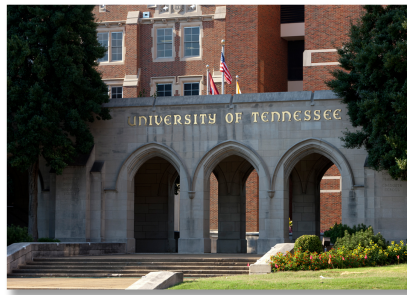




Welcome to New Faculty Orientation October 2017



Welcome New Faculty



Call to Order & Welcome

Cindy Russell, PhD, RN

Associate Vice Chancellor for
Faculty Affairs

Welcome New Faculty



Welcome from Senior Campus Administrators

Chancellor <i>Chief Executive Officer</i>	Executive Vice Chancellor <i>Chief Operating Officer</i>	Vice Chancellor, Academic, Faculty, & Student Affairs <i>Chief Academic Officer</i>
		
Steve Schwab, MD	Ken Brown, JD, MPA, PhD, FACHE	Lori S. Gonzalez, PhD


Welcome New Faculty



Introductions of New Faculty


Information to include in introductions

- Name, College, Department
- Credentials (degree, university)
- Arriving from __
- Anticipated role(s) here

Welcome New Faculty 


New Faculty (screen 1)

Name	College/Unit	Department
Ammaar Abidi	Dentistry	General Practice Dentistry
Pamela Albin	Dentistry	Dental Hygiene
Nechama Citrin	Dentistry	General Practice Dentistry
Wanda Claro-Woodruff	Dentistry	Orthodontics
Orli Weisser-Pike	Health Professions	Occupational Therapy
Lin Wu	Library	Library
Chi-Yang Chiu	Medicine	Preventive Medicine
Shannon Christy	Medicine	Preventive Medicine
Angelica Eddington	Medicine	Pediatrics-Endocrinology
Jay Fowke	Medicine	Preventive Medicine
Chang Hoon Jee	Medicine	Pharmacology
Lauren King	Medicine	Pathology

Welcome New Faculty 

New Faculty (screen 2)

Name	College/Unit	Department
Adebowale Odulana	Medicine	Pediatrics-General
Joseph Pierre	Medicine	Pediatrics-Obesity
Sanjeet Rangarajan	Medicine	Otolaryngology Head-Neck Surgery
Pradeep Kumar Shukla	Medicine	Physiology
Kathryn Sumpter	Medicine	Pediatrics-Endocrinology
Shawn Cao	Nursing	Acute and Tertiary Care
Vicki Chandler	Nursing	Health Promotion/Disease Prevention
Patricia Jones-Purdy	Nursing	Acute and Tertiary Care
Sharon Little	Nursing	Health Promotion/Disease Prevention
Ashley Neal	Nursing	Acute and Tertiary Care

Welcome New Faculty 

New Faculty (screen 3)

Name	College/Unit	Department
Shaquita Starks	Nursing	Health Promotion/Disease Prevention
Terri Stewart	Nursing	Acute and Tertiary Care
Kirk Hevener	Pharmacy	Pharmaceutical Sciences
Minghui Li	Pharmacy	Clinical Pharmacy & Translational Science
John Malysz	Pharmacy	Pharmaceutical Sciences
Georgi Petkov	Pharmacy	Pharmaceutical Sciences
Viktor Yarotskyy	Pharmacy	Pharmaceutical Sciences

Anyone else?

Welcome New Faculty - Faculty Senate 

Welcome from Faculty Leadership

UTHSC Faculty Senate President

Martin Donaldson, DDS


Role of UTHSC Faculty Senate, Senate Committees, University Faculty Council
Becoming engaged in shared governance

What is the Faculty Senate?

