Housekeeping Announcements

- The day is scheduled to go till 3:30 pm
- Everything is meant to be interactive
- Everyone should sign in and get a folder and a flash drive
- Put your electronics on vibrate
- Refreshments available throughout the day
- Restrooms out the door and to the left
Housekeeping Announcements

- Green Evaluations in your folder
  - Please fill out as we go through the day
  - Return it at the end of the day
- We’ll be taking pictures throughout the day to use on our website and in future publicity
- Questions: look for Faculty Development Staff
  - Fiona, Jessica, Anna, Dede (Blue nametags)
Academic Orientation Goals

- Meet leaders
- Network
- Learn about
  - organizational structure of the institution
  - resources
  - policies
  - promotion process
- Discuss unconscious bias
- Talk about academic integrity
What’s in your handout for today

- Flash Drive
  - Resources for Clinical Care, Research, and Education
  - Policies
  - Promotion and Tenure
  - Navigation tools
- Paper handouts
Brief Schedule

- 8:00 Welcome
- 8:10 Getting to Know Your Institution
- 9:20 Break
- 9:30 Unconscious Bias
- 10:30 Break
- 10:45 Integrity Case Studies
- 12:15 Lunch
- 1:00 The ABCs of APT
- 2:15 APT Breakout Discussions

Note- PDC orientation and department to cover clinical issues
Ice Breaker: Part 1

- Stand up and find someone across the room to pair up with.
- Introduce yourself to the other person.
- Now each person answer the following question: *What is your favorite local restaurant or hangout?*
- When I ring the bell, find someone new and repeat.
Getting to Know Your Institution
## Duke University

### SCHOOLS AND COLLEGES

<table>
<thead>
<tr>
<th>School</th>
<th>Year Est.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trinity College of Arts &amp; Sciences</td>
<td>1859</td>
</tr>
<tr>
<td>School of Law</td>
<td>1904</td>
</tr>
<tr>
<td>Divinity School</td>
<td>1926</td>
</tr>
<tr>
<td>Graduate School</td>
<td>1926</td>
</tr>
<tr>
<td>School of Medicine</td>
<td>1930</td>
</tr>
<tr>
<td>School of Nursing</td>
<td>1931</td>
</tr>
<tr>
<td>Pratt School of Engineering</td>
<td>1939</td>
</tr>
<tr>
<td>Fuqua School of Business</td>
<td>1969</td>
</tr>
<tr>
<td>Sanford School of Public Policy</td>
<td>1971</td>
</tr>
<tr>
<td>Nicholas School of the Environment</td>
<td>1991</td>
</tr>
<tr>
<td>Duke University Institutes</td>
<td>SoM Affiliation?</td>
</tr>
<tr>
<td>----------------------------------------------------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Duke Institute for Brain Science (DIBS)</td>
<td>Yes</td>
</tr>
<tr>
<td>Nicholas Institute for Environmental Policy Solutions</td>
<td></td>
</tr>
<tr>
<td>Kenan Institute for Ethics</td>
<td></td>
</tr>
<tr>
<td>Duke Global Health Institute</td>
<td>Yes</td>
</tr>
<tr>
<td>John Hope Franklin Humanities Institute</td>
<td></td>
</tr>
<tr>
<td>Duke Social Science Research Institute</td>
<td></td>
</tr>
</tbody>
</table>
There are approximately 2,230 faculty in the School of Medicine.
There are approximately 3,400 faculty at Duke University
Duke University Faculty

2016

65% of Duke Faculty are in the SoM
Dean Nancy Andrews MD PhD

“Iron Lady”

- Dean, School of Medicine
- Vice Chancellor for Academic Affairs
- Professor of Pediatrics
- Professor of Pharmacology & Cancer Biology
- Member: AAAS, Institute of Medicine of the National Academy of Science.
A message from the Dean
Ed Buckley
Education

