

# Virginia Tech Carilion School of Medicine

## FREE\* Newsletter

\*(Faculty Resources for Educational Excellence)

### VTCSOM Office of Continuing Professional Development

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Development (OPD)

Office of Continuing Medical  
Education (CME)

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#### Quote of the Month

“Once you have decided to become better you will have to have a plan. It doesn't have to be a long, intricate plan. It can be simple. Save a dollar a day. Walk a mile a day and read an article a day. That is a simple plan with achievable goals. Someone is going to develop a plan that will take them into the future of their dreams. Let it be You!”



*“So, what in the world is ‘faculty development’ anyway? I hear this term tossed around quite a lot, but I’m not 100% clear on what it means”*

#### WHAT is FACULTY DEVELOPMENT?

Great question! In the classic sense, faculty development (FD) has been defined as “a planned program designed to prepare institutions & faculty members for their various roles” (Bland et al, 1990). There is no doubt that FD has grown in importance over the past 20+ years, as medical schools have grown, new schools have launched & many new faculty members have been hired.

Accrediting bodies for medical schools & residency training programs also have formal requirements pertaining to the need for ongoing FD, with a specific focus on the quality of teaching & how faculty members fulfill their teaching responsibilities. The challenges for a newly-hired faculty member are summarized well by Harris et al (2007); I’ve paraphrased them as follows:

- How do I become a good teacher?
- What is expected of me by my Department Chair or Section Chief?
- How can I negotiate “the systems” in my institution, so I can achieve success in education, research and/or clinical care?
- What committee work should I do, & how can I function effectively as a committee member?
- What service roles do I take on in the institution and/or community?

These and many related questions fall into the general realm of FD. Most, if not all, academic departments will provide guidance on these questions, and some will have robust FD programs. At the institutional level, medical schools & teaching hospitals will also have programs & dedicated staff to support faculty members’ success in their various roles & functions.

This newsletter will focus each month on some aspect of faculty development, including tips, resources & various opportunities designed to support faculty success. Our office is an “equipping program”; we are here to lend a hand! Please let us know how we can help meet your needs as a faculty member, and thank you for all you do in support of our health system.

*David Musick, PhD*

#### References:

1. Bland C; Schmitz C; Stritter F; et al. Successful Faculty in Academic Medicine: Essential Skills & How to Acquire Them. New York, NY: Springer Publishing Company, 1990.
2. Harris DL; Krause KC; Parish DC; et al. Academic Competencies for Medical Faculty. Family Medicine 2007; 39 (5): 343-50.