- A representative body through which the faculty participate in University affairs and shared governance
- Through committees and a democratically elected legislative body, the senate discusses policies and regulations regarding the general educational objectives at UTHSC
- It considers, advises, and recommends policies and procedures in other matters which concern the general welfare of the faculty including criteria for faculty appointment, dismissal, promotion, tenure, and retirement
- The senate may consider, advise, and recommend on proposed policies regarding student life, rights, and responsibilities
- Meetings are the 2nd Tuesday of each month in GEB A204


Structure of the Faculty Senate

- Senators are elected from college departments based on number of Faculty in that department with a minimum number per college
- Senate officers – President, Secretary, President-elect, Past President
- Executive Committee
 - Consists of Senate officers and at least one representative from each college, and the representative to the UFC
- Standing and Special committees
- University Faculty Council (UFC) – Faculty Senate Presidents and Representatives from each UT Campus and the Vice President of Academic Affairs & Student Success, meets with UT President

Welcome New Faculty - Faculty Senate 

Officers

President	Martin Donaldson, COD
Secretary-Treasurer	Jennifer Langford , Library
Past President	Terry Cooper, COM-Basic
President-elect	George Cook, COM-Basic

Welcome New Faculty 

Faculty Senate Executive Committee (FSEC) Voting Members

- George Cook, COM-Basic
- Terry Cooper, COM-Basic
- Martin Donaldson, COD
- Margaret (Peg) Hartig, CON
- Jennifer Langford, Library
- Mack Land, COM-Clinical
- Carol Likens, COHP
- Frank Park, COP
- Jay Ragain, COD
- RK Rao, COM-Clinical
- Phyllis Richey, COM-Clinical
- Thad Wilson, COM-Clinical

Standing & Special Committees

Non-voting Members

- Standing committees, Chairs, College
 - Budget and Benefits, Duane Schafer, COD
 - Clinical Affairs, Mack Land, COM-Clinical
 - Education and Academic Affairs, Peg Hartig, CON (CASA)
 - Faculty Affairs, Richard Smith, COM-Clinical (FAWG)
 - Faculty Research, RK Rao, COM-Basic
 - Faculty Computing and Technology, Phyllis Richey, COM-Clinical
 - Legislative Resource, Carol Likens, COHP
- Special Committees
 - Handbook Sub-committee, Terry Cooper, COM-Basic
 - Bylaws Sub-committee, Martin Donaldson, COD

Faculty Senate President's Contact Information

- Martin E. Donaldson, DDS
 - mdonald1@uthsc.edu
 - 875 Union Avenue
 - 901-448-6260 (office)
 - 901-491-4433 (cell)



Welcome New Faculty - Faculty Senate


THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

Students Faculty & Staff Alumni Visitors Patients Our Mission Resources Make a Gift Take a Tour Search

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

Faculty Senate

Governing Documents and Policy Resources Membership Committees Minutes and Reports



Faculty Senate

The UTHSC Faculty Senate represents the faculty in the shared governance of the university. Senators are elected from the various departments. We work as a body and through committees to develop and recommend policies regarding the educational objectives of the campus.

We consider, advise, and recommend policies and procedures in other matters which concern the general welfare of the faculty.

- criteria for faculty appointment, dismissal, promotions, tenure, and retirement;
- criteria for the selection of chief academic officer and other campus administrative officers;
- priorities for the university budget
- priorities for the university development plan
- changes in physical facilities
- faculty grievances and recommendations to senior campus administrators

The Faculty Senate President serves on the University Faculty Council, who attend Board of Trustees meetings and advise the system president. The Senate is also represented in the Tennessee University Faculty Senates (TUFSS), a statewide body representing faculty across the state.

2017-2018 Faculty Senate Meeting Dates

- September 12, 2017
- October 10, 2017
- November 14, 2017
- December 12, 2017
- January 9, 2018
- February 13, 2018
- March 13, 2018
- April 10, 2018
- May 8, 2018
- June 12, 2018

Welcome New Faculty

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

A Brief Introduction to The Vision, Mission & Strategic Plan UTHSC Administration & Areas of Responsibility A Summary of UTHSC



Lori S. Gonzalez, PhD
Vice Chancellor for Academic,
Faculty & Student Affairs
Chief Academic Officer

Welcome New Faculty

The Vision of UTHSC

To serve as the premier State resource in bringing to bear the health sciences in the promotion and maintenance of a healthy society.

