Department of Medicine
New Faculty Orientation

Presented by:
The Office of Faculty Development
August 26, 2016
Welcome and Overview
The Office of Faculty Development
Mission

Provide DOM faculty with guidance & resources that foster professional and personal development to achieve academic and clinical excellence in a supportive environment.
Office of Faculty Development
Department of Internal Medicine

Goals

• Provide new faculty orientation program for DOM faculty

• Develop workshops and seminars to promote career development in clinical care, education, research, mentoring, and leadership

• Support university and department initiatives to recruit, promote and retain a diverse faculty with clinical, teaching and research expertise

• Develop and maintain an OFD website to provide guidance and resources to DOM faculty
OFD - Structure

• Report directly to DOM Chair

• Co-directors
  Mario Castro, MD, MPH       Angela Brown, MD

• Program Coordinator
  Jennifer Mosher
OFD – Current Activities

• Faculty Orientation
  - August 26, 2016
  - 3 orientations to date/approximately 100 faculty have attended orientation

• 2016 Leadership Training Course (23 participants)
  - September 20, October 4, October 18, November 1
  - 3 cohorts to date/69 faculty have completed the course

• Clinician Educator Portfolio Workshop
  - 6 workshops to date/approximately 113 faculty

• New Faculty and Family Day at the City Museum
  - Event for New DOM Faculty and their Families
  - October 16, 2016 from 11:00am-4:00pm
  - 3 events to date/approximately 250 people (60 faculty plus their families)
OFD – Current Activities

• Faculty Satisfaction Survey
  - Completed in April 2014. Data analyzed and a summary of key points distributed to DOM Faculty. Working on programming asked for by the DOM Faculty.

• Mentorship and Career Development Series
  - Kick off event in April 2016 - Dinner, Dialogue, & Speed Mentoring
  - Mentee/Mentor needs assessment
  - Letter of reference workshop - September 27th
  - Developing Scholarship & Center of Excellence workshop – Fall 2016

• OFD Website
  http://ofd.wustl.edu
How Does the Medical School and the Department of Medicine Work?
DOM Orientation: WUSM & Faculty Governance

Victoria J. Fraser, MD
Adolphus Busch Professor Of Medicine And Chairman
Department Of Medicine
vfraser@wustl.edu
Washington University School Of Medicine
Washington University School of Medicine
Academic Organization
Pre-Clinical Departments

Anatomy & Neurobiology
Azad Bonni, MD, PhD

Biochem. & Molec. Biophysics
John Cooper, MD, PhD

Cell Biology & Physiology
David Piston, PhD

Developmental Biology
Lilianna Solnica-Krezel, PhD

Genetics
Jeffrey Milbrandt, MD, PhD

Molecular Microbiology
Stephen Beverley, PhD
Washington University School of Medicine
Academic Organization
Clinical Departments

Anesthesiology
Alex S. Evers, MD

Internal Medicine
Victoria J. Fraser, MD

Neurology
David M. Holtzman, MD

Neurological Surgery
Ralph G. Dacey, MD

OB/GYN
George A. Macones, MD

Ophthalmology
Todd Margolis, MD, PhD

Orthopedic Surgery
Regis O’Keefe, MD, PhD

Otolaryngology
Craig A. Buckman, MD
Executive Faculty

• Made up of all department chairs, elected members, ex officio members
  – Attended by OGC, all deans, BJH & SLCH presidents, PR, interns, Programs
• Monthly meetings
• Subcommittees: Finance, Academic Affairs, Governance, Research, FPP
• Shared decision making for institutional strategic planning and change
• Decentralized
Other Key Organizational Efforts

- Faculty Senate
- Executive Committee of Faculty Senate
- Ombudsman: Karen O’Malley, PhD
- FPP Membership: Clinical Chiefs & elected representatives
- AWN
- Office of Faculty Development
- Institute for Public Health (IPH)
- Diversity & Inclusion (Adrienne Davis, JD; Rochelle Smith, MS; Diana Gray, MD; Will Ross, MD; Daniel Blash, PhD; Cherilynn Shadding, PhD)
Washington University School of Medicine
Academic Organization

Programs

Audiology and Communication Sciences
William Clark, PhD

Biostatistics
D.C. Rao, PhD

Occupational Therapy
M. Carolyn Baum, PhD

Physical Therapy
Gammon Earhart, PT, PhD
Many Other Interdisciplinary & Interdepartmental Programs

