

The Office of Faculty Development (OFD)



JOHNS HOPKINS
M E D I C I N E

2024 E. Monument Street | Suite 2-1000 | OFD@jhmi.edu | 410-502-5521



Office of Faculty Development (OFD)

Janice Clements, PhD

Vice Dean for Faculty

Kim Skarupski, PhD, MPH

Associate Dean for Faculty Development

Nauder Faraday, MD, MPH

Senior Associate Dean for Faculty Dev.

Linda Dillon Jones, PhD

Senior Faculty Development Consultant

Dave Yousem, MD, MBA

Associate Dean for Professional Dev.

Sydney Vargas, BA

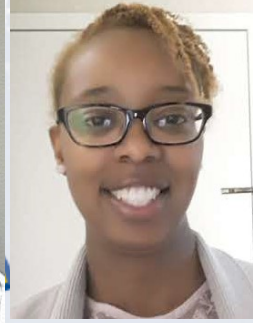
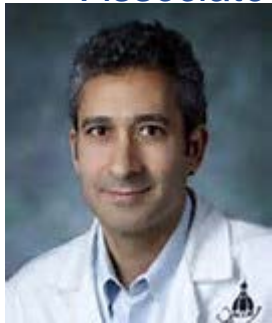
Program Coordinator

Rachel Levine, MD, MPH

Associate Dean for Educational Dev.

Monica Guy

Senior Administrative Coordinator



The Office of Faculty Development (OFD)

http://www.hopkinsmedicine.org/fac_development

Office of Faculty Development

Overview

About Us

- Overview
- Meet Us
- Oversight

What We Do

Educators

Clinicians

Researchers

Career Path

Course Offerings

Affiliates

[Home](#) > [Faculty Development](#) > [About Us](#)

What We Do

Mission

The Johns Hopkins University SOM's Office of Faculty Development creates and delivers effective programs that develop and nurture our diverse faculty as leaders in clinical care, medical education, and research excellence. Our focus on enriching a culture of inclusion, respect, and engagement is fundamental in accomplishing the Johns Hopkins mission and in enabling the School of Medicine to attract and retain our talented faculty.

Vision

We envision a culture in which all faculty members are engaged, invested, and passionate about their *career development*.

Goals

- Partner with all levels of leadership to support faculty engagement and career advancement
 - Deliver effective knowledge and skill-building programs centered on:
 - leadership development
 - mentoring
 - grant writing and research
 - teaching skills and educational scholarship
 - improving efficiency and effectiveness
 - work-life integration
- Facilitate professional and peer networks.

Junior Faculty Leadership Program

WAGs (Writing Accountability Groups)

Programs: Clinical Practice Toolkit & Economics of Clinical Operations

Financial Literacy & Investing

Programs on Teaching Excellence and Educational Scholarship

Seminars & Workshops:

- Promotion
- Turning your everyday clinical activities into scholarship
- Time Mgt.
- Negotiation
- Get that Paper out the Door!
- Mentee Rules
- WAGs

Coaching, Mentoring, Counseling, Work-Life Integration

Mindfulness Based Stress Reduction

Myers Briggs Type Inventory

New Faculty Orientation, Extension at Rank mtgs., & Exit Interviews

Promotion Sessions

Biomedical and Scientific Writing & Writing Retreats

Epic Faculty Clinical Scholars Program

Senior Faculty Transitions Program (Next Chapter series) & The Academy



JOHNS HOPKINS
MEDICINE

Faculty Senate & -Initiatives-

Specific Aims Speed Review Sessions (K2R)

Coming Attractions (Summer)

- **May 30 – August 8** - MBSR
- **June 20**
 - Conflict Competent Leadership
- **June 26**
 - Emotionally Intelligent Leadership
- **July 17** – Enneagram: Personality Typing Tool for Increased Self-Awareness & Improved Work Relationships
- **July 19 & July 26**
 - Two-Part Writing Retreat for Junior Faculty in the SOM
- **July 31**
 - The Science of Effective Communication