The Mission of UTHSC

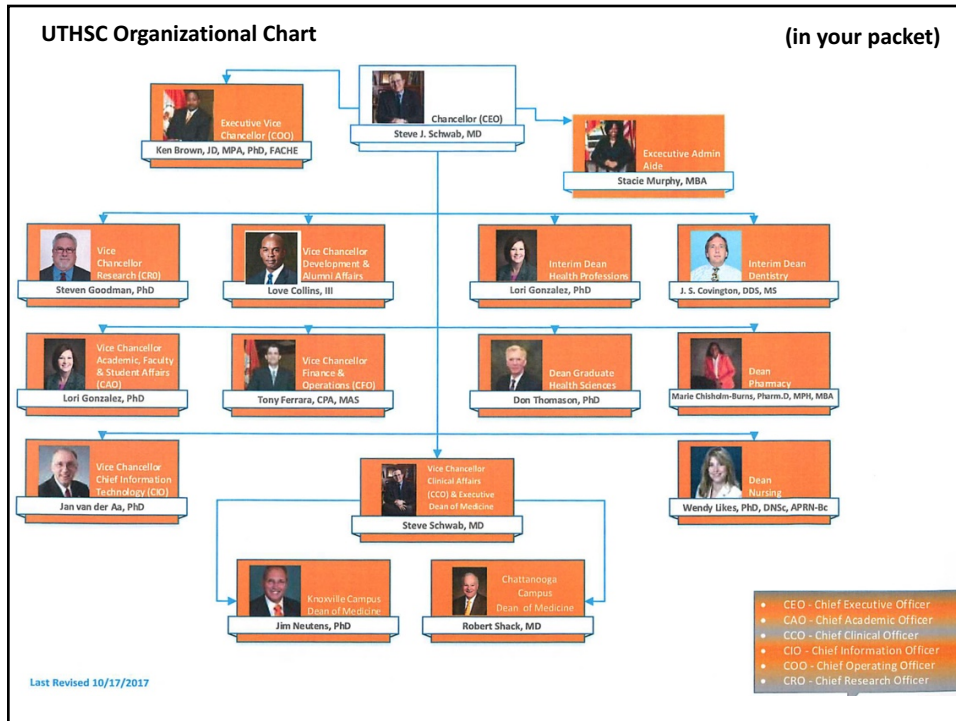
The mission of the University of Tennessee Health Science Center is to bring the benefits of the health sciences to the achievement and maintenance of human health with a focus on the citizens of Tennessee and the region, by pursuing an integrated program of education, research, clinical care, and public service.

**University of Tennessee Health Science Center
Strategic Map: 2014-2018**

(in your packet)

Approved:
 UTHSC Strategic
 Planning Cmt, 01/09/14;
 Board of Trustees 02/27/14

Position UTHSC as a National Leader in Targeted Areas of Excellence Across Missions, Campuses and Colleges						
A	B	C	D	E	F	
Educate Outstanding Graduates Who Meet the Needs of the State, and its Communities	Grow the Research Portfolio Focusing on Targeted Areas	Create Areas of Clinical Prominence While Expanding Outreach	Increase Visibility and Recognition of UTHSC Contribution	Align UTHSC Resources with Areas of Excellence	Expand and Strengthen Key Community and Other Partnerships	
1	Expand and Strengthen Interprofessional Training	Provide Necessary Facilities, Infrastructure and Core Support for Research and Scholarship	Develop Targeted Areas of Centers of Excellence	Implement Expanded Marketing/Branding Strategy for UTHSC	Address Prioritized Needs/Deficits Requiring Additional Resources	Prioritize Existing and Potential Partnerships
2	Support Innovation and Adapt to Evolving Educational Models	Develop Program to Link Clinical and Basic Science Researchers	Establish a Culture of Best Practices	Increase Awareness of UTHSC Community Contributions	Increase Program Collaboration Across the UT System	Define/Align Benefits and Expectations of Key Partnerships
3	Incorporate Effective Technology Use in Learning and Practice	Foster Collaboration Across Colleges and Campuses	Strengthen Program Quality Using Performance Metrics	Align Messaging of and Enlist Advocacy by Partners/Alumni	Allocate Space Based on Need Across UTHSC	Foster Individualized Approach to Managing Each Key Partnerships
4	Provide Training and Development to Increase Graduate Readiness Across Missions	Develop and Implement Research Mentorship	Develop and Implement Community-Based and Statewide Clinical and Outreach Programs	Strengthen Legislative Interaction	Re-engineer Clinical and Core Services to Increase Effectiveness & Efficiency	Coordinate and Nurture Partnerships Across UTHSC
5	Offer Graduate Training Programs in Areas of Mission Excellence		Implement Continuous and Seamless Data Sharing	Expand Awareness of UTHSC as a Statewide Enterprise	Optimize Productivity and Alignment of Faculty, Staff, Students and Administration	Leverage Existing Partnerships to Build New Ones
6	Recruit and Retain Faculty and Staff Through Development, Support and Mentorship			Implement Strategies to Demonstrate Health Impact	Create a Culture of Philanthropy	Invigorate Lifelong Partnership with Students, Donors and Alumni
7	Continue to Increase the Diversity of Faculty, Staff, Students and Administration				Develop Succession Plans at all Levels of Leadership	
8	Increase Strategic Integration Across UTHSC					
9	Strengthen Organizational Effectiveness and Adaptability Through a Focus on a Culture of Excellence Across the Institution Including Staff, Faculty and Administration					



