

Complete Listing of COM Faculty Development Programs 2023-24

August 2023

August 22, 2023 Reappointment, Promotions & Tenure

Facilitator: Alex Lentsch, PHD

Via: Microsoft Teams

Time: 12-1pm

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 22, 2023 Demystifying AI: A Primer for Medical Educators

Facilitator: Laurah Lukin, PHD

Via: Zoom

Time: 12-1pm

Learning Objectives:

- 1) Understand the Basics of AI and Its Impact on Medical Education: By the end of the session, participants will be able to define AI and describe at least three ways it can impact medical education.
- 2) Conceptualize AI in Personalized Learning: Participants will be able to list at least two ways AI can be used to personalize learning plans and provide real-time feedback in their own teaching contexts.
- 3) Recognize the Limitations of AI in Education: Participants will be able to identify at least three limitations of AI in education.
- 4) Envision Future Applications of AI in Medical Education: Participants will be able to propose at least one way they could further integrate AI into their teaching in the future, considering potential developments and innovations in the field.
- 5) Engage in Discussion on AI in Medical Education: Participants will be able to ask relevant questions, share their thoughts, and engage in a discussion on the topic of AI in medical education, as evidenced by their participation in the Q&A session.

August 31, 2023 Championing Culture Building in your Department

Facilitator: Steven D Kniffley Jr., PsyD MPA ABPP HSP

Via: Microsoft Teams

Time: 12-1pm

Training will provide COM departments with practical tools needed to foster inclusive excellence for students, faculty and staff. Specifically, this training will cover the following areas: conducting a cultural audit, developing a DEI strategy at the departmental level, and assessing culture change and impact.

September 2023

September 6, 2023 Effectively Managing Teams

Facilitator: Jack Kues, PHD

Via: Microsoft Teams

Time: 12-1pm

Learning Objectives:

- 1) Distinguish between leadership and management activities in a team

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- 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

September 14, 2023 Championing Culture Building in your Department (repeat)

Facilitator: Steven D Kniffley Jr., PsyD MPA ABPP HSP

Via: Microsoft Teams

Time: 7-8am

Training will provide COM departments with practical tools needed to foster inclusive excellence for students, faculty and staff. Specifically, this training will cover the following areas: conducting a cultural audit, developing a DEI strategy at the departmental level, and assessing culture change and impact.

September 26, 2023 From Drab to Fab: A Multimedia Makeover for the Digital Age (CME Credit)

Facilitator: Megan Rich, MD MEd

Via: Zoom

Time: 12-1pm

Learning Objectives:

- 1) Describe the key components of cognitive load theory and the principles of multimedia design
- 2) Revise a multimedia presentation to incorporate the principles of instructional design theory
- 3) Assess a partner's newly revised multimedia presentation and provide feedback

September 28, 2023 Championing Culture Building in your Department (repeat)

Facilitator: Steven D Kniffley Jr., PsyD MPA ABPP HSP

Via: Microsoft Teams

Time: 12-1pm

Training will provide COM departments with practical tools needed to foster inclusive excellence for students, faculty and staff. Specifically, this training will cover the following areas: conducting a cultural audit, developing a DEI strategy at the departmental level, and assessing culture change and impact.

October 2023

October 4, 2023 Understanding the Role of Emotional Intelligence in Diversity, Equity and Inclusion

Facilitator: Joya Dillard, M.Ed

Via: Microsoft Teams

Time: 12-1:30pm

Description: In this workshop participants will learn the different and evolving dimensions of diversity, equity and inclusion while learning to identify, articulate, and manage their feelings and behaviors when encountering difference (people, personalities, or circumstances).

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October 10, 2023 Navigating the IRB Process

Facilitator: Angela Braggs-Brown, MA

Via: Microsoft Teams

Time: 12-1pm

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

October 17, 2023 Fueling Your Day With Cognitive Behavioral Therapy and Healthy Eating

Facilitators: Megan Johnstone & Laura Hildreth

Via: Microsoft Teams

Time: 12-1pm

Learning Objectives:

- 1) Explore CBT and improving eating habits and overall health
- 2) What is cognitive behavioral therapy (CBT)?
- 3) Human Nutrition: Macro- and micronutrients
- 4) Building healthy practices to build a healthy plate

October 18, 2023 Burnout & Workplace Mindfulness

Facilitator: Meriden McGraw, MS, MPH

Via: Zoom

Time: 12-1pm

Why is this session important?