Coming Attractions (Fall)

- **Sept. 30**
 - APPC Info Session
- **Oct. 2**
 - PPC Info Session
- **Oct. 8** – New Faculty Orientation
- **Oct. 23**
 - Unbiased Personal Finance
- **Oct. 28**
 - Investing Basics
- **Oct. 30**
 - The Science of Effective Communication
- **Nov. 1 & Nov. 12**
 - Two-Part Writing Retreat for Junior Faculty in the SOM
- **Nov 5 & 6**
 - ECO (Economics of Clinical Operations)
- **Nov. 13**
 - WAG Seminar

OFD Oversight - Advisory Boards

OFD - Junior Faculty Resource Advisory Council (JRAC)

JRAC Charge:

- a) identify the support needed from leadership and senior faculty for junior faculty dev.
- b) prioritize the faculty dev. needs of junior faculty members in the School of Medicine (SOM) in alignment with the SOM's strategic plan
- c) serve as a liaison for faculty development in each respective department/section

JRAC	
<i>Anesthesiology & Critical Care Medicine</i>	Michael Banks, MD
<i>Dermatology</i>	Anna Grossberg, MD
<i>Emergency Medicine</i>	Nathan Irvin, MD
<i>Gynecology and Obstetrics</i>	Jenell Coleman-Fennell, MD, MPH Carolyn Sufrin, MD, PhD
<i>Medicine</i>	Natalie West, MD Monica Mukherjee, MD, MPH Damani Piggott, MD, PhD
<i>Molecular and Comparative Biology (Basic Sciences)</i>	Kelly Metcalf Pate, DVM, PhD, DACLAM
<i>Neurosciences (Neurology & Neurosurgery)</i>	Christopher Oakley, MD Shiv Saidha, MBBCh Solange Brown, MD, PhD Larry Lo, MD
<i>Oncology</i>	Jonathan Webster, MD
<i>Ophthalmology</i>	Bonnielin Swenor, PhD
<i>Orthopaedic Surgery</i>	Ranjit Varghese, MD
<i>Otolaryngology and Head and Neck Surgery</i>	Marietta Tan, MD
<i>Pathology</i>	Laura Wood, MD, PhD
<i>Pediatrics</i>	Ann Kane, MD Christy Sadreameli, MD
<i>Plastic Surgery</i>	Giorgio Raimondi, PhD
<i>Psychiatry and Behavioral Sciences</i>	Traci J. Speed, MD, Ph.D. Rheanna Platt, MD, MPH
<i>Radiology and Radiological Sciences</i>	Oluwatoyin (Toyin) Idowu, MD
<i>Radiation Oncology and Molecular Radiation Sciences</i>	Ana Ponce Kiess, MD, PhD
<i>Surgery</i>	Sandy Hwang Fang, MD, FACS, Christian Jones, MD, FACS

OFD - Senior Advisory Council (SAC)



- **Strategic Plan: PEOPLE**
- “Enhance support for junior faculty”
- **Charge** = make recommendations concerning policies, programs, and initiatives to support the development and promotion of faculty in the SOM and to serve as a liaison for faculty development in each dept./section
- **Harmonize with Faculty Senate**



