faculty Development Programs 2019-20

November 12, 2019  Writing and Preparing Manuscripts
Facilitators:  George Deepe, MD and Mark Eckman, MD
Room:  MSB 3057
Learning Objectives:  1) Recognize the importance of mentorship in honing your writing skills
                        2) Identify ways to focus your writing based on understanding the main points you want your reader to take away from your manuscript.
                        3) Explain how to communicate clearly by creating a succinct statement of your research objective(s)
                        4) Summarize the organization and structure of a well-written scientific manuscript

November 19, 2019  Physician Burnout - A Personal Experience Story
Facilitator:  Mike Holliday, MD
Room:  MSB 3057
Learning Objectives:  1. Explain how the individual, local environment, organization and national system factors interact in those with burnout.
                        2. Question dichotomous views of burnout that only address either individual resiliency or system factors.
                        3. Give an example of an integrated approach to increase joy in the workplace.

November 26, 2019  Clinical Decision Making – Teaching and Assessment
Facilitator:  John Quinlan, MD
Room:  MSB 3057
Learning Objectives:  1. Describe how various skills can be measured by different assessments
                        2. List the methods in which various assessments can effectively (or ineffectively) measure the same skill
                        3. Begin to develop differing assessments to test specific skills
                        4. Examine the influence of assessment on driving/guiding student learning

December 2019

December 3, 2019  “Can’t we all just get along?” Finding the middle ground that leads to effective Conflict Resolution.
Facilitator:  Elizabeth Leenellett, MD
Room:  MSB 3057
Learning Objectives:  1) Identify your conflict style
                        2) Recognize the fundamental concepts of conflict management
                        3) Discuss specific conflict management styles and techniques
                        4) Prepare for a difficult conversation

December 10, 2019  How to Recruit Diverse Patients into Clinical Trials
Facilitator:  Dan Woo, MD
Room:  MSB 3057
Learning Objectives:  1) Identify the historical barriers to recruitment of diverse patients into clinical trials
                        2) Describe study design which incorporates diversity
                        3) Identify approaches to recruitment that will incorporate diversity
Complete Listing of COM Faculty Development Programs 2019-20

December 18, 2019  Joy in Work: Is it Possible?
Facilitator: Jennifer Molano, MD
Room: MSB 3057
Learning Objectives: 1) Summarize different definitions of work
2) Discuss barriers to finding joy in work
3) Brainstorm ways to increase joy in work

January 2020

January 7, 2020  Tips and Tricks for Writing your CV or Executive Summary
Facilitator: Dawn Kleindorfer, MD
Room: MSB 3057
Learning Objectives: 1) Review basic principles of preparing a curriculum vitae and/or an Executive Summary
2) Share examples of previous CVs reviewed by Dr. Kleindorfer to further demonstrate the range of possible methods of CV formatting and content
3) Assist researchers in the content and visual appeal of their CV to maximize the description of research productivity
4) Help clinicians and clinical educators improve the descriptions of clinical and education activities on their CVs for optimal clarity and completeness.

January 13, 2020  Easy Statistics YOU can do part 3: Analysis of Variance (ANOVA)
Facilitator: Rob Kallmeyer, PhD, Associate Professor, The Christ College of Nursing and Health Sciences
Room: MSB 3057
This workshop will lead participants step by step through conducting an ANOVA in Excel, including what to click, how to interpret the results, how to create an APA/AMA results table, and how to write a statement for your results section for publication or presentation. You don’t need any knowledge of Excel or Statistics to attend.
Learning Objectives: 1) Explain what ANOVA is and when to use it
2) Use Excel to conduct an ANOVA
3) Create an APA results table and statement for your ANOVA results for publication or presentation

January 14, 2020  Grant Writing
Facilitator: Frank X. McCormack, Jr, MD
Room: MSB E255
Learning Objectives: 1) Illustrate that good grant writing is about a good idea and a compelling story
2) Discuss that polishing grants is about iterative refinement and a parsimonious approach to use of words
3) Recognize that a high tolerance for frustration and dogged perseverance are keys to success

