Deliverables, Department of Pediatrics Year 3 Faculty Development Plan 2018-2019

BY THE NUMBERS SUMMARY:
- 9 Half-Day Core Curriculum Faculty Development Seminars
- 21 Unique Peer-to-Peer Faculty Development Sessions
- 28 Faculty Participating in Peer-Writing Group Pilot
- 3 Dedicated Grand Rounds Sessions (development and diversity)
- 6 Faculty Sponsored for Leadership Training
- 78 Faculty in Attendance for 3rd Annual Julie Ross Memorial Recognition Banquet
- 3 Core Curriculum Meetings (Assistant, Associate, Full Professors) Focused on Implicit Bias Training
- 3 new faculty get-togethers

DETAILED SUMMARY

1. Enhance the academic success of individual faculty

Core Curriculum Faculty Development Seminars

We continued to orchestrate half-day core curriculum of faculty development seminars with the typical structure including a plenary speaker, facilitated small group discussion, and workshops. This year we held 9 seminars attended by 184 faculty---3 for Assistant Professors, 2 for Associate Professors, 2 for Professors, and 2 for non-clinical PhDs. MOC2 credit was added for attendance at these meetings. Topics included:

- Leadership/Professionalism
  - Negotiations: creating a framework for and process tips
  - Networking and establishing a reputation
  - How to lead and develop national workshops
  - Communicating scientific findings with the media and the public
  - Responding to reviewer comments, dealing with rejections/resubmissions
  - Implicit bias
  - Cultural humility and working with interpreters
  - Surviving as a PhD in a clinical department

- Personal wellness
  - Work-life balance
  - Using creative writing to support wellness
  - Mind your mindset to strengthen resilience

- Practical “how to” tips
  - How to use ETHOS
  - How to use Redcap
  - Managing your online academic presence
  - How to conduct a streamlined literature review
  - Point of care apps for the bedside

Peer-to-Peer (P2P) Sessions

This program successfully completed its second year of peer-led lunch sessions of faculty development topics. 16 unique sessions were held on topics ranging from poster design and CV management to Epic tips and work-life integration. There have been 9 different faculty leads with more than 92 attendees.
Peer Writing Group Pilot

We had 8 groups start in the pilot study with 28 Faculty. These consisted of:

- 3 Write-On-Site Groups
- 3 Writing Accountability Groups
- 1 Collaborative Writing Group
- 1 Remote Check In Writing Group

Of these, 3 groups are still meeting (38%), with 14 faculty (50%) including two Write-On-Site groups and one Writing Accountability Group. The groups that stopped meeting all cited "finding time" as their main barrier. The collaborative writing group found it difficult to find areas of shared interest which led to its disbanding. Two faculty wrote that while their group stopped meeting they have since reached out to a peer collaborator to connect for accountability and are finding this helpful; so even though their group stopped meeting they have pursued other peer writing accountability opportunities.

P-QUAD (Positive Peer Pressured Productivity)

Dr. Pitt continues to lead this innovative program to encourage transparency, collaboration, and friendly competition surrounding academic productivity among assistant professors through gamification. Since inception, junior faculty have logged more than 300 abstract and 300 manuscript submissions to compete for cash prizes every 6 months, with 18 unique winners thus far. P-QUAD has been presented at national meetings and in two peer-reviewed publications, has expanded into additional departments, and is being rolled out at other institutions across the country. This program has been purchased by UMN Psychiatry, Indiana University, and the University of Wisconsin, generating income to ensure support the program.

Coffee coaches: Peer Points of Contact

New in 2018-19, the department website features a list of faculty with expertise in multiple areas who are willing to sit down with other faculty needing advice over a cup of coffee. Dr. Mike Pitt obtained a Hertz grant of $4500 to support this effort. Faculty areas of expertise include Worklife Balance (gardening, photography, knitting/crocheting, nutrition, martial arts, mindfulness, work-life balance); Education (dealing with a struggling learner, writing a great letter of recommendation, curriculum design, educational study design, preparing workshops, competency based education); Grants (preparing NIH grants, finding small grants); Presenting (conveying research to the public, powerpoint, reviewing platform presentations, making posters); Promotion (navigating promotion); Publishing (case reports, writing a paper, using a reference manager, figure design); Research (quality improvement tips, basic statistics, unfunded retrospective studies, cellular therapies, clinical study design); and Technology (Web design, google apps/drive, personalizing Epic Notes & building an Epic order set).