Mahadevappa Mahesh, MS, PhD
Chair



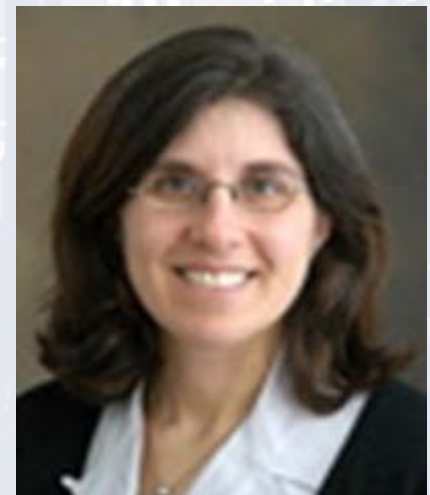
Bonnielin Swenor, PhD
Vice Chair

SAC	
Anesthesiology & Critical Care Medicine	--
Dermatology	--
Emergency Medicine	Arjun Chanmugam, MD, Scott Levin, PhD
Gynecology and Obstetrics	Howard Zacur, MD, PhD
Medicine	Eric Bass, MD, MPH Kristin Riekert, PhD Lee Daugherty Biddison, MD, MPH
Neurosciences (Neurology & Neurosurgery)	Seth Blackshaw, PhD Nicholas Maragakis, MD Shan Sockanathan, PhD Timothy Witham, MD
Oncology	Diane Hayward, PhD, Richard Jones, MD
Ophthalmology	Neil Miller, MD
Orthopaedic Surgery	Jim Ficke, MD
Otolaryngology and Head and Neck Surgery	Simon Best, MD
Pathology	--
Pediatrics	Barbara Fivush, MD, Jim Casella, MD
Plastic Surgery	Anthony Tufaro, DDS, MD
Psychiatry and Behavioral Sciences	Kellie Tamashiro, PhD, Eric Strain, MD
Radiology and Radiological Sciences	Kristine Glunde, PhD, Dave Yousem, MD, MBA
Radiation Oncology and Molecular Radiation Sciences	--
Physical Medicine and Rehabilitation	--
Surgery	David Euhus, MD, Susan Gearhart, MD
Urology	-
BASIC SCIENCES	Geraldine Seydoux, PhD, Randy Reed, PhD
PHYSIOLOGY	Svetlana Lutsenko, PhD
BIOLOGICAL CHEMISTRY	Stephen Gould, PhD
CELL ENGINEERING	Dr. Jeff W.M. Bulte, PhD
ICTR/CTSA Liaison	Gail Daumit, MD, MHS
IEE	Joe Cofrancesco, MD, MPH
HR	-
Office of Work, Life, and Engagement	-
Office of the Vice Dean for Education	Todd Dorman, MD

Education

Foundations of Teaching and Learning

- 1 hour: Web based pre-work
 - Two IEE “Improve your Teaching” Modules
 - Approaches to Teaching and Learning
 - Formative Feedback
- 3 hour: Live session workshops
 - Review of Learning Theory / Teaching models
 - Small group facilitation
 - Feedback and Coaching
- 1 hour: “optional” (Select one)
 - Effective/Interactive Lectures
 - Clinical Teaching Toolbox



Workshop: Turning your everyday activities into scholarship

- **Rachel Levine, MD, MPH**, *Assoc. Prof. Medicine, Assoc. Dean for Educational Development*
- **Janet Serwint, MD**, *Professor, Pediatrics, Vice Chair of Pediatric Education, Director of the Pediatric Residency Program*

Workshop Objectives:

- Know the different types of scholarship, as well as a framework for assessment of scholarship
- Consider how your everyday work presents opportunities for scholarship
- Explore barriers and facilitators for scholarship development
- Design your individualized scholarship roadmap

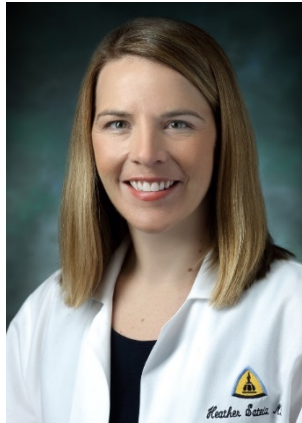


Teaching the Principles of High Value Care: An Educator's Workshop

Interactive workshop focused on promoting high value care in the clinical environment



Anthony Accurso, M.D.
Faculty Director of Providers
for Responsible Ordering
Johns Hopkins Bayview
Assistant Professor of
Medicine



Heather Sateia, M.D.
Co-Chair, Department of
Medicine High Value Care
Education Subcommittee
Instructor of Medicine



Amit Pahwa, M.D.
Co-Chair, Department of Medicine High
Value Care Committee
Director, Topics in Interdisciplinary
Medicine: High Value Healthcare
Assistant Professor of Medicine and
Pediatrics

Drs. Accurso, Pahwa, and Sateia are national leaders in educating providers on how to teach high value care. They have all developed curricula both locally and nationally. Their most recent workshops have focused on providing tools and resources for providers to improve teaching of appropriate utilization.

This educational workshop is part of periodic series sponsored by the Offices of the Vice Dean for Faculty and the Vice Dean for Education.

RSVP by April 15th: OFD@jhmi.edu

Research - Scholarship

Interactive Symposium: “Getting that Paper out the Door: Pearls & Pitfalls for Publishing”

- **Dave Yousem, MD, MBA** *Professor, Neuroradiology, Assoc. Dean for Professional Development; Director of Neuroradiology; Vice Chairman of Program Development*
- **Kim Skarupski, PhD, MPH** *Associate Dean, Office of Faculty Development; Associate Professor (Geriatric Medicine & Gerontology)*
- **Richard Edden, MSc, PhD** *Associate Professor, Radiology and Rad. Science* / **Nick Puts, Bsc, MSc, PhD** *Assistant Professor, Neurorad.*

Do you struggle with getting those papers done? Have you been scooped by other investigators because you were late getting your paper published? Do you stare at the computer screen not knowing how to complete that manuscript? It's time to address those issues and learn how to get those papers out the door! Panelists who specialize in clinical, basic science, translational research, and outcomes research will offer ways to overcome your writing hurdles. Before the session, participants who have RSVP'd will be asked to identify their most significant barrier to writing productivity. The panelists will structure their presentations and activities around the most significant writing barriers that the attendees themselves have identified. Participants will leave the session having identified several strategies for increasing writing productivity....on their way to academic success. Come, learn and write!



K Writing Retreat: Writing successful K applications – beyond the basics

- Overview of K Awards
- Programs Officer's & Reviewers' Perspectives
- Letters & Biosketches
- Panel Discussions:
 - K99/R00/K25
 - K08, K23
 - K01
 - Revise & Resubmit status
- Speed Review of Specific Aims
- *Sponsors: Professional Development and Careers Office (PDCO), ICTR, & OFD*

Research 'Accountability' Groups

- **Pre-KIGs (Pre-K Investigator Groups)** - for faculty writing/planning to write a K
- **CRIGs (Clinical Research Investigator Groups)** - K awardees conducting clinical research
- **BRIGs (Basic Research Investigator Groups)** - K awardees conducting basic research
- **GRIGs (Grant Review Investigator Groups)** – meet twice monthly to review Specific Aims

Peer-facilitated, social support, networking opportunities to discuss and share information on various topics as relevant:

- * developing a cohesive research plan
- * writing the research progress reports
- * sharing research resources
- * building a mentoring team
- * preparing for the R application
- * getting publications out the door
- * responding to grant reviewers
- * hiring a Research Assistant
- * identifying other funding
- * practicing work-life integration
- * IRB issues
- * getting promoted

- **JHBoxes** archiving valuable information and resources!

- **Special Presentations**

- **Grant-Writing: Training Grants – K Awards** (Cherie Marvel)
- **Tips from a Reviewer's Perspective** (Stephen Camarata)
- **How to Build a Research Mentoring Team** (Jennifer Haythornthwaite)
- **Running a Research Lab- Clearing the Administrative Hurdles** (Jeff Rothstein)

Specific Aims – Speed Review Sessions

- K's, R's, "Other" (foundation, industry, etc.)
- 10-12 participant's specific aims critiqued in 5-minutes by a panel of funded investigators.
- Co-sponsors: ICTR, PDCO, OFD



“Biomedical and Scientific Writing: A Review-Intensive Course for Junior Faculty”

- 16 hours: 8 classes
 - Part I: weekly classes for 4 weeks
 - Part II: biweekly over 8 weeks
- Goals:
 - to significantly increase the participant’s skills in writing a research paper for submission to a peer-reviewed journal
 - to strengthen the participant’s skills in giving constructive critique to their peers.

Email: spoynton@jhmi.edu



Sarah Poynton, PhD

*Associate Professor
Dept. of Molecular and Comparative
Pathobiology*

WAGs (Writing Accountability Groups)

Question: What happens when...

4-8 faculty members



commit to 1 hour/wk

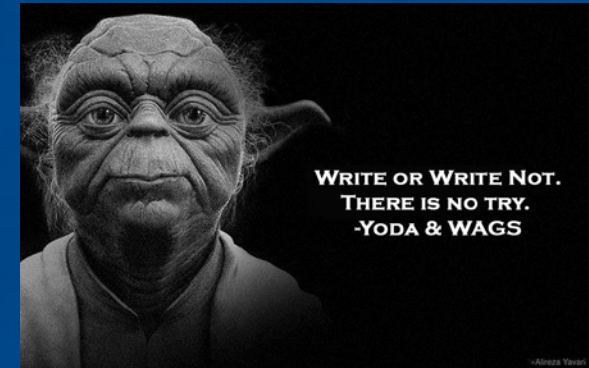


for 10 weeks?



Answer:

- ✓ Increased writing frequency
- ✓ Shorter writing session durations
- ✓ Greater perceived control over the writing process
- ✓ Built-in social support network
- ✓ Unmitigated joy!



JOHNS HOPKINS
M E D I C I N E

Kimberly A. Skarupski, PhD, MPH

Associate Dean for Faculty Development, Office of Faculty Development | OFD@jhmi.edu | 410-502-5520

Writing Accountability Groups (WAGs): Establishing sustainable writing habits

Kimberly Skarupski, PhD, MPH
Associate Dean, Office of Faculty Dev.

- A WAG is an active writing group that meets weekly for a 10-week block
 - 4-8 members, peer-facilitated
 - Agenda:
 - 15 minutes of updates
 - 30 minutes of writing
 - 15 minutes of reporting and wrap-up
 - Participants must commit to at least 7 of the 10 sessions
 - *Faculty Bonus: Participants receive the “How to Write a Lot” book*
- Email: Kskarupski@jhmi.edu
 - Wagyourwork.com



[Like us! /HopkinsWAGs](#)

WAG
YOUR WORK
WRITING ACCOUNTABILITY
GROUPS



BOOTCAMP FOR INCREASING
SCHOLARLY PRODUCTIVITY

KIMBERLY A. SKARUPSKI, PHD, MPH

Skarupski, KA & Foucher
KC (2018). Writing
Accountability Groups
(WAGs): A tool to help
junior faculty members
build sustainable writing
habits. *Journal of Faculty
Development* 32(3): xx-xx.



JOHNS HOPKINS
M E D I C I N E

Wagyourwork.com

Clinical Distinction

Your Academic Clinical Practice Toolkit: Maximizing your success

- 2 ½ day workshops with Hopkins experts!
 - Day 1: Creating a successful patient-centered practice
 - Day 2: Advancing your academic career through your clinical practice
 - *Finances, RBRVS system, defining clinical success, developing a new product/service, scholarship, administration, promotion, panels, resources, optional sessions*



Economics of Clinical Operations (ECO)

OBJECTIVE: To educate faculty on how to maximize revenue and rapidly adjust to economic changes that affect clinical operations.

TARGET AUDIENCE: Division Directors, new Department Directors, and Interdisciplinary Care leaders responsible for their finances. Faculty members who direct existing or who are developing new clinical programs, and those who are pursuing the clinical excellence pathway for academic advancement.

FORMAT: Case-based: reviewing topics in the financial management of clinical practices. *For full course description, see attached document.*

REQUIREMENTS: Nominated by Department Director; Able to attend both days of the seminar

APPLICATION PROCESS: Complete a form; Must be signed by both Dept. Director and Nominee; Attach CV.

QUESTIONS:

Email Dr. David Yousem, dyousem1@jhu.edu.



Epic Faculty Scholars Program (EFSP)

- Part of JHUSOM's efforts to support clinicians (at least 60% patient care) and clinical research
- Goal: to provide wrap-around support services to participant teams to test hypotheses, answer research questions, and produce scholarship using the Epic database.
- 10 teams of investigators (PI commitment = 10% protected time)
- Each time gets biostat, CCDA programming, data mgt., & writing support

2018 AWARDEES

Geeta Sood

Heather Sateia

Farwaz All Ammary

John Probasco

Marina Schuster/Manisha Loss

Philip Spevak

Donna Neale

Michele Horner

Shabina Ahmet/Misha Zilbermint

Uma Srikumaran

2019 AWARDEES

Fasika Woreta

Daniel Sciubba

Traci Speed

Lee Goeddel

Alejandro Garcia

Sara Mixer

Jessica George

Paul Nestadt

Brindusa Truta

Debra Mukherjee

Professional Development

New* Faculty Orientation

Janice Clements, PhD

Vice Dean for Faculty

Professor of Comparative Medicine

- Open to all SOM faculty, regardless of start-date.
- Come and meet the deans and SOM leaders.
- Learn how to build a meaningful career at Hopkins:
 - what it takes to succeed
 - find mentorship
 - get promoted
 - fund your research
 - build collaborations
 - practice healthy work-life integration



***Appropriate for all senior and new full and part-time faculty members!**

Conversation with Vice Dean Janice Clements: Are you on track?

- Hopkins has a single promotion “track;” that is, all faculty members carry the same title (Professor, Associate Professor, Assistant Professor) without qualification.
- The common elements required for faculty advancement are excellence in scholarship and impact upon one’s field.
- Recognition for scholarship and leadership can be achieved through a variety of career pathways.
- *Are you on track for promotion?*



Janice E. Clements, PhD

Mary Wallace Stanton Professor of Faculty Affairs
Vice Dean for Faculty
Professor, Molecular and Comparative
Pathobiology

Promotion at Hopkins: Principles & Process

Empower yourself! *Join us* to learn about the Hopkins promotions process to Associate and/or Professor on the different pathways.

Our interactive session will offer answers to questions like:

What is the purpose of the director's nomination letter?

What is the Nomination Manager?

What is an H-index and do I need to worry about it?

How do I know if I'm ready?

You will also learn about supportive resources available to you. Time is available to answer lingering questions and seek clarification.

Register [HERE](#). The session will also be [broadcast via live feed](#).

If you are unable to attend, the session will be recorded and posted [HERE](#)

Q. Oh no, I can't make those dates!

A. Information + recorded sessions on OFD website

http://www.hopkinsmedicine.org/fac_development/career_path/appointments/

New Promotion Videos & Podcasts!

Office of Faculty Development

- Overview
- About Us
- Educators
- Clinicians
- Researchers
- Career Path
 - Overview
 - Appointment & Promotions
 - Overview
 - Clinical Distinction Pathway
 - Educator Pathway
 - Program Builder Pathway
 - Research Pathway
 - Continuing Your Education
 - Exiting Faculty
 - Faculty Orientation
 - Leadership
 - Mentorship
 - WAGs
 - Work Life Integration
- Course Offerings
- Affiliates

[Home](#) > [Faculty Development](#) > [Career Path](#) > [Appointments](#)

Appointment & Promotions

This page includes information that is vital for the promotion process, including a seminar on the principles and processes, and sample CVs.

- [Promotion at Hopkins](#)
- [Promotion and Tenure- Samples](#)
- [PODCAST: Principles and process of promotion to Associate Professor at JHSOM](#)
- [PODCAST: Principles and process of promotion to Full Professor at JHSOM](#)

Promotion at Hopkins: Principles and Process (SOM Faculty Only)

Sponsored by the Office of Faculty Development (OFD)

- April 5, 2016 | 12:00- 1:30 PM | Chevy Chase Auditorium, Zayed 2119A | [RSVP](#)

Speakers: Estelle Gauda, MD, Chair, SOM Associate Professor Promotions Committee, Professor of Pediatrics, Justin C. McArthur MBBS, MPH, FAAN, Chair of the Professorial Promotions Committee and Professor of Neurology, Pathology, Medicine, and Epidemiology Director, Department of Neurology.

Become informed about the promotions process at Johns Hopkins school of Medicine from the Chairs of the Full and Associate Professor Promotions Committees. In this session, you will learn how to structure your CV and prepare it in the format expected by departmental and SOM promotions committees. You will also learn about the typical content seen in CVs of those who are promoted to Associate and Full Professor and how the two committees process and evaluate your nomination for promotion. At the end of the session, you will be well informed about the promotions process at the SOM, the requirements for academic promotion, the purpose of the dean's letter, the H-index, the Nomination Manager, utility of the educator's and program builder's portfolio and what is NRIP. Following the presentations, there will be a Q/A session.

1. [Video Recording \(January 2014 Session\)](#)
2. [Professorial Promotions Committee \(PPC\) Slides](#)
3. [Associate Professor Promotions Committee \(APPC\) Slides](#)

Promotion and Tenure - CV Samples and Chairs' Letters for Promotion

Please email Karen Parkent kparkent@jhmi.edu for questions regarding formatting your CV.

[VIDEO: New CV template](#)



http://www.hopkinsmedicine.org/fac_development/career_path/appointments/



Junior Faculty Leadership Program (JFLP)

Program Curriculum (Jan.-July)

Eight, three-hour sessions:

- Core leadership competencies
- Building your career
Myers Briggs type inventory
- Individual development plans
- Negotiation skills
- Communicating in a diverse #MeToo world
- Presenting yourself as a leader
- Making the most of your mentor/mentee & sponsor experiences
- Unwritten rules for success – Getting promoted
- Conflict management & mediation

Emerging Women's Leadership Program (EWLP) (Jan. – Nov.)

Office of Women in Science and Medicine (OWISM): Senior Assoc.
Dean for Women, Dr. Barbara Fivush
https://www.hopkinsmedicine.org/women_science_medicine/

Nine, two-hour sessions: (break: July, August)

Myers-Briggs, Core Values, Building Resilience, Building your Mission Statement and Saying No, Graceful self-promotion, Mentoring best practices, Increasing Scholarly Productivity, Negotiation, Creating your Leadership Presence



Partner: Talent Management (TM)

Leadership Skill Building for Faculty

- Flex Talk: Using an Understanding of MBTI Type to Create More Productive Outcomes
- Speak like a Pro I
- The Basics Becoming a Conflict Competent Leader
- Speak like a Pro II - Videotaping
- Relationship Awareness Theory
- Getting and Staying Organized
- The Art of Negotiation
- Communicating with Others
- Effective Meetings in Half the Time
- *Other TM specialties: Team Building, Strategic Planning, Retreats*

Register through
MyLearning!
<http://learning.jhu.edu>
<http://tmod.jhu.edu>

Questions: Carolyn@jhu.edu

Other OFD Resources & Services

The Myers Briggs Type Indicator (MBTI) Sessions (Yousem & Skarupski)

Counseling/Coaching: academic career; work-life integration; 360s

Faculty Development “on Demand”:

- Special sessions (e.g., Individual Development Plans; civility, resilience, team building, communication)
- Focus groups
- Retreats

New Director Onboarding

Departmental Reviews

Senior Faculty Transitions

Faculty Satisfaction Survey

Faculty Exit Interviews

Editorial Review Service

How may we serve you?

*Please let us know your ideas and recommendations
for faculty development!*

Kim Skarupski

kskarupski@jhmi.edu

410-502-5520 (direct)

410-925-0257 (cell)

http://www.hopkinsmedicine.org/fac_development/