A Summary of UTHSC

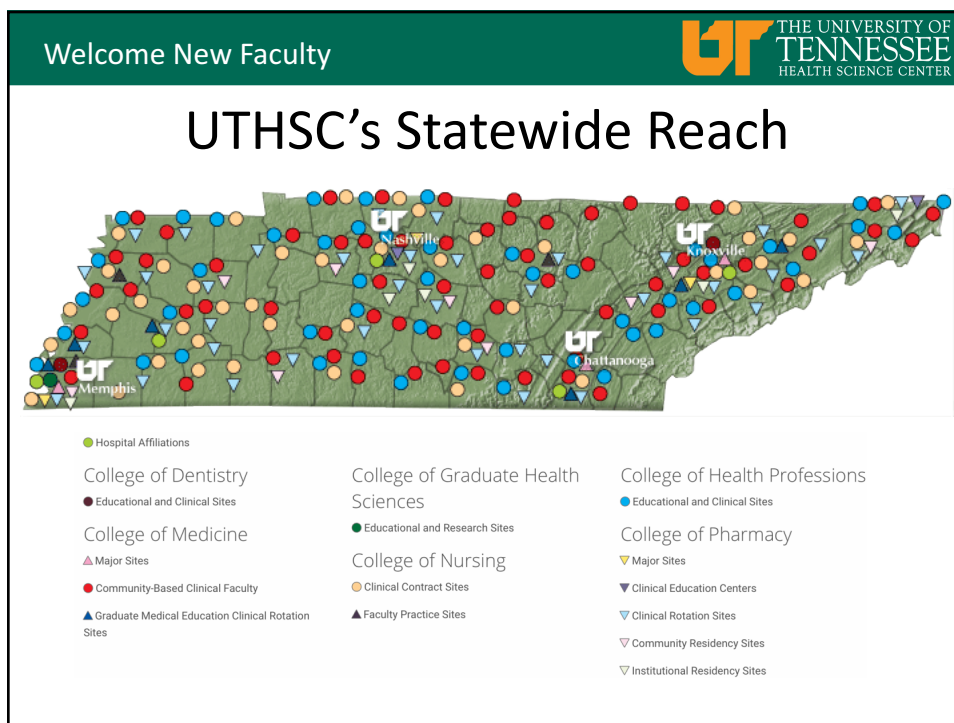
We are ...

1 institution more than

100 years old with

4 campuses


Q: Where are our campuses located?



A Summary of UTHSC
We are ...
1 institution more than **100** years old with **4** campuses
 and
6 colleges

Q: What are our 6 colleges?


Welcome New Faculty



UTHSC's Colleges

College of Dentistry	uthsc.edu/dentistry
College of Graduate Health Sciences	uthsc.edu/grad
College of Health Professions	uthsc.edu/health-professions
College of Medicine	uthsc.edu/medicine
College of Nursing	uthsc.edu/nursing
College of Pharmacy	uthsc.edu/pharmacy

Stan Covington (interim), Dentistry	Don Thomason, Graduate Hlth Sciences	Lori Gonzalez (interim), Health Professions	Steve Schwab, Medicine	Wendy Likes, Nursing	Marie Chisholm-Burns, Pharmacy
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A Summary of UTHSC

We are ...

1 institution more than **100** years old with **4** campuses and **6** colleges who have
34 degree programs, **3** graduate certificate programs, & **90** GME programs

Q: What are some of our degree programs?

