

Faculty Development Minutes
March 18, 2014, 10-11AM

In attendance: Sue Fish, Lisa Fredman, Bill DeJong, Deborah Fournier, Yorghos Tripodos, Lisa Sullivan, Marianne Prout, Emily Rothman, Kathleen Macvarish, Chris Shanahan

1. Approval of January minutes
 - Approved
2. Introduction of new FDC members
 - Bill DeJong, Community Health Sciences
 - Lisa Fredman, Epidemiology
 - Kathleen Macvarish, Environmental Health, Office of Public Health Practice
 - Nafisa Halim, a Research Assistant Professor in the Department of International Health was unable to attend
3. Update on AFA applications for next year
 - If FDC members have heard of faculty applying to the AFA, please let Marianne know.
 - This program may get more SPH slots this year.
 - It has been beneficial for SPH faculty that have been through it so far
 - It includes peer mentoring and assigned senior faculty as career mentor and another as project mentor. In addition, there is a 9 month curriculum that covers essential components for junior faculty.
4. Update on mid-career faculty program
 - This program has launched and there are the three faculty from SPH (Matt Fox, Mari-Lynn Drainoni, Yvette Cozier) and 16 across the medical center.
 - Those coming from the medical school receive 10% time to participate in this program; SPH participants have permission .
 - This program is bringing in people from the institution in positions of leadership and it seems to be bridging the gap between mid-career people and leadership.
5. Update on mentoring proposals

What data is currently collected on FDA? There is a question under “teaching activities”: active mentoring of junior faculty...answers: Y, N, # and notes or comments. **This questions requires a response to mentoring.**

There is another source of mentoring activity data under “citizenship” which may include “informally mentors junior faculty” and “informally helping other faculty with grants, etc”...answers include # and notes/comments. **This section is a fill-in option.**

Mentoring data from 2012 FDA report

There are 2 sections of the FDA form that ask about faculty mentoring efforts. First in the section on teaching, faculty are asked about “active mentoring of junior faculty”, with responses of yes or no and the number and an option to add comments on their mentoring. Second, in the section on citizenship activities, suggested activities include “informally mentors junior faculty”, faculty may list the number and supply comments.

What percentage of faculty report that they are mentors?

88/131 faculty reported mentoring in one of these sections, or 67%. The **comments** clearly indicated that 37 faculty were mentoring faculty outside of their departments; the minimal estimate is that 28% of faculty mentor outside their departments, however the question was not directly asked. Limitations on mentoring data: no assessment of time commitment to mentoring was attempted, the number of mentees was reported erratically, some listing a number, some naming mentees; anecdotally, one chair noted that the same junior faculty member was listed by multiple faculty.

- BU’s Clinical and Translational Institute
 1. CTSI had sponsored a training for research mentors and there is an event this week that follows up on this
- BU Profiles (Chris Shanahan)
 - <http://profiles.bu.edu>
 - The profile can be included in your signature and email address and is 98% configurable by the author.
 - Now at version 2.0 you can add websites, awards and honors, list NIH grants, and publications get pulled out of PubMed and can be listed in the profile.
 - ORCID – open researcher and collaborator ID which is a unique number for researchers. Everyone has an ORCID ID and it follows you if you change institutions.
 - The database can report relationships within the profile
 - For now, only BU collaborators are listed in the profile.
 - Keywords can be searched and will show all of the people within BU that have PubMed publications in the area.
 - UCSF profiles has taken the same application and software (profiles.ucsf.edu) and modified to include mentoring.
 - Plan is to add a tab on faculty mentoring, using categories of mentoring.
 - The profiles are used as a broad-based tool; most FDA data would not belong on these profiles.
 - For T32 training grants, working with OSP to try to include some data on the profiles so it can be easily extracted for training grants.
 - There could be links built in to the profiles related to the faculty development or other FD programs.

6. FDA form

- The FDA form will be released fairly soon for the next year and the revised A&P guidelines are also going to be released soon with comments.
- It is important that the FDA form is tapping into areas that are recognized and reflected in the A&P guidelines. THE FDC as a group should review the A&P guidelines and make sure they are in sync with the FDA form.
- The new promotion process for faculty on the unmodified tracks has been very difficult.
- There needs to be a component of public relations – it is not enough to be good, faculty must also have an image and branding.

Mentoring model for CHS

- CHS is excited for the adoption of a new plan of mentoring for junior faculty because, it changes the department culture. Using the model from Johns Hopkins, full professors will meet regularly and are going to be mentoring more junior faculty. This is a model that is sustainable with accountability built into the department. It also avoids the diffusion of responsibility.