



Department
of Surgery

Faculty Affairs and Development

Emily Finlayson MD, MS

Who We Are

- Emily Finlayson, VC Faculty Affairs and Development
- Hanmin Lee, Chair, Merits and Promotions Committee
- Stephanie Lee, Academic Affairs Manager
- Julie Carrasco, Project Analyst

Programs in Development



**NEW FACULTY
ONBOARDING**



**FACULTY
RETENTION**

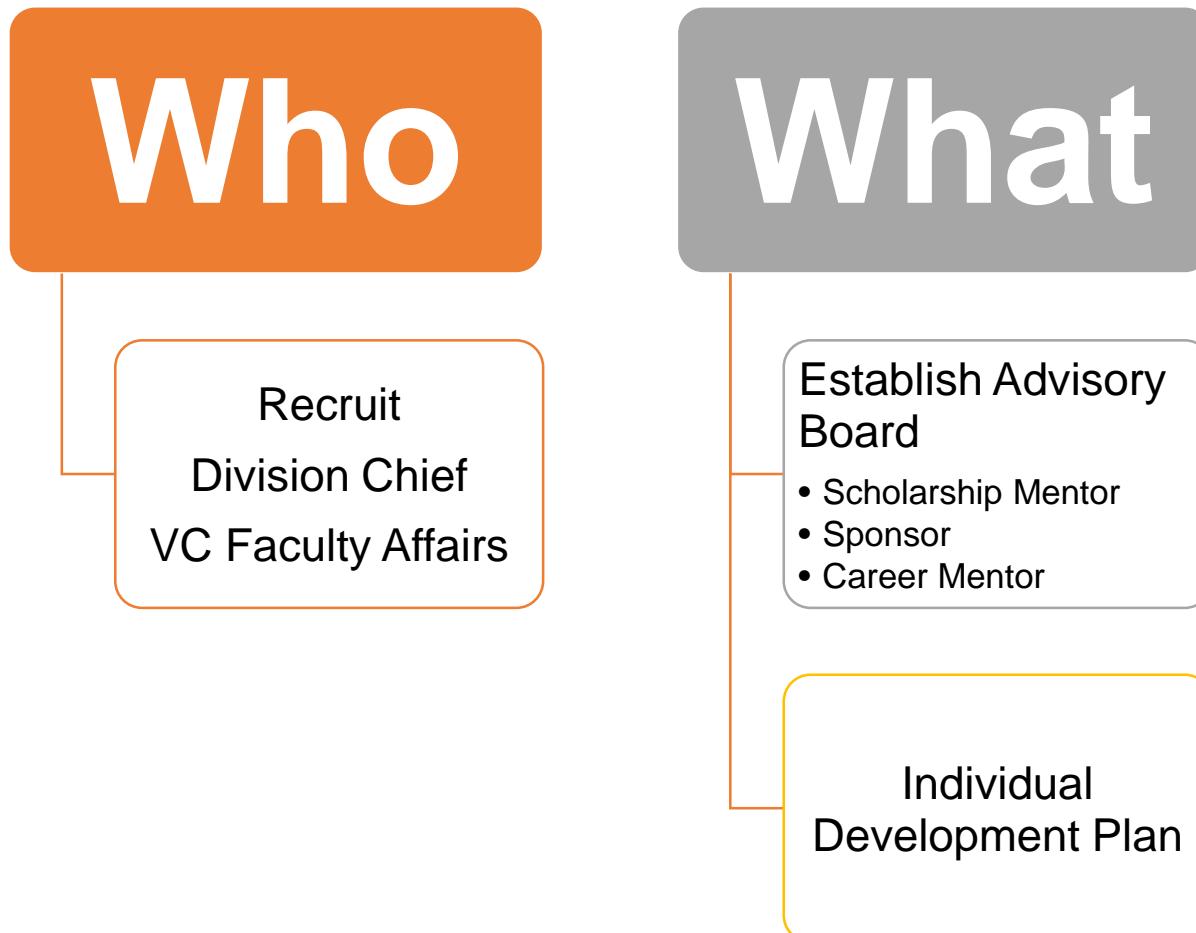


**CAREER
TRANSITIONS**



PROFESSIONALISM

Faculty Recruitment and Onboarding



CREATING AND EXECUTING YOUR ANNUAL INDIVIDUAL DEVELOPMENT PLAN (IDP)

STEP 1: SKILLS ASSESSMENT

Assess your strengths, weaknesses and skills – Self-Evaluation

Evaluate your skills and abilities in the following areas where:

5 = Highly proficient

1 = Needs improvement

General Research Skills:						
	Designing program evaluations/studies	1	2	3	4	5
	Analytical skills	1	2	3	4	5
	Problem solving/troubleshooting	1	2	3	4	5
	Creativity/developing new research directions	1	2	3	4	5
Teaching Skills:						
	One-on-One Teaching	1	2	3	4	5
	Small Group Teaching	1	2	3	4	5
	Large Group Presentation	1	2	3	4	5
Professional Skills:						
	Grant writing skills	1	2	3	4	5
	Oral presentation skills	1	2	3	4	5
	Manuscript writing skills	1	2	3	4	5

Faculty Onboarding



Training Workshops Required Within 6 Months

Diversity, Equity, Inclusion
SOM Advancement Workshop
(every September)
UCSF Health Communication
Workshop
Leadership Training



Research Onboarding

Strategy, grant opps,
regulatory, pre-award, biostats
core



Research Onboarding

TBD



Financial Orientation



Department of Surgery

Faculty Career Guidance

Formal Quarterly Review with Division or Section Chief

- CV review
- IDP update
- P+L

Annual Progress Report

- Chair and Chiefs

Professionalism



Domains



Education



Research



Clinical

UCSF

Department of Surgery

Professionalism

- Debrief and Action Plan with Division or Section Chief
 - 6 month close the loop
- John Roberts, DOS Ombuds
 - Faculty and Staff Assistance Program
 - PACE Program



UC San Diego PACE Program Upcoming Courses

Course	Start Date	Status
Physician Prescribing Course (PPC)	10/14/2019	CLOSED
Medical Record Keeping Course (MRKC)	10/17/2019	CLOSED
Communication Workshop	10/19/2019	CLOSED
Anger Management	11/06/2019	OPEN
Communication Workshop	11/12/2019	CLOSED
Professional Boundaries Program	11/13/2019	OPEN
Anger Management	01/08/2020	OPEN
Communication Workshop	01/25/2020	OPEN
Physician Prescribing Course (PPC)	01/27/2020	OPEN
Medical Record Keeping Course (MRKC)	01/30/2020	OPEN