- Institute of Clinical and Translational Sciences: http://icts.wustl.edu/
- Genome Institute: http://genome.wustl.edu/
- GTAC: https://gtac.wustl.edu/
- SITEMAN Cancer Center: http://www.siteman.wustl.edu/
- Dissemination & Implementation Research Core (DIRC): http://cmhsr.wustl.edu/PractitionersResearchers/DIRC/Pages/DIRC.aspx
- GPS@WUSTL: http://gps.wustl.edu/
- The Division of Biology & Biomedical Sciences: http://dbbs.wustl.edu
Interdisciplinary Research Centers

Center for Women’s Infectious Disease Research
http://cwidr.wustl.edu/

Diabetes Research & Training Center (DRTC)
http://dhbr.dom.wustl.edu/shared-resources/diabetes-research-and-training-center-core.html

Center for Rheumatology, Arthritis & Autoimmune Diseases
http://www.rheumatology.wustl.edu/

http://dcdc.wustl.edu/

http://cardiology.wustl.edu/ccc-ccr-home.html

http://biomed21.wustl.edu/ircs/cgssb
Interdisciplinary Research Centers

Digestive Diseases Research Core Center (DDRCC)
http://ddrcc.wustl.edu/

Nutrition & Obesity Research Center (NORC)
http://chn.dom.wustl.edu/norc/about-norc.html

Consortium for Translational Research in Advanced Imaging and Nanomedicine
http://ctrain.wustl.edu/

Center for the Investigation of Membrane Excitability Diseases
http://cimed.wustl.edu/

Center for Pharmacogenomics
http://pharmacogenomics.dom.wustl.edu/

Center for Neurological Disorders
https://hopecenter.wustl.edu/

AIDS Clinical Trials Unit
http://actu.im.wustl.edu/
Department of Medicine Stats – FY16

**Employees**
- 554 Faculty
- 117 Postdocs
- 1832 Staff

**Clinical Activity**
- $364 M Clinical revenues
- 332,907 Out patient visits
- 238,558 In patient visits

**Research**
- 517 Grants - $139 M *adjusted for CTSA award timing
- 690 Clin trials - $26 M

**Education**
- 161 Medical residents
- 70 Clinical fellows/trainees
- 33 Research trainees
- 153 Graduate students
Department of Medicine
Division Chiefs

Allergy & Immunology
H. James Wedner, MD

Bioorganic Chemistry & Molecular Pharmacology
Richard Gross, MD, PhD

Bone & Mineral Diseases
Roberto Civitelli, MD

Cardiovascular Diseases
Douglas Mann, MD

Dermatology
Lynn Cornelius, MD

Endocrinology, Metabolism & Lipid Research
Clay Semenkovich, MD

Gastroenterology
Nicholas Davidson, MD
Department of Medicine
Division Chiefs

General Medical Sciences
Bradley Evanoff, MD, MPH

Geriatrics & Nutritional Sciences
Samuel Klein, MD

Hematology
J. Evan Sadler, MD, PhD

Hospitalist Medicine
Mark Thoelke, MD

Infectious Diseases (Basic Science)
Daniel Goldberg, MD, PhD

Infectious Diseases (Clinical)
William Powderly, MD
Medical Alumni & Development

• Part of WU’s Alumni and Development Programs
• Represent more than 22,000 alumni from WUSM
• Medical Corporate and Foundation Relations Program
• Patient Giving working with physicians, patients and friends who have an interest in philanthropy
Medical Scientist Training Program, Physician Scientist Training Program, and Division of Biology and Biomedical Sciences

MSTP Director
Wayne Yokoyama, MD

MSTP Associate Director
Robyn Klein, MD, PhD

MSTP Associate Director
Daniel Ory, MD

PSTP Co-Director
Stuart Kornfeld, MD

PSTP Co-Director
Deborah Lenschow, MD, PhD

Assoc Dean for Grad Educ,
Div of DBBS
John Russell, PhD
Department of Medicine
Medical Student Educational Efforts

Cardiovascular Diseases
Dana Abendschein, PhD

Endocrinology & Metabolism
William Clutter, MD

Dermatology
David Sheinbein, MD

Asst Dean for Curriculum and the Basic Sciences
Sabrina Nunez, PhD

Medicine Clerkship
Thomas De Fer, MD

Hematology & Oncology
Scot Hickman, MD

The Practice of Medicine II
Megan Wren, MD

The Practice of Medicine III
Timothy Yau, MD
Department of Medicine
Medical Student Educational Efforts