Burnout, the result of unmanaged, chronic, work-related stress, is at an all-time high. The ill effects of burnout and stress have a detrimental impact on individuals and organizations. Untreated burnout can lead to or exacerbate physical and mental illness and can cause associates to leave their current job and/or their profession as a whole.

What will I learn in this session?

Participants will walk away with a better understanding of the negative impact of chronic stress, the scientific rationale and the value of mindfulness at work, and how to immediately implement a number of simple and effective mindfulness practices for improved wellbeing. Content is rooted in neuroscience, positive psychology, mind-body practices and paired with tangible, realistic applications for work and home.

Session format:

- *Brief, evidence-based presentation introducing the benefits, evidentiary foundation, and brain science for the techniques and practices taught.*
- *Guided experientials*
- *Instruction on direct application of these techniques in daily life*
- *Q&A*
- *Follow-up materials*

October 19, 2023 Championing Culture Building in your Department (repeat)

Facilitator: Steven D Kniffley Jr., PsyD MPA ABPP HSP

Via: Microsoft Teams

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Time: 7-8:00am

Training will provide COM departments with practical tools needed to foster inclusive excellence for students, faculty and staff. Specifically, this training will cover the following areas: conducting a cultural audit, developing a DEI strategy at the departmental level, and assessing culture change and impact.

November 2023

November 6, 2023 Tips and Tricks for Time Management: Productivity, Well-being and Beyond
Hosted by the Be Well UC employee wellness program

Via: Microsoft Teams

Time: 12-1pm

Description: *Want the best bang for your “time” buck? This interactive session will help you to plan and practice how to make the most of your day for your priorities. Learn practical strategies for more effective work-life balance.*

Learning objectives:

- 1) Identify how time management impacts us professionally and our well-being
- 2) Highlight strategies to identify and manage priorities.
- 3) Share related support resources.

November 14, 2023 Cultivating an Effective Learning Environment

Facilitator: Danielle Weber, MD

Via: Zoom <https://ucincinnati.zoom.us/j/97317473454?pwd=N2J5K01rVUkwRkxDcGNTMHNYdCtXUT09>

Time: 12-1pm

Learning Objectives:

- 1) Articulate key components of an effective learning environment
- 2) Analyze complexity of juggling multiple aspects of a learning environment
- 3) Identify strategies to cultivate an effective learning environment

November 15, 2023 Sleep Health: It’s a Necessity, Not a Luxury!

Facilitator: Jenn Molano, MD

Via: Microsoft Teams

Time: 12-1pm

Learning Objectives:

- 1) Understand why sleep is important for overall health
- 2) Review factors that contribute to sleep health
- 3) Identify at least one way to improve one’s own sleep health

December 2023

December 6, 2023 Mattering in Medical Education: A Relational Approach to Education and Medical Student Well-Being (CME Credit)

Facilitator: Corbin Watson, PhD, LPCC, NCC, CRC, CVE, ACS

Via: Zoom <https://ucincinnati.zoom.us/j/96228350073?pwd=ZmMrZTU0R1ZqQjEvcmxQSWlWb3Vldz09>

Time: 12-1pm

Learning Objectives:

- 1) Faculty will enhance their relational skills to support medical student well-being
- 2) Faculty will deepen their understanding of mattering in medical education

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- 3) Faculty will advance their knowledge of mattering and its impact on mental health and medical education

December 12, 2023 Mentoring Graduate Students

Facilitator: Sean Davidson, PHD

Via: Microsoft Teams

Time: 12-1pm

Learning Objectives:

- 1) Defining the roles of a graduate student mentor in the 2020's
- 2) Goals of a mentor
- 3) Milestones of a successful mentor/mentee relationship
- 4) Attracting graduate students to your lab
- 5) Success requires being part parent, part scientist, and part psychologist

December 19, 2023 Conflict Management: Developing the Tools for Success in Difficult Moments

