FACULTY DEVELOPMENT
PROGRAM GUIDE

SUPPORTING FACULTY ACHIEVEMENT

ENHANCING THE MICHIGAN EXPERIENCE

OFFICE OF FACULTY DEVELOPMENT

faculty.medicine.umich.edu
The University of Michigan Medical School is committed to the success of its faculty through career development and offers skill development programs that will help faculty to better navigate the changing health care and research landscape. The Office of Faculty Development aims to improve faculty members’ ability to achieve success in their careers while increasing their satisfaction with their professional experience at the University of Michigan. It is also our goal to advance the recruitment and retention of high-quality faculty members to the University of Michigan Medical School.

OFFICE OF FACULTY DEVELOPMENT
Calendar Year 2016 Statistics

<table>
<thead>
<tr>
<th>Total Participants</th>
<th>Total Course Participants</th>
<th>Total Course Offerings</th>
</tr>
</thead>
<tbody>
<tr>
<td>1555</td>
<td>61</td>
<td>40</td>
</tr>
<tr>
<td>29</td>
<td>4.64/5</td>
<td>4.76/5</td>
</tr>
</tbody>
</table>

We can bring many of our clinical teaching series to your department or clinics. If interested, please call 734-615-3101 to schedule.

CLINICAL TEACHING SKILLS
Apprenticeship: Independence, Facilitating Autonomy
A Case-Based Approach to Clinical Ethics
The Challenging Medical Learner
Developing the Educator’s Portfolio - One Piece of Your Promotion Package
How to Effectively Supervise and Teach Residents: Entrustment & Autonomy
Improve Your Teaching by Deseasoning Education: Myths - Evidence-based Teaching Workshop
Learn to Teach Quality Improvement and Patient Safety in the Context of Everyday Clinical Work
Narrative Medicine: A Model for Humane and Effective Medical Practice
Not Another Boring Lecture: Providing Effective Feedback
One Minute Preceptor
Not Another Boring Lecture: Providing Effective Feedback

WRITING, PUBLICATIONS, AND GRANTWRITING & PUBLICATIONS
Writing, Pronunciation, and Resistance: How to Identify Your Writing Blocks and Move Through Them
Writing Research Grant Proposal in the New Era of Competition

Writing, Procrastination, and Resistance: How to Identify Your Writing Blocks and Move Through Them

70-20-10
On-the-Job Learning
20% Mentoring & Coaching
10% Formal Mentoring
70% of a leader’s greatest learning moments comes from experiences or on-the-job learning, and 20 percent comes from interactions with others, which includes coaching and mentoring. The final 10 percent comes from formal learning experiences like classroom training, web-based training, or industry conferences. It is important to have a mix of learning opportunities, a blend of informal and formal learning. That’s why the Office of Faculty Development offers more than workshops alone; we are a centralized resource for departments and faculty for mentoring, coaching, consultations, career advising, organizational development, and much more.

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RESEARCH MANAGEMENT
Launching a Clinical Translational Research Center with MOCR: A Facilitated Process
Navigating Institutional Data Resources Available
Part-Time Research for the Busy Clinician
- Both speakers were very earnest and frank. I appreciated them showing the ugly truths in the process and tips on how to avoid them. Awesome resource!!
- Participant, Part-Time Research for the Busy Clinician

3.99/5
STUDENT SATISFACTION RATING

INTERPERSONAL SKILLS
Communicating Science to Non-Scientists
Creating Effective Slides: Design, Construction, and Use in Science
Improve Your Coaching Skills
Leaders Creating a Culture of Trust
Making the Most of Your Presentation
Success, Failure, Stronger, Longer, Sweeter: Optimizing Busy Medical Faculty
Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Workshop
Successful Negotiation Skills and Strategies

105 feedback from our faculty, the Office of Faculty Development offers programs and workshops on the following topics:

- Appraisal and Feedback
- Creating an Academic Environment
- Mentoring & Coaching
- Performance Management
- Patient Safety and Quality Leadership Scholars Program
- Patient Safety
- Research Management
- Time Management
- Writing, Research Proposal Design

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**LEADERSHIP PROGRAMS**

**Leadership Academy**

The Medical School and Michigan Medicine Human Resources have partnered together to offer the Leadership Academy, which focuses on the development of Michigan Medicine leaders. This program is an accelerated four-day immersive learning experience that draws on the participant's 360° assessment of leadership competencies and skills.

The mission of the Academy is to accelerate the development of leaders so that they can reach higher levels of success and produce better results for Michigan Medicine. The Academy accomplishes this by developing essential competencies and skills, introducing new approaches and global best practices, and inspiring personal commitment to leadership development. The Leadership Academy’s curriculum focuses on three major themes; Leading Self, Leading Others, and Leading in a Complex Organization. The first two days concentrate on self and teams and the last two days on the organization. The Leadership Academy involves interaction among peer leaders in our organization, leveraging a dynamic mix of concepts, activities, practical tools, self-assessments, case studies, and team learning.

Participants are currently selected through a nomination process. If you have a leader that reports to you whom you wish to nominate, please complete the short nomination form found on our website under Leadership Academy.

For questions regarding Leadership Academy, please contact Carol Lee at 734-764-2941 or leecar@umich.edu.

**Women in Academic Medicine Leadership Scholars Program**

The University of Michigan Medical School’s **Rudi Ansbacher Women in Academic Medicine Leadership Scholars Program** is an 18-month leadership development program designed to accelerate the development of women for senior leadership positions in academic medicine and healthcare. The program will provide individuals with insights about their leadership strengths and challenges to facilitate self-awareness and opportunities for growth. This program was developed in partnership with Linkage, Inc. and the Stephen M. Ross School of Business at the University of Michigan.

**Target Audience:** Faculty and Administrative Leaders

**Registration Fee:** $10,000 for University of Michigan and $12,000 for non-University of Michigan affiliates

**Note:** Participation requires both a nomination and an application. Please contact Whitney Williams (whitnwil@umich.edu) for more information about nominations and applications for the next cohort.

**Essential Skills for Successful Leadership**

This one-day workshop is designed to assist faculty in developing the essential leadership and management skills necessary to run a lab, start a program, or manage a center or division. This workshop will highlight topics such as hiring, leadership, management, diversity, communication, conflict resolution, and managing performance.

**Objectives:**

- Increase awareness of competencies and skills necessary to successfully manage others
- Outline best hiring practices
- Discuss communication styles and how to recognize them in others
- Explain techniques that can be used to resolve conflict and manage employee performance
The Office of Faculty Development also offers:

» Career advising
» Executive Coaching resources
» Emeritus Faculty Program
» Mentor matching resources
» Consultation with departments for organizational development and customized faculty development events

Executive Officers of Michigan Medicine: Marshall S. Runge, M.D., Ph.D., executive vice president for medical affairs, dean, University of Michigan Medical School, CEO, Michigan Medicine; David A. Spahlinger, M.D., president, UMHS, and executive vice dean for clinical affairs, University of Michigan Medical School; Patricia D. Hurn, Ph.D., dean, School of Nursing.

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