Judy Seidenstein
Chief Diversity Officer

Raphael Valdivia
Basic Science

Mark Stacy
Clinical Research

Jill Boy
Communications

Dean Andrews
The Boss

The Dean’s Team

L. Ebony Boulware
Translational Sciences

Ann Brown
Faculty

Scott Gibson
Executive Vice Dean

Ted Pappas
Medical Affairs

Billy Newton
Finance

Iain Sanderson
Research Informatics
## School of Medicine: 22 Departments

<table>
<thead>
<tr>
<th>Basic Science (7)</th>
<th>Clinical Science (15)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biochemistry</td>
<td>Anesthesiology</td>
</tr>
<tr>
<td>Biostatistics &amp; Bioinformatics</td>
<td>Community and Family Medicine</td>
</tr>
<tr>
<td>Cell Biology</td>
<td>Dermatology</td>
</tr>
<tr>
<td>Immunology</td>
<td>Medicine</td>
</tr>
<tr>
<td>Molecular Genetics and Microbiology</td>
<td>Neurology</td>
</tr>
<tr>
<td>Neurobiology</td>
<td>Neurosurgery</td>
</tr>
<tr>
<td>Pharmacology and Cancer Biology</td>
<td>Obstetrics and Gynecology</td>
</tr>
<tr>
<td></td>
<td>Ophthalmology</td>
</tr>
<tr>
<td></td>
<td>Orthopaedic Surgery</td>
</tr>
<tr>
<td></td>
<td>Pathology</td>
</tr>
<tr>
<td></td>
<td>Pediatrics</td>
</tr>
<tr>
<td></td>
<td>Psychiatry and Behavioral Sciences</td>
</tr>
<tr>
<td></td>
<td>Radiation Oncology</td>
</tr>
<tr>
<td></td>
<td>Radiology</td>
</tr>
<tr>
<td></td>
<td>Surgery</td>
</tr>
</tbody>
</table>
## School of Medicine: Institutes and Centers

<table>
<thead>
<tr>
<th>15 Institutes and Centers</th>
<th>Abbreviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brain Imaging and Analysis Center</td>
<td>BIAC</td>
</tr>
<tr>
<td>Center for Genomic &amp; Computational Biology</td>
<td>GCB</td>
</tr>
<tr>
<td>Center for Human Disease Modeling</td>
<td></td>
</tr>
<tr>
<td>Center for Population Health Sciences</td>
<td></td>
</tr>
<tr>
<td>Center for the Study of Aging and Human Development</td>
<td></td>
</tr>
<tr>
<td>Duke Cancer Institute</td>
<td>DCI</td>
</tr>
<tr>
<td>Duke Clinical Research Institute</td>
<td>DCRI</td>
</tr>
<tr>
<td>Duke Global Health Institute</td>
<td>DGHI</td>
</tr>
<tr>
<td>Duke Human Vaccine Institute</td>
<td>DHVI</td>
</tr>
<tr>
<td>Duke Institute for Brain Sciences</td>
<td>DIBS</td>
</tr>
<tr>
<td>Duke Molecular Physiology Institute</td>
<td>DMPI</td>
</tr>
<tr>
<td>Duke Translational Research Institute</td>
<td>DTRI</td>
</tr>
<tr>
<td>MEDx</td>
<td></td>
</tr>
<tr>
<td>Regeneration Next</td>
<td></td>
</tr>
<tr>
<td>Trent Center for Bioethics, Humanities &amp; History of Medicine</td>
<td></td>
</tr>
</tbody>
</table>
Schools of Medicine Rankings (2017)

1. Harvard
2. Stanford
3. Johns Hopkins, UCSF, UPENN
6. Washington University
7. Columbia
8. Duke University; Yale; U of Washington
11. NYU; U of Chicago; U of Michigan
Big Picture

- Your faculty appointment is in the School of Medicine of Duke University
- You also intersect with other entities
  - Duke University Health System
  - Hospitals (Duke Univ Hosp, Duke Regional, Duke Raleigh)
  - PDC
- From a management perspective:
  - School of Medicine ≠ DUHS ≠ PDC
  - Duke University = School of Medicine (usually)

Slide borrowed from Scott Gibson
Duke University Management Center Structure

Duke University

Duke University Academic campus

Provost areas
A&S
Law
Engineering
Grad Schools etc

Central areas
Athletics
Central finance
Human Resources
Etc.

