WELCOME TO YOUR NEW ACADEMIC COMMUNITY
UPSOM, UPMC, UPP

**UPSOM**
- 31 Departments

**UPMC**
- Medical system with 40 hospitals
- UPMC Children’s Hospital
- Health insurer with 3 million members

**UPP**
- University of Pittsburgh Physicians
UNIVERSITY OF PITTSBURGH

Chancellor
Patrick D. Gallagher

Provost
Ann E. Cudd

Senior Vice Chancellor for Health Sciences
Arthur S. Levine

Medicine, Dental, Nursing, Public Health, Pharmacy, Rehab

Arts and sciences, Education, Engineering, Law, Business, Other
DEPARTMENT OF PEDIATRICS
OFFICE OF THE CHAIR

- Chair: Terry Dermody
- Executive Assistant to the Chair: Miranda Feldmann
- Executive Director: Mike Comunale
- Director, Faculty Affairs: Rebecca Longo
- Senior Director, Research: Nancy Harter
DIVISION AND CENTER DIRECTORS

- Adolescent and Young Adult Medicine
  - Elizabeth Miller
- Allergy and Immunology
  - Hey Chong
- Bone Marrow Transplantation
  - Paul Szabolcs
- Cardiology
  - Jackie Kreutzer
- Child Advocacy
  - Rachel Berger
- Emergency Medicine
  - Ray Pitetti
- Endocrinology
  - Radhika Muzumdar
- Gastroenterology, Hepatology, and Nutrition
  - Andrew Feranchak
- General Academic Pediatrics
  - Alejandro Hoberman
- Genetics
  - Jerry Vockley
- Health Informatics
  - Srinivasan Suresh
- Hematology and Oncology
  - Linda McAllister
- Hospital Medicine
  - Ben Miller
- Infectious Diseases
  - John Williams
- Nephrology
  - Carl Bates
- Neurology and Child Development
  - Ira Bergman
- Newborn Medicine
  - Thomas Diacovo
- Pulmonology
  - Juan Celedon
- Rheumatology
  - Amr Sawalha
- Cystic Fibrosis
  - Raymond Frizzell
- Microbial Pathogenesis
  - Carolyn Coyne
- Obesity and Metabolism
  - Silva Arslanian
- Richard King Mellon
  - George Gittes
- Bone Marrow Transplantation
  - Paul Szabolcs
- Nephrology
  - Carl Bates
- Infectious Diseases
  - John Williams
- Pulmonology
  - Juan Celedon
- Rheumatology
  - Amr Sawalha
- Cystic Fibrosis
  - Raymond Frizzell
- Microbial Pathogenesis
  - Carolyn Coyne
ACADEMIC PATHWAYS
A MAP FOR CAREER DEVELOPMENT
**FACULTY CATEGORIES**

- **Pitt only faculty: Research prefix**
  - PhDs or MD investigators/educators/administrators without a clinical role

- **UPP only faculty: Clinical prefix**
  - Predominant clinical role, some teaching, volunteer faculty appointment

- **Dually employed faculty:**
  - Varying % of clinical, research, and teaching roles
Work with your Division Director to determine the best pathway for you

Everyone has a different balance

Pathways help you focus your efforts and highlight your strengths
Clinicians who have major teaching and educational leadership roles

Scholarship in the domain of teaching, curriculum development, educational leadership
Clinicians who develop and lead clinical programs

Clinical innovations that impact patients, the organization and the field

Scholarship in the domain of Quality Improvement and participation in clinical research
Clinicians who devote significant amounts of their effort in independent and collaborative research (bench/clinical/translational) programs

Scholarship in discovery, publications, grants
INVESTIGATOR – EDUCATOR

- May be PhD or MD-PhD with minimal clinical effort
- Independent research
- Scholarship in discovery, publications, grants
- Educate the next generation of investigators
CLINICAL PREFIX

- Primarily clinical service with teaching and administrative responsibilities
- UPP only employment with Pitt faculty appointment, not employed by Pitt
- Promotion pathway
- PhD scientists whose work is essential to the division
- Not typically independent researchers, but can change pathway
- Supervise graduate students, post-docs in the lab
- Promotion pathway
DEVELOPING YOUR CAREER
GUIDANCE FOR PROFESSIONAL DEVELOPMENT

Feedback on performance

• Annual Faculty Performance Evaluation (FPE)
• Evaluations of teaching: students, residents, fellows
• Patient experience surveys

Progress toward promotion

• Division Director
• Mentor and Mentor Committees
• Office of Faculty Development
ANNUAL FACULTY PERFORMANCE EVALUATION

AN OPPOORTUNITY FOR MENTORING

- **Prepare for your FPE meeting**
  - Review a few months prior to meeting
  - Update your goals, accomplishments
  - Discuss with your Mentor Committee

- **Discuss goals with your Division Director**
  - Make sure your goals are aligned with division priorities

- **Clarify expectations**

- **Review milestones toward promotion**
PROACTIVE CAREER DEVELOPMENT

- Identify a focus for your work
  - Find your themes, areas of interest, passions
  - Assure your goals are aligned with those of your Division Director
  - Become the “go-to” person for something that interests you
  - Consider ways of turning your work into scholarship

- Choose activities you enjoy and fit with themes of your work
  - Volunteer for related service and teaching opportunities

- Use mentors to connect at a national level

- Be flexible, open to changes in direction and focus
Welcome to the Department of Pediatrics Faculty Development Program and Website

The Department of Pediatrics at the University of Pittsburgh School of Medicine takes pride in the quality of its faculty and strives to support faculty as they pursue excellence as teachers, scholars, mentors, and leaders in all stages of their careers.

The Department of Pediatrics is invested in the professional development of its faculty and values mentoring as an essential component of career development.

We encourage all faculty members to work with their Division Directors to identify academic and clinical goals, establish mentoring committees, and use resources for faculty development in the Department and throughout the University. We want our faculty to be successful and fulfilled.

We invite you to learn more about professional and career development resources and information by visiting the links below.

- Faculty Mentoring
- Professional Development / Career Advancement
- Educator Development
- For New Faculty
- Faculty Promotion
- OFD Faculty Development Awards

Read More >>
Office of Faculty Development

www.chp.edu/facultydev
**DOMAINS OF SUPPORT**

**WE ARE HERE FOR YOU!**

- Career advancement and promotion process
- Mentorship
- Educational skill enhancement
- Educational scholarship
- Leadership skill enhancement
- Advice re: challenging workplace interactions
- Faculty well-being
Welcome to the ‘Burgh!