# WELCOME TO YOUR NEW ACADEMIC COMMUNITY

### UPSOM, UPMC, UPP

#### **UPSOM**

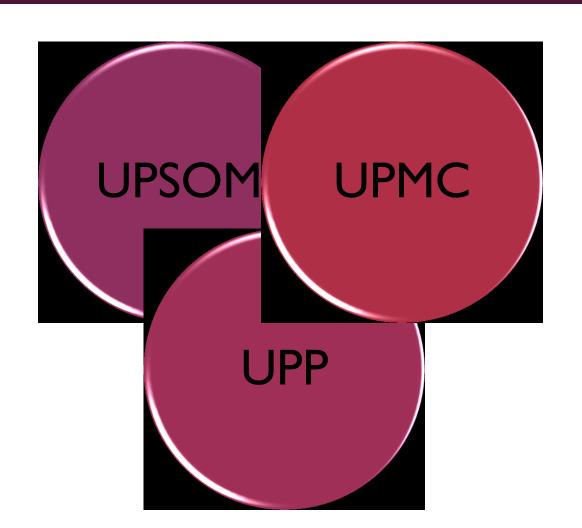
31 Departments

#### **UPMC**

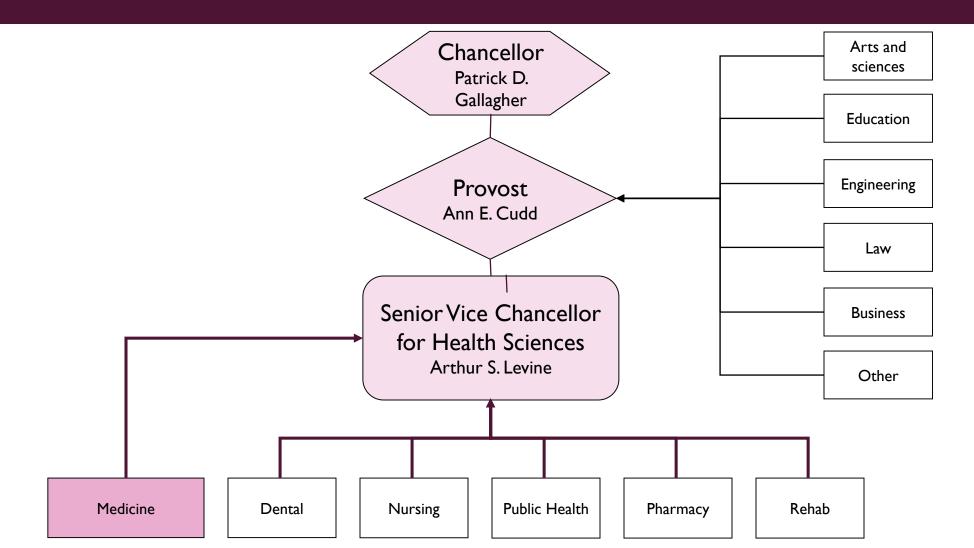
- Medical system with 40 hospitals
- UPMC Children's Hospital
- Health insurer with 3 million members

#### **UPP**

University of Pittsburgh Physicians



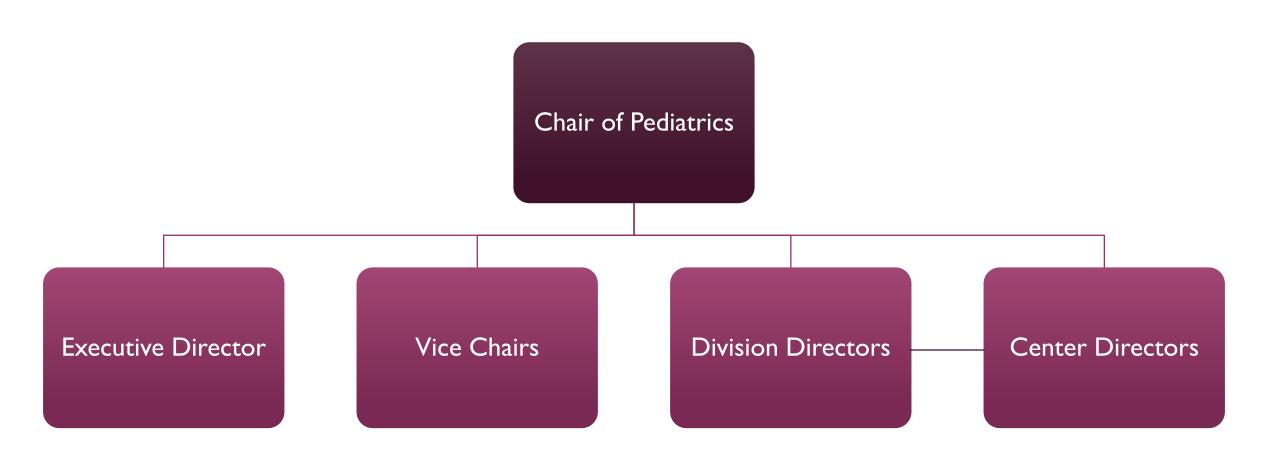
### UNIVERSITY OF PITTSBURGH



### 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

### DEPARTMENT OF PEDIATRICS ACADEMIC ORGANIZATION CHART



### **VICE CHAIRS**

Clinical Affairs
Stephanie Dewar

International Relations
A. Kim Ritchey

Clinical Research

Alejandro Hoberman

Faculty Development
Dena Hofkosh



Basic Research
Carl Bates

Education Debra Bogen

### 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

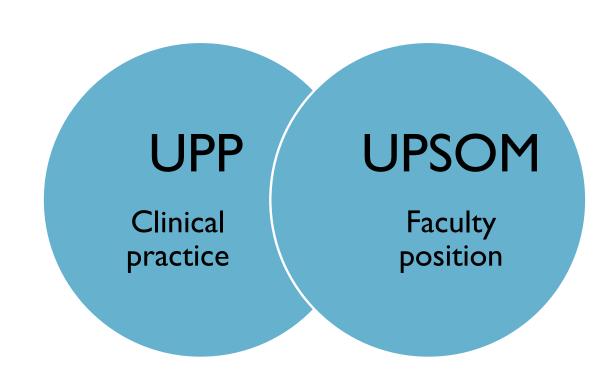
Richard King Mellon George Gittes

### **ACADEMIC PATHWAYS**

A MAP FOR CAREER DEVELOPMENT

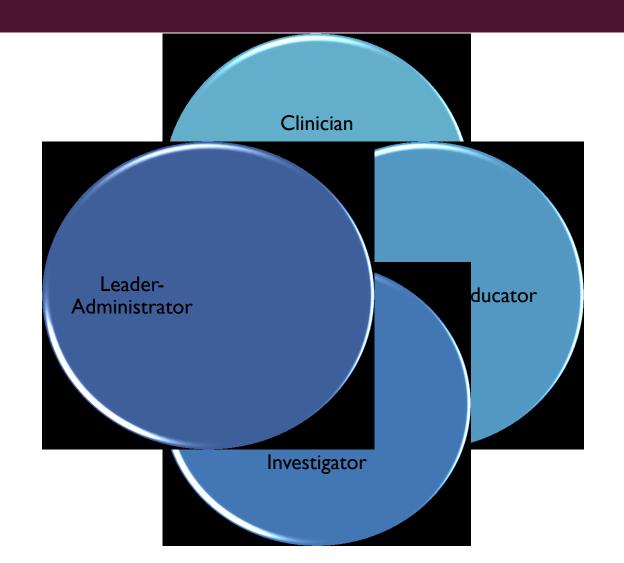
#### FACULTY CATEGORIES

- 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



#### **ACADEMIC PATHWAYS**

- 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











### CLINICIAN – EDUCATOR

- Clinicians who have major teaching and educational leadership roles
- Scholarship in the domain of teaching, curriculum development, educational leadership





### CLINICIAN – LEADER

- 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

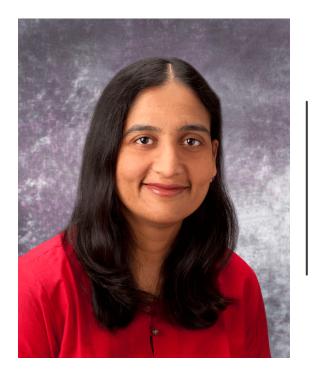






### CLINICIAN – INVESTIGATOR

- 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





### RESEARCH PREFIX

- 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
OPPORTUNITY
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

### DEPARTMENT OF PEDIATRICS OFFICE OF FACULTY DEVELOPMENT



Dianna Ploof



Erika Friehling



Dena Hofkosh



Mel Tavarez



Rick Saladino

### WWW.CHP.EDU/FACULTYDEV

### 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.



**Terence S. Dermody, MD**Chair, Department of
Pediatrics at the University of
Pittsburgh School of Medicine

Read More >>

**Faculty Mentoring** 

Professional Development / Career Advancement

**Educator Development** 

For New Faculty

**Faculty Promotion** 

OFD Faculty Development Awards



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!