School of Medicine
School of Nursing

Duke Health

Health System (separate non-profit)
PDC (for profit partnership)

Duke University paycheck relates to academic activities

Slide borrowed from Scott Gibson
Duke Health Leadership

A. Eugene Washington, MD, MPH, MSc
Chancellor
Duke University Health System

Bill Fulkerson, MD
Executive Vice President
Duke University Health System

Nancy Andrews, MD, PhD
Dean, School of Medicine
Vice Chancellor, DUHS
Duke University Health System

- Duke University Hospital
- Duke Regional Hospital
- Duke Raleigh Hospital
- Duke Primary care
- Duke HomeCare and Hospice
- Patient Revenue Management Organization
- DUHS Clinical Laboratories
PDC Leadership

Faculty Practice Plan

- Private, for Profit LLC
- Owned by faculty members
- Separate from Duke University, but linked by contract

Leadership

Mark Newman MD
President

Paul Newman, Executive Director
For PDC Onboarding Questions

- Donna Ecclestone
  - Director
  - 419-5057
  - donna.ecclestone@duke.edu

PDC Website:
http://pdc.dukemedicine.org/

- Margaret Moody
  - Onboarding Coordinator
  - 419-5047
  - margaret.moody@duke.edu

- Diane Kenny
  - Onboarding Coordinator
  - 681-4298
  - diane.kenny@duke.edu

- Stephanie White
  - Program Coordinator
  - 613-7670
  - stephanie.white2@duke.edu
You need to know...

- PDC providers receive 2 paychecks
  - PDC
    - For clinical activities
    - IMPORTANT: PDC paycheck does NOT include withholding so you will need to make quarterly tax payments or adjust your university withholding to cover taxes
  - University
    - For academic activities
    - Tax withholding process
The School of Medicine’s annual budget is approximately $1 billion.
You are...

- Hired within the past 3 years
- Mostly junior faculty, some senior faculty
- Basic, Clinical and Population Scientists
- Clinicians
- Educators
Approximately 10% of School of Medicine faculty are in basic science departments.
Basic Science Departments

- Immunology: 14
- Neurobiology: 19
- Biochemistry: 20
- Pharmacology & Cancer Biology: 30
- Molecular Genetics & Microbiology: 30
- Cell Biology: 30
- Biostatistics & Bioinformatics: 48
Clinical Science Departments

- Dermatology: 25
- Neurosurgery: 30
- Radiation Oncology: 44
- Neurology: 62
- Ophthalmology: 64
- Obstetrics & Gynecology: 68
- Community & Family Medicine: 71
- Pathology: 78
- Orthopaedics: 82
- Radiology: 96
- Anesthesiology: 156
- Pediatrics: 199
- Surgery: 200
- Psychiatry: 205
- Medicine: 657

9.1.16 Data
There are approximately 2230 faculty in the School of Medicine.
Faculty Growth

Change since 2005

41%

18%

- Basic Sci + Insts
- Clinical


200 400 600 800 1000 1200 1400 1600 1800 2000
Gender Distribution by Rank

9.1.16 Data

<table>
<thead>
<tr>
<th>Rank</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Instructor</td>
<td>85</td>
<td>89</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>457</td>
<td>499</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>199</td>
<td>345</td>
</tr>
<tr>
<td>Professor</td>
<td>125</td>
<td>429</td>
</tr>
</tbody>
</table>
Faculty Diversity by Race and Ethnicity

Diversity by Race & Ethnicity

- 2013: 76%
- 2014: 77%
- 2015: 76%

Race:
- 2+ Non-URM Races
- Asian
- URM
- White

17% 16% 17%
Write Winning NIH Grant Proposals

- Annually in the summer
- All-day seminar
  - Grant Writers’ Seminars and Workshops, LLC
  - Grantcentral.com
Gopen Writing Course

- Annually in the fall
- A seminar series offered by Dr. George Gopen, Duke University Emeritus Professor of the Practice of Rhetoric
- “Writing from the reader’s perspective”
LEAdership DEvelopment for Researchers (LEADER)

- Annual program (next offering April 2017)

- 3-day interactive learning program designed to equip junior faculty researchers with the knowledge and professional competencies to effectively lead dynamic scientific research enterprises.

- Emphasis on personal leadership
  - Myers-Briggs, 360 degree assessment, conflict management

- Applications open in fall
Research/Scholarship Support

- Faculty Flex Voucher Program
  - For support for manuscript preparation, library services, and services from Duke Office of Clinical Research (applications open now)
- Core Voucher Program
  - For Core research facilities
- Office of Research Development
  - Supports preparation of complex grants (P, U)
  - Joanna Downer PhD
- Duke Office for Clinical Research (DOCR)
  - Denise Snyder MS RD CSO
- Fund to Retain Clinical Scientists
  - To assist faculty members who face the challenge of working to establish academic careers while simultaneously managing significant caregiving responsibilities.
Office for Research Mentoring

- **Mark Dewhirst DVM PhD**
  - Associate Dean for Research Mentoring
  - Professor of Radiation Oncology

- **Internal Grant Review Process**
  - Path to Independence for R01, R03, R21
  - K-Club for Career Development Awards

- **Mock Study Sections**

- **Grant Writing Resources**
Office for Research Mentoring

Fall 2016 Path to Independence and K Club Grant Writing Program

Fall registration opens on September 1st.