Equity, Diversity and Inclusion Activities

The Equity, Diversity and Inclusion Council (EDIC) created a plan that was implemented July 1, 2018. Accomplishments over this academic year include:

Diversity topics at UMN local meetings

- 3 UMN Department of Pediatrics grand rounds
  - Brian Yablon MD--- Health Care for All: The Case for Single-Payer
  - Taj Mustapha MD--- Hardworking Hannah get Honors, but Decisive David becomes Division Director: Gender Bias and Learner Evaluations
- Alex Pate---Innocent Care: Making Authentic, Intentional Connections to Reduce Healthcare Disparities and Improve the Patient Experience
  - Diversity topics at Core Curriculum Faculty Development Seminars (implicit bias, cultural humility and working with interpreters)

**UMN faculty sent to the national AAMC Minority Leadership Meeting**
- Sept 2018- Karim Sadak
- June 2019-Phu Tran

**Liaisons for Medical School/student interest groups:**
- Pediatric Interest Group (PIG) Liaison – Matt Armfield
- LGBTQIA+ Liaison – Matt Armfield (including mentoring a student presentation for the 2019 Sexual and Gender Minority Health Initiative)
- Latino Medical Student Association – Karim Sadak
- BA/MD Pipeline Program Mentor – Karim Sadak

**Pertinent Department of Pediatric research awards**
- Summer Pediatric Research “SUPER” award--- a funding mechanism to provide support for a summer internship program for students who are underrepresented in Pediatric research.
  - 2018 – 2 awards (all that applied)
  - 2019 – 5 awards (9 applications)

**Awareness Campaigns**
- 2018 – No Hate Buttons - >1200 distributed
- 2019 – Pronoun stickers – distribution just beginning

**Salary Equity Audit**
A Department salary equity audit was conducted. By and large there were not differences in salary between male and female faculty, but a few individual differences were noted, particularly at the professor level. These were corrected for the 2019-2020 budget.

2. **Improve faculty engagement, satisfaction, and collaboration**

**Building Community**
Recognizing the stress and isolation of new faculty, regular social events for them and their significant others was initiated, led by Meg Oberle.

Book clubs were started for women assistant professors (2 groups led by Katie Larson-Nath and Annie Laurie McRee) and associate professors (1 group led by Priya Verghese). 26 assistant and 11 associate professors indicated

**Junior faculty dinners with leadership:** Personal access to leadership was identified as a factor mitigating burnout. We have instituted home dinner gatherings for junior faculty with department leadership including Drs. Neglia, Georgieff, Borman-Shoap, Moran, Mortari-Panoskaltsis, Bendel, Pitt and Jacobs. Faculty are matched with senior leadership with whom they do not typically interact.

**Website and Newsletter Maintenance**
We created and maintain a thorough website for Faculty Development and Diversity on the Department of Pediatrics website. This includes the GPS (Guide for Pediatricians and Scholars), a web-based instruction manual for “how things are done around here”
3. **Faculty Recognition**

78 faculty attended the 3rd Annual Julie Ross Faculty Recognition Event (<4% decrease over the prior year).

4. **Develop greater faculty effectiveness in the areas of mentoring, research and education**

Many related topics were addressed in the Development Core Curriculum (see above).

The Mentorship Committee, led by Iris Borowsky, instituted the Mentorship Map as a required feature of annual faculty-division chief meetings.

The Research Council, led by Angela Panoskaltsis Mortari, instituted competitive seed grants for career development opportunities.

- **Summer Pediatric Research** “SUPER” award--- $2000 support for a summer internship program for up to 5 students who are underrepresented in Pediatric research.
- Pediatric Cross-Divisional Grants: One $200,000 grant awarded annually to facilitate a cross-division collaboration with a clear metric toward a larger external grant, clinical trial, or other meaningful scholarship.
- The Masonic Cross-Departmental grants: One $200,000 grant awarded annually to support new or expanding interdisciplinary research in Children's Health that is innovative and has a high potential for future funding and discovery.

An RFA went out to support national quality improvement training for a faculty member interested in developing academic skills in this area. Danielle Bullock was selected to participate in the 2019-2020 Intermountain Healthcare Delivery Institute Advanced Training in QI program.

5. **Develop a cadre of future leaders**

Numerous topics relevant to leadership were presented in the Development Core Curriculum (see above).

Six faculty were sponsored for national leadership program participation.
- Lucie Turcotte--- GRIT for Women in Medicine-Mayo Clinic
- Maria Kroupina- AAMC Mid-Career Women Leadership
- Muna Sunni- Pediatric Endocrine Society Leadership Advantage Program
- Aaron Kelly- AAMC Leadership and Management Foundations
- Arif Somani- American Association for Physician Leadership Institute
- Phu Tran- AAMC Early Career Minority Leadership

Three fellows (Maire Hickey, Beth Thielen, Dan Beisang) were sponsored for national participation in the Eunice Kennedy Shriver National Institute of Child Health and Human Development Clinician Scientist Investigator meeting for pre-faculty.

Program committee members who served as small group facilitators for the core curriculum received facilitator training.