



## Faculty Matters

Office of Faculty Affairs & Professional Development  
College of Medicine



JULY 2012

<http://facultyaffairs.med.ufl.edu/>

### Conversation with the Dean

Mike Good invites all faculty members to participate in the first monthly Conversation with the Dean, Wednesday, July 11 at 5pm in C1-4. Plan to join him for dialogue about your issues and concerns. If you have topics you'd like to address, please send an email to [mgood@ufl.edu](mailto:mgood@ufl.edu).

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### Promotion and Tenure Congratulations!

We're pleased to announce the promotion and tenure results for 2011-12. Be sure to congratulate your colleagues.

- Sylvain Doré, PhD, Anesthesiology, Tenured (Associate Professor)
- Suming Huang, PhD, Biochemistry and Molecular Biology, Associate Professor with tenure
- Jianrong Lu, PhD, Biochemistry and Molecular Biology, Associate Professor with tenure
- Caprice Knapp, PhD, Health Outcomes and Policy, Associate Professor
- Rebecca Beyth, MD, General Internal Medicine, Medicine, Tenured (Associate Professor)
- Thomas George, Jr., MD, Hematology & Oncology, Medicine, Associate Professor with tenure
- Laura Ranum, PhD, Molecular Genetics, Tenured (Professor)
- Yuqing Li, PhD, Neurology, Tenured (Professor)
- Michael Okun, MD, Neurology, Professor (tenured)
- Jennifer Bizon, PhD, Neuroscience, Tenured (Associate Professor)
- C. Parker Gibbs, MD, Orthopaedics and Rehabilitation, Professor (tenured)
- Jacquelyn Knapik, MD, Pathology, Immunology and Laboratory Medicine, Associate Professor
- Shelley Collins, MD, Pediatrics, Associate Professor

- Thomas Conlon, PhD, Pediatrics, Associate Scientist
  - Vikas Dharnidharka, MD, Pediatrics, Professor (tenured)
  - Maria Kelly, MD, Pediatrics, Associate Professor
  - Robert Lawrence, MD, Pediatrics, Professor
  - Juan Roig, MD, Pediatrics, Associate Professor
  - Arwa Saidi, MD, Pediatrics, Professor
  - Sanjeev Tuli, MD, Pediatrics, Professor
  - Sharda Udassi, MD, Pediatrics, Associate Professor
  - Debbie Scheuer, PhD, Physiology and Functional Genomics, Tenured (Associate Professor)
  - S. Paul Oh, PhD, Physiology and Functional Genomics, Professor (tenured)
  - Peter Sayeski, PhD, Physiology and Functional Genomics, Professor (tenured)
  - Barry Setlow, PhD, Psychiatry, Tenured (Associate Professor)
  - Zuofeng Li, DSc, Radiation Oncology, Professor
  - Lori Deitte, MD, Radiology, Professor
  - Steven Hughes, MD, Surgery, Tenured (Associate Professor)
  - Thomas Beaver, MD, Thoracic and Cardiovascular Surgery, Surgery, Professor (tenured)
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## Speed Mentoring – July 18, 2012

Speed mentoring resembles speed dating. Faculty move from mentor to mentor and offer a short document such as a CV or a topic for discussion. After a timed period, a bell sounds, and mentees will have two minutes to record notes and then move on to talk with the next mentor. Afterward, participants socialize, decompress and assess. These intense interactions focus on crucial career issues and also let faculty judge who may be the best fit as a mentor.

Please RSVP for this Special Program in the Faculty Development Series:

### **“Speed Mentoring”**

Wednesday, July 18, 2012

**5:00 pm to 7:00 pm**

**Broad-Bussell Atrium**

(BMS Building)

Light refreshments will be served.

**RSVP to:** (352) 273-5310 or [miltosm@ufl.edu](mailto:miltosm@ufl.edu)

**Sponsors:**

College of Medicine Office of Faculty Affairs and Professional Development and Senior Vice President Health Affairs Office of Equity and Diversity

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## Faculty Forward

The department-level results were distributed to the Chairs and will be reviewed at upcoming meetings. Our overall results were congruent with the other institutions participating in the 2011 survey. Overall, 61% agree or strongly agree with the COM mission, while 16% disagree or strongly disagree. Faculty rate departmental governance higher than college governance (69% vs. 46% agreeing or strongly agreeing with items reflecting communication, priorities, and involvement). Among clinical faculty, 50% report being satisfied or very satisfied while 28% report being dissatisfied or very dissatisfied. However, the overall clinical ratings are improved compared to the 2009 survey.

Respondents were asked to recommend three actions that the COM could take to improve professional satisfaction. Here are just some of the suggestions:

- Improve clinic space
- Create a faculty lounge - encourage fellowship and interaction
- Recognize the value of all faculty
- Leadership should periodically attend departmental faculty meetings
- Create office space near clinical workplaces
- Hold more open forums for college leaders to share and have meaningful dialogue with faculty
- Create a distributive leadership model that includes all physicians. Turnover will improve if faculty feel they have a say and make a difference.

Thanks for your input. We will strive to implement many of these ideas and we will continue to list others in future editions of Faculty Matters. Please feel free to comment on these and any other ideas.

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## Contact

Contact us for additional information about any items in the newsletter or any other issues:

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### Kudos!

Congratulations to Dr. Maureen Goodenow, Professor of Pathology, Immunology and Laboratory Science on her selection as a Jefferson Science Fellow for 2012-13. This prestigious program is administered by the National Academy of Science through a partnership with the Department of State and US Agency for International Development. Fellows spend one year as science advisors on foreign policy issues and have the opportunity to travel to US embassies and missions overseas. At the conclusion of the fellowship year, she will continue to serve



### Upcoming Educational & Professional Development Seminars:

**Professional Development Seminar:  
"Overview of Tenure & Promotion  
Rules" Presented by Marian Limacher,  
M.D**

**July 31, 2012 4:00 - 5:30 pm  
Communicore Building, Room C2-033**

Please join us for an overview of the College of Medicine's Tenure and Promotion Process.

Note: This session will be video-conferenced to the Deal Board Room and

as a State Department and USAID resource for an additional five years. We're proud that Dr. Goodenow is representing UF in this distinguished position.

the Aetna Conference Room.

[Click to Register for the Professional Development Seminar Here](#)

**e-Learning: Getting Started ( 2 hrs)**

**July 26, 9-11am**

**August 20, 10am-12pm**

Introduction to the Course Management System; how to request a course and get assistance, how to navigate within the course, communicate with students, build content with Resources and Lessons, course management tasks such as adding a roster, publish/unpublish a course, create groups.

**e-Learning: Moving On ( 2 hrs)**

**July 27, 9-11am**

The workshop focuses on grades and getting students engaged; Gradebook 2, Discussions, Blogs, Assignments, and Feedback tools.

**Evaluate Learner Knowledge with Assessments in e-Learning (1 hour)**

**July 27, 11:15am – 12:15pm**

Create online assessments with Question Pools and the Assessments tool.

[Click to Register for E-Learning Workshops Here](#)

**Announcements:**

The 2012-2013 series of Educational Development Workshops begins on

September 19th with the Faculty as Teachers (FasT) presentation by Casey White, Ph.D. To see the upcoming schedule and register for this and other Faculty Development workshops go here: <http://training.health.ufl.edu/>.

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