Learn More

Overview

The Office for Research Mentoring aims to support the strong mentoring community within the School of Medicine and the School of Nursing. One of two arms of the larger Office for Faculty, our team, in partnership with the Center for Nursing Research, works to promote faculty success and well-being by offering tools needed to successfully navigate a career at Duke. The enclosed programming is designed to help junior faculty members write successful grant applications for an ever-competitive funding environment.

Meet the Team

https://medschool.duke.edu/about-us/faculty-resources/research-mentoring
Duke AHEAD
Academy for Health Professions Education and Academic Development

Recognition and Promotion
- Sponsorship of Teaching Rewards
- Development of Promotion Criteria
- Mentorship
- Membership on APT Committee
- Advocacy Letter of Support for Faculty Promotion
- Professor of the Practice of Medical Education

Faculty Development
- Educator Professional Development
- Teaching Workshops
- Symposiums
- Education Grand Rounds
- On-line Teaching Modules
- Post-doc in Education
- Mentors
- Core Faculty

Research and Innovation
- Education Innovation Grants
- Education Interest Groups
- Interprofessional Education
- Research Design and Statistical Support
- SBR-IRB for Health Professions Educational Research

Become a member at dukeahead.duke.edu
How do you find out about events?

- E-mails sent to all faculty
- Flyers
- Departmental newsletters (sometimes)
- Website: http://facdev.medschool.duke.edu
- “Like” us on Facebook
Duke School of Medicine Office for Faculty Development
@dukefacdev

Status
Write something on this Page...

Duke School of Medicine Office for Faculty Development
21 hrs

Huge thanks to Kevin Weinfurt and William Weldon for helping with a video the Office for Faculty Development is putting together. Stay tuned for its debut.

DUMC Box 3611
Durham, NC 27710
(919) 684-4139

http://facdev.medschool.duke.edu/
Policies affecting faculty

- See Duke Faculty Handbook
  - [http://provost.duke.edu/faculty-resources/faculty-handbook/](http://provost.duke.edu/faculty-resources/faculty-handbook/)

- Selected Appendices
  - Appendix J: Basic Sciences School of Medicine
  - Appendix K: School of Nursing Faculty Governance Bylaws
  - Appendix L: Clinical Sciences School of Medicine
Selected Policies

- **Vacation**
  - 22 business days (PDC and University)

- **Consulting**
  - 4 days/month averaged over 1 year
  - Max 44 days per year

- **Parental Leave for Regular Rank Faculty**
  - University: 12 weeks with pay
  - PDC: must be signed up for short-term disability
    - 8 weeks with pay for maternity and adoption
    - 5 days with pay for paternity
  - Automatic 1 year tenure clock extension
Selected Policies

- Flexible Work Arrangements
  - Designed for those who wish to have the flexibility to continue a career in academics while balancing family, pre-retirement planning, or other personal priorities
Flexible Work Arrangements

- Regular Rank Faculty
  - RR=Duke position is 100% of professional effort.
- Requires Chair’s approval
- Not available in all circumstances
- Full time status maintained
- 3 year maximum, with option to renew
- 3 month automatic tenure clock extension for each year on approved FWA to max of 3 years (36 months)

Faculty Handbook Chapter 4: Professional Affairs of the Faculty
Selected Policies

- Tenure Clock Extensions
  - Parental Leave
  - Flexible Work Arrangements (FWA)
  - Primary caregiver for parent, child, spouse or domestic partner for serous health conditions
  - Serious health condition of faculty member
  - Catastrophic residential property loss
  - Other personal or family priority approved via FWA
  - Specialized experience or training, or significantly increased administrative duties
How to Reach Us

- Ann Brown, MD MHS
  - Ann.brown@duke.edu
- Office for Faculty Development
  - (919) 684-4139, facdev@dm.duke.edu
- Office for Research Mentoring
  - (919) 684-1938, facdev@dm.duke.edu
- https://medschool.duke.edu/about-us/faculty-resources/faculty-development
- Find us on Facebook
  - facebook.com/dukefacdev
Break for 15 minutes. Return at 9:30 am