Infectious Diseases
Nigar Kirmani, MD

Pulmonary Diseases
Adrian Shifren, MD

Gastroenterology
Deborah Rubin, MD

Family Medicine Clerkship
Amy Loden, MD

Renal & Genitourinary
Steven Cheng, MD

Rheumatology
Richard Brasington, MD

Primary Care
Med Student Education
Kirsten Dunn, MD
Educational Recognition

• Clinical Department of the Year
• Goldstein Educational Leadership Awards
• Distinguished Service Teaching Awards
• Coursemaster Awards
• Lecturer Awards
• Small Group Leader Awards
• Loeb Fellowships
• Washington University Manuals
Department of Medicine
2016-2017 Chief Residents

Firm A
Baha Bedair, MD

North Campus
Scott Goldsmith, MD

Firm B
Patricia Litkowski, MD

Ambulatory
Andrew Michelson, MD

Firm C/VA
Ian Ross, MD

Firm C/VA
Michael Weaver, MD
House Staff Program

• 52 Categorical Interns + 15 Prelims and Neurology

• From 22 different states and 3 different countries
15 - T32, T35, TL1, R25 Training Programs

- Bone & Mineral Metabolism (PI: Civitelli)
- Cardiology (PI: Mann)
- Endocrinology (PI: Semenkovich)
- Gastroenterology (2 grants, PI: Davidson, PI: Rubin)
- Hematology (PI: Sadler)
- Infectious Disease (2 grants, T32 PI: Goldberg; TL1 PI: Piccirillo, Evanoff)
- Nutritional Science (PI: Bradley)
- Oncology (PI: Ratner, R25 PI: Govindan)
- Pulmonary (PI: Holtzman)
- Renal (PI: Humphreys)
- Rheumatology (2 grants, PI: Lenschow, Yokoyama; PI: Atkinson)
WUPN Clinical Practice

Jeffrey Crippin, M.D.
Professor of Medicine
Associate Chairman For Clinical Programs
jcrippin@dom.wustl.edu
Washington University School Of Medicine
Who Runs the Clinical Practice?

- Faculty Practice Plan (FPP)
  - Headed by James P. Crane, M.D.
  - Sam Bhayani, M.D., CMO
  - Board of Directors (27 members)
  - Oversees medical school’s clinical mission
  - Over 1,200 faculty
Clinical Practice
Outpatient

• Where?
  - Center for Advanced Medicine
  - Barnes-Jewish West County
  - Siteman South County
  - Other off campus sites

• Expectations (half day)?
  - Reasonable mix of IOV’s & ROV’s
  - 2 IOV’s, 8 ROV’s
  - 12 “points” (2 for IOV; 1 for ROV)
  - 46 weeks a year
Clinical Practice
Outpatient

• Electronic Medical Record (EMR)
  - Allscripts/Touchworks
  - Documentation
    - templated notes
    - dictated notes
  - Touchworks Charge
    - Problems assessed
    - Appropriate charge
• EPIC design and implementation underway
Clinical Practice
Inpatient

- Where?
  - Barnes-Jewish Hospital
    - 1,000 beds; North & South campus
    - Faculty and “private” physicians
    - Hospitalists
  - Barnes-Jewish West County Hospital
    - 108 beds
    - Olive & Mason
    - Lower acuity, surgical patients
    - New facility under construction
Clinical Practice
Inpatient

- FIRM
- Specialty oriented inpatient service
  - Attending physician
  - Consultative
- Documentation
  - 6/7 days (at least)
  - Templated versus free text
  - COMPASS
  - EPIC design & implementation underway
Clinical Practice
Inpatient

• Order entry
  - COMPASS (CPOE)
  - Learn how to use it.....
Clinical Practice
Inpatient

• Accepting a patient
  - Doctor’s Access Line (DAL)
  - Phone consultation
  - Transfer
    - To your/colleague’s inpatient service
    - FIRM team (chief resident approval)
    - Hospitalist
  - If any question, ACCEPT the patient
  - DAL physician review?
Clinical Practice Communication

• Let the referring physician know
  - inpatient/outpatient consult
  - written versus verbal
  - “BIG” events
Clinical Practice
Coding & Compliance

• Team of coders

• DOM and hospital

• Documentation is key

• “Think in ink”