Some of our degree programs

Audiology & Speech Pathology, Biomedical Engineering & Imaging, Biomedical Sciences, Clinical Laboratory Sciences, Dental Hygiene, Dentistry, Epidemiology, Health Informatics & Information Management, Health Outcomes & Policy Research, Medicine, Nursing, Occupational Therapy, Pharmacy, Physical Therapy, Physician Assistant

Baccalaureate, Masters, & Doctoral academic programs

https://academic.uthsc.edu/degree_granting_progs.php

A Summary of UTHSC

We are ...

1 institution more than 100 years old with 4 campuses and 6 colleges who have 34 degree programs, 3 graduate certificate programs, & 90 GME programs with

55,000+ graduates and

3,000+ students & 800 residents & fellows

Q: What is the profile of our students?

Our Students



91% graduate * **60%** female

25% age 19-23 * **55%** age 24-28

76% in-state residency

24% American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian/Other Pacific Islander

Fall 2016 data

A Summary of UTHSC

We are ...

1 institution more than **100** years old with **4** campuses and **6** colleges who have **34** degree programs, **3** graduate certificate programs, & **90** GME programs with **55,000+** graduates and **3,000+** students & **800** residents & fellows

who are educated and supported through the efforts of **~1,300** FTE faculty & **~1,600+** FTE staff

Q: What is the profile of our faculty & staff?

Our Faculty & Staff



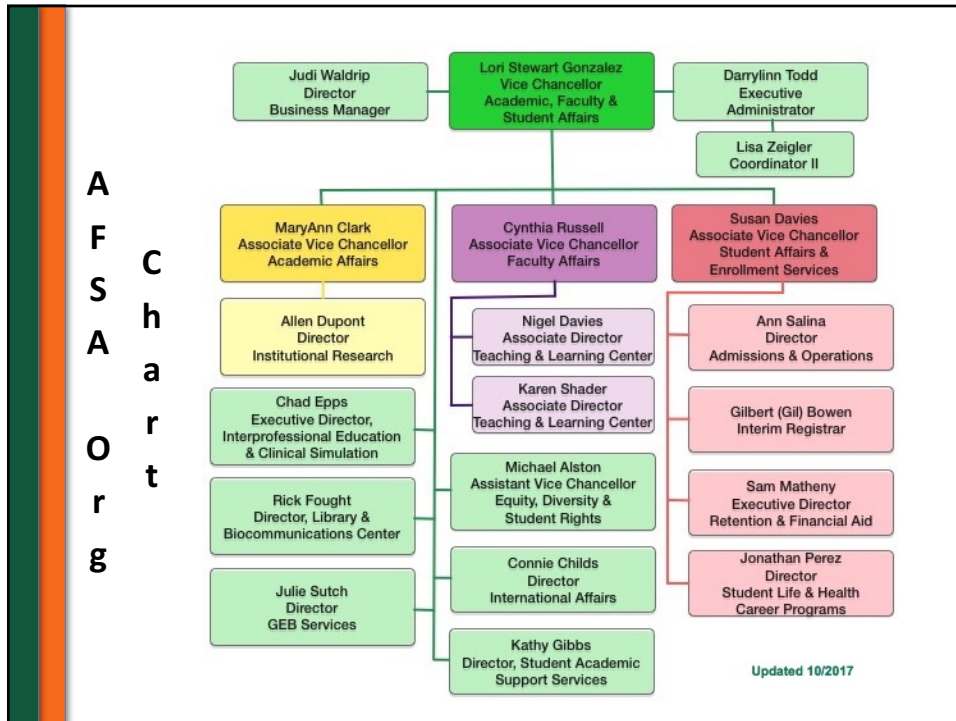
Faculty: **37%** female * **70%** White
24% tenured * **7.5%** on tenure track
56% not on tenure track
 Staff: **69%** female * **48%** White

Fall 2016 data

A Summary of UTHSC

We are ...

1 institution more than
100 years old with
4 campuses and
6 colleges who have
34 degree programs, **3** graduate certificate
 programs, & **90** GME programs with
55,000+ graduates and
3,000+ students & **800** residents & fellows who are
 educated and supported through the efforts of
1,300+ faculty & **1,600+** staff



Welcome New Faculty 

Interprofessional Simulation Center

- Fall 2016 – anticipated occupancy
- Spring 2017 – functional
- Approx. 45,000 square feet
- Designed for maximum flexibility to meet needs of pre-clinical/ pre-licensure undergrads as well as advanced graduates/ residents/fellows & practitioners from our clinical partners
- Range of spaces: physical assessment labs, acute care/hospital (OR, pt. rooms, neonatal/birthing, primary care, dental clinic, community pharmacy) & multipurpose rooms
- UTHSC investing considerable resources in building the facility & increasing faculty and staff capacity to enrich & expand the use of simulation across our professional programs