January 22, 2020  Zen In Your Office Den: Yoga while you work
Facilitator: Kimber Andrews, PHD
Room: MSB 3057
Learning Objectives: 1) Learn about the benefits of mindfulness and yoga for building focus, attention, and managing every day stress
2) Participate in simple mindfulness exercises that can be incorporated easily into the work day
3) Experience accessible seated and standing yoga poses that can be done in the work environment
4) Make a plan for incorporating simple mindfulness and yoga activities to increase general wellness
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<thead>
<tr>
<th>Date</th>
<th>Title</th>
<th>Facilitator</th>
<th>Room</th>
<th>Learning Objectives</th>
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<tr>
<td><strong>February 2020</strong></td>
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<tr>
<td><strong>February 4, 2020</strong></td>
<td>Interviewing Techniques</td>
<td>Jennifer O’Toole, MD, MEd, SFHM</td>
<td>MSB 3057</td>
<td>1) Describe common scenarios for conducting interviews in academic medicine</td>
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<td>2) Develop a behavioral-based interview scenario/question to select for traits/skills</td>
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<td>important to a role/specialty/program</td>
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<td>3) Discuss ways to eliminate bias and promote diversity in the interview and selection</td>
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<td><strong>February 11, 2020</strong></td>
<td>Interpreting and Responding to Grant Reviews</td>
<td>Melanie Cushion, PhD</td>
<td>MSB 3057</td>
<td>1) Discuss how to prepare yourself for, and deal with, (perceived) criticism</td>
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<td>2) Outline important techniques of responding to critiques</td>
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<td>3) Identify how to maximize your response in a 1-page rebuttal</td>
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<td><strong>February 18, 2020</strong></td>
<td>Drop and Give Me 30.....Healthy Cooking in Half an Hour</td>
<td>Bruce Giffin, PHD</td>
<td>MSB 3057</td>
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<td>Participants will be introduced to cooking techniques and strategies that foster</td>
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<td>the use of the most healthful foods in fast (30 minute) meal preparation. All</td>
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<td>participants will receive a document containing some of the presenter’s favorite</td>
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<td>healthy dinner recipes ready in 30 minutes.</td>
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<td><strong>February 25, 2020</strong></td>
<td>Specialty Advising Training</td>
<td>Robert (Rocky) Ellis, MD (Associate</td>
<td>MSB 3057</td>
<td>1) Outline the medical student advising system at UCCOM</td>
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<td>Professor, Dept. of Family &amp; Community Medicine); Lisa Kelly, MD, MEd (Associate Professor, Dept. of Ophthalmology); Ilana Bergelson, BA (M4 medical student); Alice Mills, MD, MPH (Director of Career Development, Student Affairs)</td>
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<td>2) Name local and national resources for specialty advising</td>
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<td>3) Describe examples of department specialty advising</td>
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<td>4) Discuss specialty advising from a student perspective</td>
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</table>
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March 2020

March 3, 2020  Improvement Science: Designing Systems for Better Outcomes  
Facilitator:  Dr. Muhammad Ahsan Zafar, MD, MS-CTR  
Room:  MSB 3057  
Learning Objectives:  
1.  Describe the role of ‘system’ as a modifiable risk factor in outcomes  
2.  Compare the differences & strengths of improvement science and clinical research  
3.  Introduce the UCH way for Performance Improvement  
4.  Identify one area in your domain that needs improvement

March 4, 2020  “I didn’t know how to improve”: How students can get the most out of your narrative feedback  
Facilitators:  Steve Baxter, MD; Danielle Weber, MD, MEd; Matthew Kelleher, MD, MEd; Leslie Farrell, MD  
Room:  MSB 3057  
Learning Objectives:  
1)  Define the importance of narrative feedback  
2)  Identify properties of good direct observation  
3)  Discuss examples of helpful and unhelpful narrative feedback  
4)  Apply practical resources to facilitate provision of effective narrative feedback