• Listen to what they say......
Medical Education & Teaching

Melvin Blanchard, MD
Professor of Medicine
Chief, Division Of Medical Education
Director, Internal Medicine Residency Program

mblanchard@wustl.edu

Washington University School Of Medicine
Medical Education and Teaching
PH: 314-362-8065

• Division of Medical Education
  • Chief: Melvin Blanchard

• Education
  • Residency Program
    • Clinical
      • Inpatient, COH, Affinia, Washington University Complete Care, VA
    • Research
      • MiM (Victor Davila), CSTAR (Brian Gage), Global Health (Rupa Patel)
      • QI/Patient Safety (Emily Fondahn/Thomas Ciesielski)

  • Medical students
    • Tom DeFer, Megan Wren, Kirsten Brandt
    • POM 1, POM 2, Clerkship, Junior Internship, Capstone

  • The Washington Manual series

• Primary care services
  • Washington University Complete Care

Washington University School of Medicine • Barnes-Jewish Hospital
How Do I Plan My Career Development
Career Development Plans

Peter Westervelt, MD, PhD
Professor of Medicine
BMT/Leukemia Section Head
Medical Oncology Division
pwesterv@dom.wustl.edu

Washington University School of Medicine
Time flies. Plan ahead...

NEED A LITTLE HELP WITH YOUR CAREER PLANNING?

IT STILL NEEDS A LITTLE WORK!
Individual Development Plans (IDPs)

• Formal process for mapping career goals and paths to achieving them
• “Encouraged” for all NIH-funded predocs & post docs
• Training grants, institutional Ks, any grants supporting trainees
Initial steps

• Set goals
  • Where do you want to be in five years?
  • What do you want to be doing?
  • What do you need to get there and be successful?
• Identify a mentor(s)
• Self assessment
• Establish a timeline
Setting Goals

• Short and long term (eg, 1, 3, 5 year)
• Start out general and then add more specific interim objectives to facilitate getting there
• Establish a timeline with measurable endpoints
• Review with mentors, advisors, family
Categories of Goals

- Clinical
- Research
- Educational
- Administrative
- Personal
Self Assessment

• Core competencies
  • Communication
    • Writing, speaking, English, etc
  • Leadership/management skills
    • Workplace dynamics, team building, conflict resolution, etc
  • Teaching/mentoring

• Specific skills and knowledge
  • Biostats, epidemiology, grant writing, clinical trial design, etc
Constructing an Individual Career Development Plan

• Career Goals
  • Succinctly describe career goals over five years

• Interim Objectives
  • Specify milestone objectives that will contribute to achieving each career goal:
    • Research projects, grants, publications

• Educational Activities
  • Indicate planned educational activities to assist in meeting each objective:
    • Courses, seminars, meetings, etc
Specific Examples: Goals, Objectives, Milestones

- Research: specific projects, clinical trials, grant applications, publications, collaborations, ...
- Educational coursework: biostats, epidemiology, multivariate analysis, survival analysis, genomics, ...
- Clinical: develop a specialty clinic, establish a referral network, ...
- Administrative: committees, workgroups, administration, ...
- Leadership: book chapters, reviews, seminars, networking, ...
Individual Career Development Plan Sample

Educational Goals
• Attain competency in basic statistical genetics
Enroll in fall 2013 course offered through the GEMS program M21- 5483: Human Linkage and Association Analysis (T and TH 9:30 – 11:00 a.m., August – December 2013), attend all classes, do homework, Get an A

Research Goals
• Breast cancer QOL grant
  a. Work on readmission/clinic visit database and revise (June – July 2013)
  b. Pilot test new QOL questions (August 2013 – December 2013)
  c. Data collection (January 2014 – June 2014)
  d. Data analysis (July 2014 – August 2014)
  e. Prepare and submit R21 (August 2014 – October 2014)

Professional Goals
• Improve time management skills
  a. Schedule a dedicated block of time each week for writing (to begin immediately – ongoing)
  b. Delegate more work to research assistants (to begin immediately – ongoing)
Tools and Resources

• Sample CDP’s
• Institutional resources
• Online CDP tools:
  • http://myidp.sciencecareers.org
What Does One Need to Succeed in Academics?