Facilitator: Liz Leenellett, MD & Charles Prestigiacomo, MD

Room: Microsoft Teams

Time: 12-1pm

Description: *Conflict is all around us and is unavoidable. Managing conflict and most importantly, resolving an existing conflict, is important in improving the work environment. Each of us has some natural tendencies in the management of such conflicts that depends on our own character traits. However, it is important to recognize that there are skills to be learned in successfully navigating these often-tense waters. This development seminar will bring to focus methods of distinguishing elements and patterns of conflict, while also providing the attendees tools for self-evaluation and methods of managing conflict in various environments. This serves as a foundational element for potentially additional, advanced workshops such as multi-party conflicts and using emotional intelligence to identify clues to success.*

Learning objectives:

- 1) Identify your conflict style
- 2) Recognize the fundamental concepts of conflict management
- 3) Discuss specific conflict management styles and techniques
- 4) Learn how to utilize these techniques to more effectively assess & resolve conflict in real world settings
- 5) Prepare for a difficult conversation

We would like to tailor your experience to include topics/situations that you would like to discuss. Prior to the workshop (when you register), please consider sharing:

1. An upcoming conflict scenario that makes you nervous or one that you wish you could have handled differently.
2. What tools or skills did you employ when you handled a conflict well? Why was that interaction successful?

Please email your conflict scenarios to Elizabeth.Leenellett@uc.edu and PrestiCJ@ucmail.uc.edu

December 19, 2023 The Power of Habit: Finish 2023 & Start the New Year Strong

Facilitator: Be Well UC Team

Via: Microsoft Teams

Time: 12-1pm

Description: *Habits are things we do every day, often without realizing we're doing them. This session will help you to walk through simple steps to understand how to break less healthy habits and create*

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new habits that will help you live your best life

- Learning Objectives:*
- 1) Identify well-being related intentions, aspirations and habits for the last 90 days of the year.
 - 2) Determine actions best suited for you and your goals and challenges.
 - 3) Share resources related to wellness goal setting

January 2024

January 9, 2024 Grant Writing: Be Brilliant, Concise, and Engaging... Oh, and Don't Forget Anything!

Facilitator: Kevin Haworth, PHD

Via: Microsoft Teams

Time: 12-1:30pm

- Learning Objectives:*
- 1) Understand the importance of concise and engaging language
 - 2) List key topics that NIH reviewers must be able to describe to provide a positive review
 - 3) Describe the ways an NIH proposal can be innovative

January 16, 2024 The Office of Clinical Research and plans for SignalPath -the new Clinical Trial Management System (CTMS)

Facilitators: Maria Stivers and Adam Alexander

Via: Microsoft Teams

Time: 12-1:00pm

- Learning Objectives:*
- 1) Understand the history and role of the Office of Clinical Research (OCR)
 - 2) Become familiar with OCR services and how to best utilize the OCR
 - 3) Develop contacts and resources within the OCR and research community
 - 4) Understand the use of the CTMS SignalPath
 - 5) Identify how the CTMS will assist the research user in tracking studies, invoicing, feasibility, and patient appointments and billing

January 22, 2024 Equity and Inclusion in Medical Education: Enhancing Understanding, Communication, and Access for Medical Students with Disabilities (CME)

Facilitators: Heidi Pettyjohn & Meghann Littrell

Via: Zoom

Time: 12-1:00pm

- Learning Objectives:*
- 1) Identify systemic barriers that may hinder the full participation of students with disabilities within the medical school environment.
 - 2) Learn effective communication strategies for working with students and patients with disabilities
 - 3) Understand their role in the creation of an academic environment in which students with disabilities can reach their full potential in medical school and beyond.

January 30, 2024 The Power and Practice of Mindful Breath

Facilitator: Barbara Walker, PHD

Via: Microsoft Teams

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Time: 12-1:00pm

- Learning Objectives:*
- 1) Understand how the breath is a fundamental pillar of wellbeing
 - 2) Explain the physiological and psychological benefits of mindful breath
 - 3) Learn how to regulate your emotional and autonomic state through breathing
 - 4) Create a plan for when to integrate mindful breath techniques for optimal performance and energy

February 2024

February 6, 2024 "If I Knew Then What I Know Now" Panel

Facilitator: Mary Mazik, MS; Juliane Vierecke, MD; Anjali Pearce, MD; Robert Burkes, MD; Kalyn Jolivette, MD

Via: Microsoft Teams

Time: 12-1pm

Description: *Medical faculty panelists with 3-5 years experience share their lessons learned about communication and relationship-building in patient care and research.*

Experienced faculty share:

1. How their experience in acclimating to the role of faculty out of training.
2. How they addressed hurdles/barriers to success in their new role.
3. What is normal? Addressing fear and anxiety...how much is normal.
4. How to search for and utilize mentors.