March 10, 2020  Clinical Research: How to Get Help  
Facilitator:  Brett Kissela, MD  
Room:  MSB 3057  
Learning Objectives:  
1)  Summarize the structure and function of clinical research administration within the UC COM and UC Health  
2)  Discuss what services are available to assist you in your clinical research endeavors

March 18, 2020  I Don’t Have Time For That......Work-Life Balance On A Schedule  
Facilitators:  Michael Archdeacon, MD, MSE and Dani Zander, MD & Ashley San Diego, MS, CHES®  
Room:  MSB 3057  
Learning Objectives:  
1)  Appreciate The Dependency of Work-On-Life & Life-On-Work  
2)  Identify What Is Important To You And Prioritize  
3)  Discuss “What Has Worked” For One Individual Looking For Themes & Personal Opportunities  
4)  Highlight strategies and resources for work-life balance and stress management

April 2020

April 7, 2020  Resilient Leadership  
Facilitator:  Evie Alessandrini, MD  
Room:  MSB 3057  
Learning Objectives:  
1)  Understand Self-development and coaching others as enablers of resilient leadership  
2)  Apply change management principles to advance and enhance leadership resilience  
3)  Embrace failures as a way to enhance resilience
Complete Listing of COM Faculty Development Programs 2019-20

April 14, 2020  Navigating the IRB Process  
Facilitator:   Michael Linke, PHD  
Room:  MSB 3057  
Learning objectives:  1) Identify human subjects research projects that require oversight by the UC IRB.  
                   2) Describe the ethical principles for the protection of human subjects of research.  
                   3) Outline the UC HRPP protocol review process  
                   4) Recommend ways to improve interactions with the HRPP and IRB

April 15, 2020  Assessment of Learning Outcomes  
Facilitators:  Pamela Baker, PhD; Laurah Lukin, PhD; Tracy Pritchard, PhD  
Room:  MSB 3057

April 21, 2020  Do you Know How to Breathe? Practical Tips to Harness the Power of Breath  
Facilitator:  Achala Vagal, MD  
Room: MSB 3057  
Learning Objectives:  1. Understand the importance of breath awareness in our everyday lives.  
                   2. Review and practice simple techniques of breath awareness for stress reduction.  
                   3. Review and practice different techniques of breath work for stress reduction, clarity of mind, better sleep and higher energy.

April 28, 2020  Evaluating Active Learning  
Facilitators:  Carolyn Smith, PhD, RN; Tracy Pritchard, PhD  
Room:  MSB 3057

May 2020

May 5, 2020  Taking Advantage of Your Annual Performance Review  
Facilitator:  Alex Lentsch, PHD  
Room:  MSB 3057  
Learning objectives:  1) Develop an agenda that allows you to take control of your performance review  
                   2) Formulate realistic expectations and goals by working with your chief or chair  
                   3) Discuss what information you should include in your review and why  
                   4) Review what topics you should discuss with your chief or chair  
                   5) Summarize how to deal with uncomfortable discussions

May 12, 2020  How to Give an Effective Presentation  
Facilitator:  
Room:  MSB 3057

May 19, 2020  Financial Wellness Tips: “Living a Rich Life”  
Facilitator:  James Lenhoff, CFP®  
Room:  MSB 3057

May 26, 2020  The role of the preceptor in evaluating students  
Facilitator:  
Room:  MSB 3057
# Complete Listing of COM Faculty Development Programs 2019-20

## June 2020

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<tbody>
<tr>
<td>June 23, 2020</td>
<td>Ramping up formative feedback: Findings from a pilot study leveraging QR code technology</td>
<td>Laurah Lukin, PhD</td>
<td>MSB 3057</td>
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## July 2020

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<th>Date</th>
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<tbody>
<tr>
<td>July 28, 2020</td>
<td>Breaking down the Likert scale: Strategies for question design and data analysis</td>
<td></td>
<td>MSB 3057</td>
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