Victoria J. Fraser MD
Adolphus Busch Professor Of Medicine And Chairman
Department Of Medicine
vfraser@wustl.edu
Washington University School Of Medicine
Staying Out of Trouble

- Conflict of Interest reporting (research and clinical)
- Professionalism, Learning Climate (be nice 😊)
- Email strategies: no “Howlers,” front page sniff test
- Complaints: Listen, apologize, address (Stephanie Weisenborn, 314-362-1061, weisenborns@wustl.edu)

- Lawyers and lawsuits: call WU Office of General Counsel ASAP (314-362-3966), notify Division Chief (do NOT deal with alone)
- Cultural humility (gender, generation, race/ethnicity)
- Talk to Division Chief, ask for help, SOONER not later
Academic Career Pace?
Career Building Blocks

• Getting and using mentors/advisors
• Choosing research areas/projects
• Formal coursework/training
• Hands-on mentored research experiences
• Research infrastructure
• Writing: abstracts, manuscripts, reviews
• Other skills: teamwork, teaching, budgets, management (time & people), organization, conflict resolution
• Writing and obtaining grants
• Individual Development Plan: Competencies, Career goals and plan (work & life)
Scientific Career Advancement

- Requires an in-depth understanding of many complex organizational structures of academic institutions, industry, laboratories, public & private sector, diverse cultures and teams
- Competencies to be identified, attained and measured
National Postdoctoral Association
6 Core Competencies

• Discipline specific conceptual knowledge
• Research skill development
• Communication skills
• Professionalism
• Leadership and management skills
• Responsible conduct of research
Keep Track of Your Activities

- NIH Biosketch
- Curriculum Vitae (CV)
- Clinician Educator Portfolio (CEP)
- Other Support
- Trainee Tables
- Pertinent records of effort: lectures, teaching, clinical time, administrative, service
- Community activities
- Research projects, abstracts and papers
- Honors and awards
- This is your “portfolio”
"I don’t have time to write performance reviews, so I’ll just criticize you in public from time to time."
Interact With Mentors & Bosses

- Update them regularly
- Show them data, progress, goals & objectives, productivity
- Don’t be shy, come with agenda and questions, lists
- Foster regular performance goals and appraisals
- Solicit feedback
- Do self appraisals and ask for feedback
- Make sure your goals and theirs align
- Assess your top priorities vs how you actually spend time
Appointments & Promotions Guidelines & Requirements (APGAR)

- 3 tracks (Investigator/tenure, Clinician/educator & Research)
- Departmental differences
- Criteria for promotion on each track
- Changing tracks
- Periodic reviews & faculty evaluations
- Tenure Timeline, delay of tenure clock
  - Midpoint review 3-4 years
- CV & Clinician educator portfolio
- Individual (Career) Development Plan
OFD Website
http://ofd.wustl.edu

- Appointments & Promotions
  - Information about appointments and promotions including the APGAR
- CV and CEP
  - Templates, guidelines, and examples of each document
  - CEP workshop information and audio of previous workshops
Curriculum Vitae

• All faculty members must have a comprehensive curriculum vitae in the Washington University format

Clinician Educator Portfolio

- Required for all faculty members on the clinician track

- Supplement to CV that is a detailed compilation of clinical, educational, and community service activities

- Showcases the quality and extent of clinical expertise, educational scholarship, and other areas not covered in the traditional CV

- Should not duplicate the CV, but content should be consistent

- “Real time” document

- Can be used as a tool for strategic career planning and development

- [http://ofd.wustl.edu/clinical-educator-portfolio.html](http://ofd.wustl.edu/clinical-educator-portfolio.html)
DOM CEP Workshop

• Spring 2017. Date and Location TBA

• All faculty on clinician track

• Bring a completed CEP for review

• Small group format – max of 40

• For information, visit the OFD Website: http://ofd.wustl.edu/appointments-and-promotions/clinical-educator-portfolio-workshop.html or contact Jennifer Mosher at PH: 314-454-8960 or EM: jmosher@wustl.edu
Promotions Process

- Division Chief & Department Chair review all faculty annually
- Portfolio: CV, CEP, letters, manuscripts
- Pillars of Excellence: research, clinical, education
- APGAR document criteria w/ Departmental view
- Internal departmental review committee
- Ad Hoc Committee (no DOM members, 5 Dept Chairs, 2 senior faculty reps)
- Executive Faculty Review
- WU Board Review
Thank You

• Questions?
• vfraser@dom.wustl.edu
• 314-362-8061
Persistence Is Really Important

Most scientists regarded the new streamlined peer-review process as ‘quite an improvement.’
Mentoring, Networking, Professional Societies, And Time Management

Benjamin D. Humphreys, MD, PhD
Chief, Division of Nephrology
Friedman Chair and Associate Professor of Medicine

humphreysbd@wustl.edu
Washington University School of Medicine
Disclosures

• I was in the audience for this talk last year
• I am not entirely sure how I ended up being successful in academics
  • I have support at home
  • I work hard
• I have made a lot of mistakes (but I have learned from them)
• I have learned a lot from my colleagues and trainees
• These are my personal observations
What are the best practices of successful academicians?
The Big Stuff
Work Life Balance

Work Life Balance

• Prioritize and protect time with family and friends
• Exercise
• If you have a significant other or children:
  – *Do not underestimate the work-life balance challenge*
• Make sure your spouse is supportive (and vice versa)
• Find reliable child care
Dedication and Commitment

“I'm a great believer in luck, and I find the harder I work the more I have of it”

Thomas Jefferson
Mentoring
Faculty and Trainees who identify Mentors...

- Are more likely to be promoted
- Are more productive and publish more frequently
- Are more likely to obtain funding
- Have higher retention rates
- Report higher career satisfaction

Mentor as Teacher

- Educate about research methods
- Clinical/teaching skills
- Professional values and behaviors
- Organizational culture
- How to succeed

M. Feldman, MD, MPhil
Characteristics of Outstanding Mentors

1. Enthusiasm, compassion, altruism
2. Act as a career guide for mentee
3. Adequate time commitment to mentoring
4. Support personal/professional balance
5. Leave a legacy of how to be a good mentor

Practical Issues

• Establish expectations early
  – *What does mentee expect? Mentor?*

• Successful mentoring relationships involve some degree of *reciprocity*

• Personal connection/shared values important

• **Regular meetings** are key even if brief

• Perceived or real competition/COI will doom relationship

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Strauss, Johnson, Marquez and Feldman, Acad Med, 2013
Time versus Money

Understand the financial implications of your career goals and the time required to achieve them
Networking
Networking = Connecting with People

Your success at Wash U will be determined by your own skills, as well as your colleagues and your environment.

- Find people with shared interests, treat them with honesty and respect.
Networking Specifics

• Take responsibility for your relationship with your chief/chair. Learn what is important to them.
• Expand your network so you have a diverse community both in and outside of your field.
• Professional societies are an enjoyable, efficient and rewarding way to connect with colleagues.
• Ask to get involved and contribute.
Time Management
Have a system
Prioritize your tasks

Email-free worktime in the morning

Stephanie J. Lee JCO 2013;31:811-813
<table>
<thead>
<tr>
<th>When to Say Yes</th>
<th>When to Say No</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Opportunity to learn new skills or meet new people, within your interests</td>
<td>• Offer is uninteresting</td>
</tr>
<tr>
<td>• Chance to work with accomplished colleagues outside of your field</td>
<td>• Little opportunity for learning or meeting new people</td>
</tr>
<tr>
<td>• NIH is asking</td>
<td>• If it infringes on personal/family time</td>
</tr>
</tbody>
</table>

It is a myth that junior faculty should follow a blanket policy of saying ‘No’ when asked to serve on committees, teach or participate in activities not directly related to their principal tasks.
Be a Finisher!

“Perfect is the enemy of the good”
- Voltaire

“Done is better than perfect”
- Facebook

“Inspiration is for amateurs; the rest of us just show up and get to work.”
- Chuck Close

“Show up, show up, show up, and after a while the muse shows up, too. You have to finish things.”
- Isabel Allende
Other Useful Stuff
“Learn the Ropes” Early On

Understand the rules for tenure and promotion at Wash U

Get your CV (and CEP) in the proper format now and keep it updated. “If it is not on your CV, it didn’t happen”

Make sure you understand your responsibilities and that your supervisor and/or Division chief knows what you are doing, and is happy with that. *Prepare for your annual review.*
Take Homes

• Relationships matter
• Finish things
• Stay balanced
Going the Distance

Your academic career is a marathon and not a sprint. Learn to “lean in” every day.

It is as much about the journey as the destination.
OFD Website and Resources
OFD Website & Resources

Angela L. Brown, M.D.
Associate Professor of Medicine
Co-director, Office Of Faculty Development
albrown@dom.wustl.edu

&

Mario Castro, MD, MPH
Professor of Medicine
Co-director, Office Of Faculty Development
mcastro@dom.wustl.edu

Washington University School Of Medicine
Computing Support Services

Providing all Internal Medicine clients with timely and professional support to enable them to utilize the technology throughout the medical school in the most effective and productive ways possible.
Department of Medicine
Computer Support Services Basics

http://imcss.wustl.edu

Hours of Operation:
Monday through Friday

7:30 am – 5:00 pm
Phone – 362-2165 (2-2165)
E-Mail - DOMHELP@wustl.edu

After-Hours Support
An on-call technician is available to assist users between 5:00 p.m. and 7:30 a.m. weekdays and from 5:00 p.m. Friday until 7:30 a.m. Monday. Users may call the Help Desk number (362-2165) to receive an automated voice mail regarding the on-call number, or may call the on-call number directly ONLY during non business hours.

After Hour Phone: (314) 807-8690

Details regarding response time standards and services offered can be found on the DOMCSS Help Desk Website
BJC/CAM IT

• For Questions, Concerns, or Help call 362-4700

• Compass
  • Geoffrey Cislo – gcislo@dom.wustl.edu
  • Rachel Schmitt – rschmitt@dom.wustl.edu

• Clindesk 2
  • Geoffrey Cislo – gcislo@dom.wustl.edu

• Touchworks/Allscripts
  • Michael Kriemelman – kriemelmanm@wustl.edu
Internal Medicine Website
http://internalmed.wustl.edu

Welcome To The Department of Medicine

Welcome to the Department of Medicine at Washington University in St. Louis. For over a century, Washington University's Department of Medicine has maintained a proud tradition of excellence. Its three-part mission of Research, Teaching, and Patient Care has formed an important core which ultimately brings the latest in medical technology and doctors of the highest standard to the patients in our hospitals and clinics.

PROMISED Leadership Training Program for Mentors (Applications Due August 1, 2016)

A Call for Civility in Incivil Times

Will Ross, MD, MPH

Links to internal resources and key department-related information
Department of Medicine – HIPAA Contacts

HIPAA Privacy Liaison– Arinda Nenninger (314-286-1003)
HIPAA Security Liaison – Jill Mantia (747-1149)

- Washington University’s Information Security Office and HIPAA Privacy Office work together to protect patient health information and the data of the WUSTL Community.

- [https://informationsecurity.wustl.edu/](https://informationsecurity.wustl.edu/)
Resources and Helpful Links

- Office for the Vice Chancellor of Research
  [http://research.wustl.edu/about/Pages/VCRResearch.aspx](http://research.wustl.edu/about/Pages/VCRResearch.aspx)

- University and Medical School consulting policies
  [https://facultyinformationhandbook.wustl.edu/faculty-policies/](https://facultyinformationhandbook.wustl.edu/faculty-policies/)

- Environmental Health and Safety
  [http://ehs.wustl.edu](http://ehs.wustl.edu)

- HIPAA
  [https://imcss.wustl.edu/hipaa/](https://imcss.wustl.edu/hipaa/)

- Research Ethics and Compliance Office, 362-2709

- Risk Management, 362-6956

- Office of the Ombuds, 747-8819
  [http://ombuds.med.wustl.edu](http://ombuds.med.wustl.edu)
Work-Life Balance

http://ofd.wustl.edu/work-life.html

• Use the Work-Life balance section of the OFD site to find information/resources on those key areas that affect your Work-Life.
  • Health & Wellness
  • Childcare
  • Housing
  • Cultural activities & Local Attractions
  • Other faculty resources
  • Discounts and perks
OFD Website
http://ofd.wustl.edu

• Can’t find what you are looking for?

• Is there a topic, link, resource that should be added to the OFD website?

• Let us know!
  • Jen Mosher, jmosher@dom.wustl.edu
What if I am interested in research
What If I Am Interested In Research?

Bradley Evanoff, MD, MPH
Richard A. & Elizabeth Henby Sutter Professor of Occupational and Environmental Medicine
Director, Division of General Medical Sciences
Director, Institute of Clinical and Translational Sciences
Assistant Dean for Clinical and Translational Sciences
Department of Medicine
bevanoff@wustl.edu
Washington University School of Medicine
Research Training and Resources

- Office of the Vice Chancellor for Research
- Institute of Clinical and Translational Sciences
- Institute for Public Health
- Siteman Cancer Center
- Division of Biological and Biomedical Sciences
Visit the OVCR Website

http://research.wustl.edu/Pages/default.aspx
Research Gateway
https://research.wustl.edu/Pages/ResearchGateway.aspx

- One stop for all research resources
- Common Sign-on (WUSTL Key)
What is the ICTS?