February 13, 2024 Research Resources and How to Leverage Them

Facilitator: Ken Greis, PHD

Via: Microsoft Teams

Time: 12-1pm

Learning objectives—by the end of the session you will be able to:

1. *Identify the research core facilities and research support opportunities available to investigators.*
2. *Recognize the scope of research capabilities offered to investigators.*
3. *Leverage opportunities to partner with research professionals to assist your research program.*

February 14, 2024 Co-Leadership and Co-Mentoring

Facilitator: DJ Lowrie, PHD and Chitra Kumar, Class of 2024

Via: in-person only MSB 2001

Time: 12-1pm

- Learning Objectives:*
- 1). Define mentorship, reverse mentoring, co-mentoring
 - 2). Describe best practices that contribute to a successful co-leadership and co-mentoring experience
 - 3). List / describe situations where co-leadership and / or co-mentoring would be beneficial to the participants of a project, and list situations where co-leadership and co-mentoring would not be beneficial

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February 20, 2024 Tips for Practical Ergonomics in your Workplace

Facilitator: Kermit Davis, PHD & Susan Kotowski, PHD

Via: Microsoft Teams

Time: 12-1pm

Learning objectives:

- 1) Define the term ergonomics
- 2) Identify ergonomic risk factors present in the workspace
- 3) Evaluate various ergonomic interventions to reduce risk
- 4) Recognize good ergonomic practices in a variety of situations

March 2024

March 5, 2024 The Art of Negotiation

Facilitator: Achala Vagal, MD, MS

Via: Microsoft Teams

Time: 12-1pm

Learning Objectives:

- 1) Understand negotiation steps, skills, and strategies
- 2) Understand the importance of active listening
- 3) Learn how to create a negotiation preparation checklist

March 20, 2024 Balance, Boundaries and Burnout: How to Build Resilience and Thrive in the World of Medicine

Facilitators: Michael Holliday, MD, Philip Diller, MD, PHD, and Charles Prestigiacomo, MD

Via: Microsoft Teams

Time: 12-1pm

Description: *Finding balance in the world of medicine has proven to be challenging. In 2018, the World Health Organization classified burnout as an occupational phenomenon. In one survey, upwards of 78% of physicians responded to having exhibited some signs of burnout. Medical students' rate of depression may be 15% higher than the general population. Suicide rates in female physicians may be 250% higher than females in other occupations. Alarming numbers indeed. Preventing, identifying, managing and mitigating burnout is an important aspect to practicing the art and science of medicine.*

This brief workshop will provide information and insight in to the causes of burnout, the necessity for balance and boundaries in your work and a source of tools to help in building resilience and thrive in the challenging world of medical practice.

At the conclusion of this session, attendees shall be able to:

- 1) Discuss the prevalence and incidence of burnout in medicine and its specialties
- 2) Describe the signs of burnout and the factors that contribute to the development of burnout
- 3) Recognize the early signs of stress and burnout in yourself and colleagues
- 4) Discuss the role of individual resilience and the responsibilities of the system in creating an environment in which colleagues can thrive

March 20, 2024 Equity and Inclusion in Medical Education

Facilitator: Brittany Allison, PHD

Via: Zoom

Time: 12-1pm

Learning Objective:

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March 27, 2024 Software Application Developer Lead

Facilitators: Nathan Poeppelman, Megan Johnstone, & Charles Prestigiacomo, MD

Via: Microsoft Teams

Time: 12-1pm

Learning Objectives:

- 1) Clean data and have a basic understanding of data best practices.
- 2) Create a Power BI Dashboard using a csv file
- 3) Exploring other data sources and real-time data automation

Microsoft's Power BI is a windows and web application that enables researchers to process, analyze and visualize data. Power BI helps extract insightful data, form conclusions, and share real-time results with your team by adding reports and dashboards in Teams.

