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*(Faculty Resource for Educational Excellence)

VTCSOM Office of Continuing Professional Development

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Quote of the Month

“One of the beautiful effects of living your passion is that it inspires other people to live theirs.”

- Alexander Den Heijer

In an important 2015 article¹, Pololi et al describe the results of a national survey of faculty members at academic health centers (AHCs) across the United States concerning the topic of *faculty vitality*. A summary statement from this article is sobering: “A large percentage of faculty lack the vitality essential to meeting the AHC missions of discovery, education and patient care. Enhancing faculty vitality...requires more attention to strengthening relationships, improving the misalignment between faculty and institutional values, and improving work-life integration.”

As I begin the enormous task of succeeding Dr. Bruce Johnson as Associate Dean for Faculty Affairs, I feel that this challenge to think seriously about faculty vitality is most urgent. It is a privilege to be a faculty member, something for which I am grateful every day. And yet, I realize that the role of a faculty member can be quite demanding. The Office of Faculty Affairs (OFA) wants to be the “go to” place for support of our faculty, so that no matter what challenges you are facing you will feel supported.

What should faculty expect from a faculty affairs office? Again, I borrow from others – this time the newsletter of the OFA at the UT Health Science Center, San Antonio, TX.² They ask the question “what do faculty members want and need” from an OFA? Their answers:

- A strong sense of community with a culture that promotes inclusion, supportive integration, and mutual collaboration concerning both individual and unit/institutional achievement;
- An effective and comprehensive promotion and tenure system;
- A balanced, respectful and integrated work-life continuum;
- A system that insures transparency so that both faculty members and the school are working together toward the same goals;
- A strong mentoring system, particularly for junior faculty.

Well said! At Virginia Tech Carilion School of Medicine and Carilion Clinic, we have an outstanding team in place that stands ready to help every faculty member achieve his/her goals. Next month, you will hear from one of our newer team members, Ms. Christie Wills, whose work is focused on leadership development and work-life integration. And, I have embarked upon a “listening tour” so that I can learn even more about the vitality of our faculty. I would really like to hear from you. If you have suggestions about how we may serve you as faculty members, please share them with me!!

I want to extend my personal gratitude to both Dean Cynda Johnson and to Dr. Bruce Johnson, for the trust you have given me regarding this new role. I am truly awed (and a bit nervous!) about trying to “replace” a faculty affairs legend like Dr. Bruce! His gracious tutelage and continued availability is not only immensely helpful to me, but will continue to be a source of support for our faculty in many ways.

David W. Musick, PhD

1. Pololi LH et al. Faculty Vitality – Surviving the Challenges Facing Academic Health Centers: A National Survey of Medical Faculty. *Acad Med.* 2015;90 (7): 930–6.
2. <http://som.uthscsa.edu/faculty/documents/Tips%20for%20Promoting%20Faculty%20Vitality.pdf>. Accessed July 19, 2017.



Dean's Corner

Cynda Johnson, MD, MBA

Our institutional self-study officially got underway last week with a kick-off event for the more than 65 faculty, staff, and students who comprise the six subcommittees and steering committee involved in this crucial part of our re-accreditation process.

As you recall, the Liaison Committee on Medical Education (LCME) informed us earlier this year that they had approved our change in governance structure from an independent, non-profit institution to a college of Virginia Tech. This gave us the green light to proceed with our plans to integrate with the university; it also gave us plenty to do to prepare for the group's site visit in October 2018.

LCME is the nationally recognized accrediting authority for medical education programs leading to the M.D. degree in the United States and Canada, and accreditation is required in most states for licensing graduates and receiving federal financial aid.

Facilitated by the faculty accreditation leaders Drs. Dan Harrington and Rick Vari, the self-study will use data from an Independent Student Analysis (ISA), the Association of American Medical Colleges Graduate Questionnaire, the official Data Collection Instrument (DCI), and key questions asked by LCME to analyze how well we meet 12 key standards and a total of 93 elements.

Subcommittee chairs and the self-study areas their groups will be responsible for are listed below.

Mike Nolan, Ph.D.	Steering Committee Chair
Charles Schlepner, M.D.	Mission, Organization, and Leadership
Heidi Lane, Ed.D.	Academic and Learning Environments, Educational Resources
Michael Jeremiah, M.D.	Faculty Productivity and Policies
Shari Whicker, Ed.D.	Curricular Design, Management, and Content
Jennifer Vaughn, Ph.D.	Teaching and Student and Patient Safety
Thomas Milam, M.D.	Medical Student Selection, Academic and Other Support Services

The self-study summary report, to be completed this fall, will provide us with an overall evaluation of the quality of our medical school program and a plan to address any challenges that emerged from the self-study. The summary report provides an evaluation of the quality of our medical education program, and the adequacy of resources that support it.

I want to back up just a bit to acknowledge some of the behind-the-scenes work that has already been done. Our students completed the ISA back in the spring. The student group appointed for this task had a 100% participation rate among all four classes. Also earlier this year, the senior

leadership team completed written responses to the 93 elements in the DCI, and I am pleased to share that all of these have been reviewed and discussed.

VTCSOM is on track to integrate into Virginia Tech as its ninth college on July 1, 2018. Our goal is to provide regular updates as this process moves forward. In the meantime, a [website](#) has been created to offer accreditation information and updates.

Cynda