Office of Faculty Affairs

Davy Cheng, MD, MSc, FRCPC, FCAHS, CCPE  
Vice-Dean, Faculty Affairs

Presented By:

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Vice-Dean, Basic Medical Sciences  
Professor, Departments of Physiology & Pharmacology and Medicine

New Faculty Orientation  
August 24, 2017

Our Team

Dr. Larry Jacobs  
Assistant Dean  
Faculty Affairs Windsor

Dr. Davy Cheng  
Vice Dean  
Faculty Affairs

Dr. Mithu Sen  
Assistant Dean  
Faculty Equity & Wellness

Ms. Kay Hickey  
Project Coordinator  
Faculty Affairs

Ms. Catherine Joyes  
Manager  
SouthWestern Academic Health Network (SWAHN)
Key Functions of the Office

Faculty Affairs

• Leadership Development (i.e. Talent Management Conference Feb. 9, 2018)
• Schulich Mentorship Program for faculty
• Schulich Appointments and Promotions for clinical faculty
• Academic Role Categories for clinical faculty
• Career Development Planning process

Key Functions of the Office

Faculty Affairs (continued)

• Faculty Equity and Wellness
• Oversee policy implementation
• Orientation of faculty
• Faculty Development as it relates to Faculty Affairs
• Coordinate Faculty Awards
Key Functions of the Office

SWAHN

- Advancement of the SouthWestern Academic Health Network (SWAHN)

- “a set of formal partnerships created by health sciences universities, academic healthcare organizations and other provider organizations with the goal of improving patient and population health outcomes through mechanisms and structures that develop, implement and advance integrated health services delivery, professional education, and research and innovation.” (Academic Health Sciences Centres National Task Force, 2010)

Vision: Transforming health in Southwestern Ontario through integrated excellence in research, education, and clinical practice.

Mission: To improve the health of the SWO population and be a leader in health care, education, and research.

Value proposition: SWAHN facilitates interprofessional collaboration, networking, and knowledge-sharing opportunities across health-care related education, research, health service providers, and other stakeholders in Southwestern Ontario to identify gaps and to improve the health of individuals, families, communities, and systems.
Southwestern Ontario

Population = 1,602,539

18 SWAHN funders including:
• 3 Community Colleges
• 3 Universities
• Myriad of Hospitals / Health Care Organizations
• 2 Local Health Integrated Networks (LHINs)
• + in-kind support from these and other organizations

Website: www.swahn.ca

Activities:
• Annual IPE Day for first-year students in medicine, dentistry, pharmacy, optometry, nursing, social work, human kinetics, and respiratory therapy (London and Windsor venues)
• Pilot for knowledge translation of nutrition assessment tools
• Palliative care entry-to-practice curriculum review
• Knowledge exchange forums, symposia, retreats, publications:
  • Choosing Wisely Forum
  • Family Peer Support Symposium
  • Nutrition Symposium
  • Volunteers Retreat
  • Event proceedings published
• Research Ethics Harmonization
Mentorship Program for New Faculty

- Offered to all faculty not yet achieved career rank and/or tenure (faculty member’s option to opt out)
- For anyone with significant change in role
- Formative / mentee ownership
- Process guidelines
  - There should be only ONE mentorship committee with input from ALL stakeholders with respect to the academic position of the faculty member

Mentee’s Role

- Mentee (co)owns the process
- Role of Department leader (work collaboratively with mentee re: composition of Committee; will ask member of the Mentorship Committee to organize and facilitate the first meeting)
- Organizes meetings, keeps records, follows up on action items:
  - Between meeting activities
  - Change process if not working
- Committee not exclusive: peer; personal & networking
**Appointments**

**Lecturer**

1. Assistant Professor
2. Associate Professor
   - Career Rank
   - Goal: promoted to Professor
3. Professor

**Annual Performance**

**Basic Science Appointments - Annual Performance Evaluation (APE)**
- Three year running average
- Unit evaluates, based on (UWO) Standards:
  - Member’s “Annual Report”
  - Work Load (teaching, research & service)
  - Annual Standards of the Unit
  - Norms for the Unit

**Clinical Appointments - Career Development Plan (CDP)**
- Completed annually with Department and/or Division Chair
  - Document your accomplishments and contributions in the role component areas for the past year
  - Outline goals for the next year
  - Outline goals for 3 to 5 years
  - Discuss assistance needed to attain goals
Promotion (and Tenure)

• Full-Time Clinical & UWOFA faculty (and Institute Scientists) are eligible for promotion

• You must move from Assistant Professor to Associate Professor by the end of 6 years if UWOFA and by the end of 7 years if Clinical

• Associate Professor is a career rank

• Professor rank is for faculty continuing on an upward trajectory

Contact Information

Office of Faculty Affairs
Schulich School of Medicine & Dentistry
Rix Clinical Skills Learning Building, Room 3730, Western University
http://www.schulich.uwo.ca/hospitalandinterfacultyrelations/
Please Note: The website currently being revised

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