This brief workshop will provide information on how to structure and clean research data, import data into Power BI using many available tools and quickly set up a dashboard. You will be asked to bring research data to this workshop for a 15-minute hands-on segment. The lecturers will be available to help during the hands-on segment.

Participants will be required to prepare for this workshop through a series of readings (to be forwarded to the attendees upon registering) and completing a self-assessment questionnaire (for personal use) in order to enrich this experience.

<https://learn.microsoft.com/en-us/power-bi/connect-data/>

<https://learn.microsoft.com/en-us/power-bi/connect-data/desktop-tutorial-importing-and-analyzing-data-from-a-web-page>

April 2024

April 2, 2024 Managing Cross-Cultural Patient Encounters

Facilitator: Bi Awosika, MD

Via: Microsoft Teams

Time: 12-1:30pm

Description: *Discuss issues of diversity impacting all aspects of the clinical encounter from both the patient and provider perspectives.*

Learning Objectives:

- 1) Discuss potentiating factors that impact cross-cultural patient encounters
- 2) Define cultural intelligence and its importance within the clinical setting
- 3) Review with the goal to implement key strategies that would contribute to successful multi-cultural encounters

April 9, 2024 TBD

Facilitators: Laura Conforti, PHD & Mathieu Sertorio, PHD

Via: Microsoft Teams

Time: 12-1pm

April 17, 2024 To Be Decided: The Problem with "Knowing" Ourselves

Facilitator: Sanjay Shewakramani, MD

Via: Microsoft Teams

Time: 12-1pm

Learning Objectives:

- 1) Investigate the relationship we have with our titles
- 2) Consider the difficulties with having titles and goals

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- 3) Outline a different approach that can lead to more happiness

April 17, 2024 Addressing Cognitive Biases in Learner Assessments and Feedback (CME Credit)

Facilitator: Megan Rich, MD MEd

Via: Zoom

Join Zoom Meeting

<https://ucincinnati.zoom.us/j/99109978258>

Meeting ID: 991 0997 8258

Time: 12-1pm

Learning Objectives:

- 1) List the 4 steps of giving feedback in the ARCH model
- 2) Explain how cognitive biases can affect learner assessments/feedback
- 3) Identify action steps to mitigate bias in the assessment/feedback process

May 2024

May 6, 2024 Managing Difficult Conversations with Compassion & Resilience

Facilitator: Chad Zender, MD

Via: Microsoft Teams

Time: 11-12pm

Description: How to conduct difficult patient conversations with compassion, including communicating a terminal diagnosis, the futility of further aggressive medical treatment, and end-of-life discussions and developing your personal strategies to recharge after difficult conversations.

Learning objectives:

May 16, 2024 From Career Development Award to R-funded Research Projects

Facilitator: Jeffrey Strawn, MD

Via: Microsoft Teams

Time: 12-1pm

Learning Objectives:

- 1) Develop strategies to link pilot work to specific funding mechanisms and “project grants.”
- 2) Describe key steps to leveraging successes and set-backs during the career development award.
- 3) Identify interventions—during a career development award—to boost score driving components of your first R-level submission.

May 21, 2024 Navigating a Crazy Work Environment

Facilitator: Jack Kues, PHD

Via: Microsoft Teams

Time: 12-1pm

Learning objectives:

June 2024

June 4, 2024 Financial Planning for Early Career Health Care Providers

Facilitator: Daniel Brummett, MBA

Via: Microsoft Teams

Time: 12-1pm

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Learning objectives:

June 11, 2024 Are the NIH Loan Repayment Programs (LRP) Your Path to Reducing Educational Debt?

Facilitators: Kevin Haworth & Simin Zhang

Via: Microsoft Teams

Time: 12-1pm

This seminar will:

- 1) Describe the purpose and goals of the NIH Loan Repayment Program
- 2) State the eligibility criteria
- 3) Explain the components of an NIH Loan Repayment Program Application
- 4) Discuss the review process and criteria used by the NIH

June 20, 2024 Energy Management

Facilitator: Jenn Molano, MD

Via: Microsoft Teams

Time: 12-1pm

Learning Objectives: