Dear Faculty Colleagues,

As our community continues to grow, Faculty Life and Professional Development programs aim to provide each of you with relevant content to support your career while also fostering learning communities. We will continue to deliver this content via traditional face-to-face workshops but also increase the availability of online and hybrid courses. We hope the web site and this catalog make it easy for you to find your way to these resources. In particular, let us draw your attention to some of the new offerings this year highlighted in this catalog:

- An online mentoring center
- Career workshops focusing on specific topics related to promotion
- The Program to Advance Clinician Educators (PACE)
- Anna T. Meadows Society for Clinician Educators
- And additional asynchronous course offerings

As always, we value your feedback and look forward to your participation as content contributors, facilitators, and attendees/enrollees.

Our best,

Jessica Dine, MD  
Associate Dean of Faculty Development,  
Associate Professor of Medicine

Stephanie Taitano, MS  
Director of Faculty Professional Development

"...our full time faculty numbers have increased over 30% and our faculty are now practicing medicine, engaging in research, and teaching not only on campus, but across the entire region and all over the world."
Faculty Affairs & Professional Development

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E-Learning Modules

E-Learning modules are enduringly available resources designed for autonomous, discrete learning experiences. Most e-learning modules are designed to be completed in one sitting.

Online & Hybrid Courses

Online Courses are usually offered in scheduled sessions, led by faculty facilitators, and provide such advantages as asynchronous participation, collaboration with faculty peers which helps facilitate community building, and opportunities for reflection and content application. Hybrid courses combine features of online & traditional venues.

Traditional Venues

Traditional Workshops via the Advance program are instructor or faculty-led, face-to-face, 90-minute offerings located at the Perelman School of Medicine or, in customized versions, at your department or division grand rounds or meetings. These sessions offer opportunities to network with colleagues, engage in lively discussion, and benefit from faculty/instructor expertise.

Media Gallery

The Media Gallery is enduringly available: just-in-time video tutorials on a variety of topics, including career tracks and teaching strategies.
COURSES & WORKSHOPS
BY MONTH

SEPTEMBER

Teaching Clinical Reasoning I 9/16-9/27/2019  Online Course
Getting Started on Your Track: What COAP Looks for at Reappointment 9/23/2019 3:00PM  Face to Face Workshop

OCTOBER

Teaching at PSOM 101 10/14-11/1/2019  Online Course
Promotion to Associate Professor on the CE, Research and Tenure Tracks 10/15/2019 3:00PM  Face to Face Workshop
Teaching Residents and Fellows to Disclose Adverse Events 10/16/2019 3:00PM  Face to Face Workshop
Promotion on the AC Track 10/29/2019 3:00PM  Face to Face Workshop

To enroll, click on the date listed, visit the PSOM Calendar or email kshala@upenn.edu
# COURSES & WORKSHOPS
## BY MONTH

## NOVEMBER

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Type</th>
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</thead>
<tbody>
<tr>
<td>Research Roundtable</td>
<td>11/4/2019 12:00PM</td>
<td>Face to Face Workshop</td>
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<tr>
<td>Providing Effective Feedback II</td>
<td>11/4 - 11/22/2019</td>
<td>Online Course</td>
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<tr>
<td>Strategies for Success on the CE Track</td>
<td>11/18/2019 3:00PM</td>
<td>Face to Face Workshop</td>
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<tr>
<td>Curriculum Development</td>
<td>11/20/2019 3:00PM</td>
<td>Face to Face Workshop</td>
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## DECEMBER

<table>
<thead>
<tr>
<th>Event</th>
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<tbody>
<tr>
<td>Managing Discriminatory Patient Encounters in the Clinical Learning Environment</td>
<td>12/2 - 12/13/2019</td>
<td>Online Course</td>
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<tr>
<td>Strategies for Success on All Tracks: How to Build Your Reputation and Why You Need To</td>
<td>12/4/2019 3:00PM</td>
<td>Face to Face Workshop</td>
</tr>
</tbody>
</table>

To enroll, click on the date listed, visit the PSOM Calendar or email kshala@upenn.edu
COURSES & WORKSHOPS
BY MONTH

JANUARY

Teaching at PSOM 101

1/6 - 1/24/2020

Strategies for Success on the AC Track: Building Your AOC

1/8/2020
3:00PM

Conflict of Interest: Topic 1

1/15/2020
12:00PM

FEBRUARY

Promotion on the AC Track

2/3/2020
7:00AM

Promotion to Professor: CE, Research, Tenure

2/19/2020
3:00PM

To enroll, click on the date listed, visit the PSOM Calendar or email kshala@upenn.edu
COURSES & WORKSHOPS
BY MONTH

MARCH

Conflict of Interest: Topic 2
3/2/2020 12:00PM  Face to Face Workshop

Providing Effective Feedback II
3/16 - 4/3/2020  Online Course

Strategies for Success on the Tenure Track
3/25/2020 3:00PM  Face to Face Workshop

APRIL

Getting Started on Your Track: What COAP Looks for at Reappointment
4/6/2020 3:00PM  Face to Face Workshop

Managing Discriminatory Patient Encounters in the Clinical Learning Environment
4/13 - 4/24/2020  Online Course

Conflict of Interest: Topic 3
4/20/2020 12:00PM  Face to Face Workshop

Teaching Clinical Reasoning II
4/27-5/8/2020  Online Course

Curriculum Development
4/28/2020 3:00PM  Face to Face Workshop

To enroll, click on the date listed, visit the PSOM Calendar or email kshala@upenn.edu
COURSES & WORKSHOPS
BY MONTH

MAY

Mentoring Learners

5/11 - 5/22/2020
Online Course

JUNE

Teaching at PSOM 101

6/1 - 6/19/2020
Online Course

From Millennials to Baby Boomers – Intergenerational Communication at the Workplace

6/15 - 6/26/2020
Online Course

To enroll, click on the date listed, visit the PSOM Calendar or email kshala@upenn.edu
### WHAT'S NEW?

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<th>Campaign on Professionalism</th>
<th>Anna T. Meadows Society for Clinician Educators</th>
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<td>Program to Advance Clinician Educators (PACE)</td>
<td>Expansion of online asynchronous course offerings</td>
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<td>Online Mentoring Center</td>
<td>Faculty MeetUp Groups</td>
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Do you have a talk you would like to transform into an online or hybrid course? We can help.

**CONTACT US:** facaffrs@pennmedicine.upenn.edu
As we mark the one-year anniversary of the Perelman School of Medicine’s Professionalism Campaign, I would like to take this opportunity to update you on what the Campaign has accomplished, the positive impact it is having on our culture, and what we still hope to achieve.

The Campaign, under the direction of Lisa Bellini, MD, Senior Vice Dean for Academic Affairs, was launched last May, and included the appointment of Jody J. Foster, MD, MBA, as Assistant Dean for Professionalism. Dr. Foster, clinical professor of psychiatry and chair of the Department of Psychiatry at Pennsylvania Hospital, is an expert on workplace behavior and serves as the Campaign’s executive director.

Our goal when the Campaign was launched was to elevate the culture of Penn Medicine, an aim reflected in the campaign slogan RISE (for Respect, Integrity, Self-care, and professional Etiquette). At a time when workplace incivility commands national attention, we aspire to be a model of professionalism, and we are approaching the issue in a novel way.

At one time or another, many of us have encountered or heard of disruptive behaviors in the classroom, lab, or clinical setting. At the same time, we have all seen behaviors we admire. Those best behaviors – often involving the willingness to intervene with one another in the moment, when issues arise -- are the basis of the RISE Campaign. We are determined to create a psychologically safe environment at Penn Medicine, where direct, timely feedback is the norm. The RISE Campaign applies to every member of our community -- faculty, students and staff.

What have we done to advance this goal? To date, the RISE Campaign has undertaken an extensive listening tour and "roadshow" across departments to raise awareness and surface issues. A broadly representative advisory group has helped to develop materials that define the core values and behavioral tenets that unify all segments of the Penn Medicine community. A ten point Code of Conduct is available on the Professionalism Website. With the support of the Penn Medicine Academy (PMA), we have reached thousands of managers across Penn Medicine to announce the Campaign and discuss representative cases. We are also working with PMA to develop a “success profile,” which will be integrated into our hiring practices and selection of awardees, particularly for our newly created Van Dusen Award for exemplary professionalism.

In addition, we have added professionalism metrics to our faculty appointment, reappointment and promotion process. Professionalism language will also appear in all of our offer and compensation letters. Training on how to have the often-difficult conversations necessary to intervene in cases of unprofessional behavior are underway with vice chairs and other leadership designees for each clinical and basic science department.

As the RISE Campaign progresses, we will continue to define and align policies and procedures for investigation and remediation of lapses in professional conduct across Penn Medicine. We will also work to expand the reach of the Campaign, with the goal of encouraging everyone who works, teaches, and learns at Penn Medicine to bring their best selves to work each day.
Program to Advance Clinician Educators (PACE)

The Perelman School of Medicine leadership is thrilled to launch PACE at Penn Medicine, a new 10-month career-development program designed to provide newly appointed Clinician Educator faculty with the tools, strategies, and skills to maximize their success on the CE track.