Welcome New Faculty 


Success in the Academy

Important Aspects of a Faculty Member's Life

Academic Ranks, Promotion & Tenure


Resources to Help You Succeed

Cindy Russell, PhD, RN
Associate Vice Chancellor, Faculty Affairs

Welcome New Faculty 

Common Challenges & Concerns

- Will I fit into and succeed in the academic community?
- How will I handle multiple responsibilities while maintaining a sense of balance and managing my time?
- What are the rules?
- Am I prepared to teach?
- What do I need to do to get promoted/tenured?

Welcome New Faculty 

How to Succeed in the Academy

A Chair's advice

<ul style="list-style-type: none"> • Know yourself • Know what expectations the chair holds for you & deliver on those • Further your institutional & departmental missions • Never lie to anyone 	<ul style="list-style-type: none"> • Respect everyone; be collegial • Pick your battles • Own your mistakes • Have regular conversations with your chair to align expectations & obtain feedback
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Welcome New Faculty



Common Challenges & Concerns


- Will I fit into and succeed in the academic community?
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- What are the rules?
- Am I prepared to teach?
- What do I need to do to get promoted/tenured?

Welcome New Faculty



Thriving in the Academy

- Newcomers thrive best by practicing **constancy & moderation.**
- *The [person] who works so **moderately** as to be able to work **constantly**, not only preserves his [or her] health the longest, but in the course of the year, executes the greatest quantity of work.* Adam Smith, Wealth of Nations, 1776

Welcome New Faculty 

Common Challenges & Concerns

- Will I fit into and succeed in the academic community?
- How will I handle multiple responsibilities while maintaining a sense of balance and managing my time?
- **What are the rules?**
- Am I prepared to teach?
- What do I need to do to get promoted/tenured?

Welcome New Faculty 


Our Policies and Procedures

@ <http://uthsc.policymedical.net>



The screenshot shows the website interface for 'General Access for ANONYMOUS USERS'. On the left, there is a sidebar with three sections: 'New' (green), 'Updated' (blue), and 'Attest' (red), each with a '0' icon. Below these are links for 'New to PolicyManager? Launch the tour' and 'Need technical assistance? Get help'. The main content area features a search bar with the text 'Please enter search terms below and click on the icon:'. Below the search bar is a link for 'Policies & Procedures (Click to Access Document Library/Table of Contents)'. Two orange arrows point to this link from the left and right.

Welcome New Faculty



Common Challenges & Concerns

- Will I fit into and succeed in the academic community?
- How will I handle multiple responsibilities while maintaining a sense of balance and managing my time?
- What are the rules?
- Am I prepared to teach?
- What do I need to do to get promoted/tenured?

Welcome New Faculty



About Teaching @ UTHSC

- Recognized as the core, priority #1
- The heart of a career at an academic health science center
- Done in different modalities



Welcome New Faculty - TLC



THE UNIVERSITY OF
TENNESSEE
HEALTH SCIENCE CENTER

Office of Academic, Faculty & Student Affairs

YOUR Resource Teaching & Learning Center Supporting YOU in all you do



Welcome New Faculty - TLC



THE UNIVERSITY OF
TENNESSEE
HEALTH SCIENCE CENTER



Nigel Davies EdD, Associate Director
Faculty Development & Academic
Technologies Unit



Karen Shader, PhD, Associate Director
Instructional Design, Online & eLearning Unit



Samba Diop, MBA
Academic Technology
Application Specialist



Keedra Smith, MS
Academic Technology
Consultant



Dwayne Butcher, MFA
Digital Media
Specialist



Veronica Reliford-
Thomas
Administrative Specialist


Initial Priorities

- Coordinate programs and activities that promote instructional excellence and the scholarship of teaching and learning
- Support the range of testing/evaluation modalities used and evaluating their usefulness given the expected learning outcomes
- Assist academic programs in meeting academically--focused requirements and standards of their accreditation agencies

Services

- Instructional Design
- Course Development and Evaluation
- Faculty Consultations
- Educational/Academic Resources
- Faculty Development Activities, Initiatives, and Recognition
- Academic Technology Support & Evaluation


(continued)

Welcome New Faculty - TLC 

Additional Services

- Testing/Evaluation/Assessment of Student Learning Outcomes
- Scholarship of Teaching and Learning
- Academic Technology and Learning Analytics and Reports
- Initiatives relevant to teaching/learning and faculty scholarship that include, but are not limited to, Universal Design for Learning, Accessibility, Copyright, Fair Use, and others







(and more!)





