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

UCSF Department of Surgery

Programs in Development

NEW FACULTY ONBOARDING

FACULTY RETENTION

CAREER TRANSITIONS

PROFESSIONALISM

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CREATING AND EXECUTING
YOUR ANNUAL INDIVIDUAL DEVELOPMENT PLAN (IDP)

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STEP 1:   SKILLS ASSESSMENT

Assess your <u>strengths, weaknesses and skills</u> – 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

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Faculty Career Guidance

Formal Quarterly Review with Division or Section Chief

- CV review
- IDP update
- P+L

Annual Progress Report

- Chair and Chiefs

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Professionalism

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

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