PACE
- is a longitudinal cohort program that promotes skill development, community, and peer mentoring.
- includes a mix of interactive lectures, panel discussions, large- and small-group work, self-reflection, and individual projects.
- will cover
  - Maximizing Mentorship
  - Practical Strategies for Success on the CE Track
  - Advancing Research and Identifying Resources to Maximize Scholarship
  - Time and Energy Management
  - Negotiation
  - Managing Conflict
  - Networking and Advancing Your Career Outside Penn
  - Proactive Career Development and Planning

Anna T. Meadows Society for Clinician Educators

The Anna T. Meadows Society supports Clinician Educators through providing opportunities for institutional and colleague mentoring, networking, and collaboration with emphasis on career track progression, leadership competency development, scientific advancement, teaching best practices, clinical service alignments, and work-life integration.

Perelman School of Medicine Clinician Educators of all faculty ranks are invited and encouraged to join. Members will be able invited to special events, and have access to the society's online platforms for information exchange.
WHAT'S NEW?

Online Mentoring Center

The online mentoring center will launch this year as a resource for faculty to explore various resources and programming related to faculty mentors/mentees and mentoring learners.

Faculty MeetUp Groups

The Perelman School of Medicine is a dynamic place with a world-class faculty who are accomplishing amazing feats—but it's important to have fun, too. PSOM Faculty MeetUp Groups are about fostering engagement and FUN! There are currently nine active faculty MeetUp groups and additional groups will be invited to apply.

Career Workshops focusing on specific topics related to promotion

This year we will host career workshops that not only focus on the overview of reappointment and promotion processes and policies, but will also include focused workshops on topics such as extramural consultants, building your reputation and conflict of interest.

Expansion of online asynchronous course offerings

The Perelman School of Medicine Faculty are located across the region and in some cases around the world, we continue to add additional online asynchronous course offerings as well as other new innovative digital modalities.
Education Officers, Vice Chairs, Diversity Search Advisors and Faculty Coordinators work together to support faculty members from onboarding through reappointment and promotion.
ONBOARDING FOR TEACHING

The Professional Development Teaching Program for Assistant Professors

In recognition of the importance of teaching, and in support of the teaching faculty, all Assistant Professors on the Academic Clinician, Clinician Educator, and Tenure tracks are required to complete the onboarding for teaching program prior to their first reappointment. This program provides information and skills-based practice that support success at reappointment and promotion, and enables the Perelman School of Medicine to meet standards set by the Liaison Committee for Medical Education.

Core Sequence in Teaching

The Digital Welcome

Teaching at the Perelman School of Medicine 101

Two Teaching Electives

All offerings under Attaining Teaching Excellence count toward the Professional Development Teaching Requirement for Assistant Professors (Tenure, CE, and AC).
The Digital Welcome is an e-learning module developed to provide new and existing faculty with information about institutional and learner expectations for teaching. Major sections include Learner Populations, The Evaluation System, Teaching Types, and Professionalism and Supervision. The Digital Welcome fulfills a component of the Professional Development Teaching Requirement for Assistant Professors (AC, CE, Tenure).

After reviewing the Digital Welcome e-learning module, faculty will be able to:

- anticipate learner and institutional expectations for teaching in clinical and non-clinical settings.
- demonstrate understanding of standards for professionalism.
- demonstrate understanding of standards for effective clinical and non-clinical supervision, including the responsibility to monitor trainees for wellness and suitability for duty.
- describe role of teaching and teaching evaluations in both reappointment and promotion process.

Objectives
Teaching at the Perelman School of Medicine 101 covers best practices and recommended pedagogical strategies for teaching in clinical and non-clinical settings. All course content is developed by Perelman School of Medicine faculty with expertise in specialty teaching and assessment domains. Topics Include: Learning Environments, Providing Effective Feedback, Clinical Teaching, Facilitating Small Groups and Seminars, and Lecturing. This course fulfills a component of the Professional Development Teaching Requirement for Assistant Professors (AC, CE, Tenure).
Academy of Master Clinicians
Alliance of Minority Physicians
Anna T Meadows Society for Clinician Educators
Biomedical Research Cores
Certificate and Masters Programs
Continuing Medical Education (CME)
Employee Assistance Program
Faculty MeetUp Groups
Faculty Well Being Index
Faculty Work Life Resources
FOCUS
Institute for Biomedical Informatics
Leadership Essentials (OOE)
LGBT Health Program
Office of Clinical Research
Office of Inclusion and Diversity
Office of Organizational Effectiveness
Office of Research Support Services
Penn Center for Innovation
Penn Medicine Academy
Penn PROMOTOES, Research on Sex & Gender in Health
Pennovation Center
Program for Health Equity and Research
Resource Guide from the EVD
Richard Society for Assistant Professors (Tenure)
Wharton Leadership Program