Welcome New Faculty - TLC 


Academic Technologies

Ongoing Training and Support for Your Use

- Adobe Captivate
- Adobe Presenter
- Blackboard
- Camtasia Relay
- Clickers (Turning Technologies)
- CORE
- ExamSoft Testing Software
- Faculty portfolio
- Mathematica
- Multimedia/Streaming Video
- one45
- Parscore
- Proctor U
- Qualtrics
- Respondus Lock Down Browser
- StudyMate Class and Author
- UTHSC TV
- Zoom

Welcome New Faculty - TLC 

Recent 2016 Events

We've got them archived just for you!

- Showcase in Teaching & Learning – 4/28/2016
- Making Quality Matter – 5/23-24/2016
- The Truth about Flipped Classrooms – 6/1/2016
- Item Writing in the Health Sciences – 8/11-12/2016
- Turning Technologies (Clickers) Visits UTHSC – 9/7/2016
- Collaborative Learning for the 21st Century: A Master Class – 9/16/2016
- How to Help People Learn – 9/16/2016
- More Than Video: Flipped Classroom with Innovative Pedagogies – 9/16/2016
- New Faculty Orientation – 10/7/2016
- The Power of the Pre-Brief – 10/14/2016
- Simulation in Patient-Centered Dentistry
- Blackboard visit to UTHSC
- TurningPoint – Getting Started for the Semester

<https://academic.uthsc.edu/tlc/events/index.php>

Welcome New Faculty - TLC 

Live Webinars, On Demand Asynchronous Events and Session/Webinar Archives

Log into Bb <https://blackboard.uthsc.edu/>

- Explore the Bb Course - “ Professional Development”




Welcome New Faculty - TLC 

Institutional Memberships

Educational Opportunities and Resources for Teaching and Learning
(at no cost to you)


- Online Learning Consortium 
- Quality Matters 
- WICHE Cooperative for Educational Technologies 
- Innovative Educators 
- Academic Impressions 
- EDUCAUSE Learning Initiative 
- Magna Publications – Monday Morning Mentor 

Welcome New Faculty - TLC 

Advisory Board

College Representatives

Name	Title	College
Jacqueline Burchum, Faculty Innovation Scholar	Associate Professor	College of Nursing
Andrea Franks	Associate Professor	College of Pharmacy (Knoxville Unit)
Rebecca B. Reynolds	Professor	College of Health Professions
Mark Scarbecz	Professor	College of Dentistry
Carol A. Schwab	Professor	College of Graduate Health Sciences
Marcia Y. Sharp, Faculty Innovation Scholar	Associate Professor	College of Health Professions
Trevor W. Sweatman	Professor	College of Medicine

Welcome New Faculty 

Common Challenges & Concerns

- Will I fit into and succeed in the academic community?
- How will I handle multiple responsibilities while maintaining a sense of balance and managing my time?
- What are the rules?
- Am I prepared to teach?
- What do I need to do to get promoted/tenured?

Welcome New Faculty 

Important Aspects of a Faculty Member's Life

<p><u>Seasons of our Work</u></p> <ul style="list-style-type: none"> • Annual Performance & Planning Review (APPR) • Promotion • Tenure 	<p><u>The 4 aspects of our mission</u></p> <ul style="list-style-type: none"> • Teaching • Research/Creative & Other Scholarly Activities • Clinical Care • Service/Outreach
--	--

Important information on these items available at:
<https://academic.uthsc.edu/faculty/info.php>

Welcome New Faculty



Focus on What You can Control


- Maintain an activities folder to track what you do
- Collect student feedback for your courses
- If teaching is a primary role, ask peers for feedback and track peer assessments over time
- If research is a primary role, find a colleague to review all papers and grants before submission. More polish = Fewer failures.
- Know the timelines for Annual Review, and Promotion & Tenure. Attend information sessions

Welcome New Faculty



Make your Dossier Complete


- Update your Curriculum Vitae at least once a year
UTHSC CV Format @
<https://academic.uthsc.edu/faculty/info.php>
- If you serve on any major committee, ask for a letter from the committee chair for your file
- As student feedback is collected, create a summary – not only what they said but reflect on their feedback and note what changes you made
- Add peer evaluations for teaching
- Select your publications for assessment carefully

Welcome New Faculty 

Look ahead to Promotion Time


- Not everyone is on tenure track
- However, most everyone can work toward promotion through the ranks
 - Dependent on college bylaws
- The Metric Grid (in your packet)
 - helps you assess your readiness for promotion
 - shows you what your peers will evaluate you on for promotion
 - Get a score from 0-3 on each element in the aspects of the UTHSC mission for which you have percent effort assigned
 - Can be helpful to look at this at each year’s APPR

Let’s look at the categories in the Metric Grid

Welcome New Faculty 


Metric Grid: Teaching Component

Categories
<p>a. Course leadership Examples: Course director, Clerkship coordinator, Residency training director; other teaching duties e.g. student or resident teaching in clinical or practice setting, classroom or online education, laboratory teaching; Research mentor/member of thesis or research oversight committee; Student advising</p>
<p>b. Acknowledged excellence in teaching Examples: Student or peer evaluations, Teaching honors and awards, Awards to students mentored by faculty</p>
<p>c. Innovation in teaching Examples: Major course revisions, Curriculum redesign, Introduction of new technologies in the teaching setting</p>

Welcome New Faculty 

Metric Grid: Research/Scholarly Activity Component


<p>Categories</p> <p>a. Publications Examples: Peer-reviewed and non peer-reviewed articles in professional journals, textbooks, book chapters, health care articles for the lay press</p> <p>b. Extramural funding Examples: Grants from federal agencies (NIH, NSF, AHRQ, etc.), foundations/institutes, pharmaceutical companies, training grants, interprofessional/educational grants, contracts, etc.</p> <p>c. Other scholarly activities Examples: Manuscripts under review, invited lectures, patents, licensing agreements, presentations at major meetings/grant rounds/local or regional societies/special interest groups, service on editorial boards (count once for research or service)</p>

Welcome New Faculty 

Metric Grid: Clinical Care Component


This section often differs by college

<p>Categories</p> <p>a. Productivity/patient load Examples: Meets RVU targets and other clinical care goals with respect to patient and procedure numbers and numbers of clinic sessions per week, etc.</p> <p>b. Quality/Patient Satisfaction Examples: Results from evaluations at practice setting, by peers/other health care providers, by chart reviews, etc.</p> <p>c. Professional recertification/enhancement of knowledge base for clinical care Examples: Acquires and maintains board certification/licensure</p>
--

Welcome New Faculty 

Metric Grid: Service Component

Categories
<p>a. Institutional service Examples: Serves on system, Health Science Center, College, and/or Department committees; provides continuing education programs; coordinates seminar programs or searches</p>
<p>b. Professional service Examples: Participates in service organizations or professional societies; serves on editorial boards or as a reviewer for journals or funding agencies</p>
<p>c. Community service/outreach Examples: Local presentations, local outreach activities and/or delivery of community health initiatives, provides free clinical care (health fairs)</p>

Welcome New Faculty 

Remember

- No surprises are required or necessary
- Identify and talk regularly with trusted colleagues and mentors
- Look forward to the Annual Performance and Planning Review
- Take advantage of strategic opportunities that present
- Don't try and do it all

Welcome New Faculty



Important Resources

- Faculty Information website @ <https://academic.uthsc.edu/faculty/info.php>
- New faculty website @ https://academic.uthsc.edu/tlc/new_faculty.php
- Professional Development Calendar of events @ <https://academic.uthsc.edu/tlc/events/pdcalendar.php>
- Weekly Professional Development Emails
- Variety of live and on-demand face-to-face and webcasts

Welcome New Faculty



In conclusion ...

- Complete your evaluation – place on registration table
- We will email you a certificate of attendance
- Stay in touch
- Get involved / Stay involved

REMEMBER

Recognition Lunch for recently promoted and/or tenured faculty members and YOU occurs in the SAC Dining Hall (downstairs big room) – learn strategies for YOUR success from those who've recently attained this important recognition.