ICTS - Institute of Clinical & Translational Sciences
http://icts.wustl.edu

The ICTS creates a “home” for clinical & translational research/education at WUSTL and its partner institutions

CTSA - Clinical & Translational Science Award
http://ctsaweb.org/

- National network of 63 institutions
- Disease-agnostic
- Improve health of nation and communities by building research capacity & providing training and career paths for clinical/translational investigators
- Enhance scientific/clinical/translational collaboration
Phase 1 clinical trials: Proof of Concept
Moving laboratory findings to clinical solutions in humans

Phase 2 & 3 clinical trials
Testing hypotheses into effective care in early-stage and multi-center human trials

Phase 4 clinical and outcomes research
Delivery of timely and recommended care into practice

Population level outcomes research
Translation of new data into clinical and health decision making
Department of Medicine
Office of Faculty Development

BECOME A MEMBER!

EXPLORE CORE SERVICES

APPLY FOR FUNDING

ACCESS e-OR PERSONAL GUIDES TO RESOURCES

ICTS Members
Find Services
Find Collaborators
Contact ICTS Navigator
Update My ICTS Profile

Join ICTS Today!
Benefits for eligible researchers and their collaborators include:
- funding opportunities
- research services
- education programs

ICTS Researchers
Find the people, services and training you need to advance your research.

Community Partners
Find out how collaboration with the ICTS can benefit your community or organization.

General Public
Learn about research, participate in a study, and see how the ICTS benefits our community.
Institute of Clinical and Translational Sciences
Services at Every Phase of Clinical & Translational Research

1. Idea
   - Collaborators, mentors ICTS, CRTC
   - Community needs, priorities CCBR
   - Industry initiatives BDC, CTU

2. Protocol
   - Protocol design RDBG
   - Statistical consultation RDBG, HGG
   - Ethical evaluation CCRE
   - Regulatory submissions RSC
   - Clinical trials budget development RSC
   - Internal funding programs ICTS
   - Community partner links CCBR

3. Implementation
   - Participant recruitment RSC, CCBR
   - Participant/data safety RSC, CCRE
   - Adult outpatient/inpatient research units C.TU, CRU
   - Pediatric outpatient research unit PCRU
   - Advanced imaging technologies HIU
   - Clinical studies of the nervous system BIPU
   - Data and specimens CBMI, HGG, PMSP, TPMP, RDBG
   - Funding to use ICTS cores ICTS

4. Analysis
   - Data analysis CBMI, RDBG, HGG, PMSP
   - Ethical evaluation CCRE
   - Data safety RSC

5. Dissemination
   - Commercial opportunities BDC
   - Results presentation and publication RDBG
   - NIH Public Access Policy compliance ICTS
   - CTSA grant citation compliance ICTS

6. Translation
   - Implementation in community CCBR
   - Commercial opportunities BDC
   - Funding opportunities for community research ICTS
Clinical Research Training Center (CRTC)

http://crtc.wustl.edu
314-454-8224

Rachel Driskell
Program Administrator
Email: rdriskel@dom.wustl.edu
Telephone: 314-362-8719

Jennifer McKanry
Project Manager – Clinical Investigation Curriculum & Evaluation
Email: jmckanry@dom.wustl.edu
Telephone: 314-362-0916

Pam Struttman
Project Manager – Applied Health Behavior Research Curriculum & Evaluation
Email: pstruttm@dom.wustl.edu
Telephone: 314-454-8956
CRTC Career Development Programs

- Institutional K awards
- Scholars receive salary support, tuition funds and $25-30k for research related expenses

**KL2 Multidisciplinary Career Development Awards**
- *Dr. Victoria Fraser, Director; Dr. Jane Garbutt, Co-Director*
- Multidisciplinary, mentored clinical and translational research
- 17 current scholars
- Applications for a July 1st start are open until September 15th

**Other institutional K awards (K12)**
- Paul Calabresi Program for Clinical Oncology
- Building Interdisciplinary Careers in Women’s Health
- Clinical Hematology
- Others: Inflammatory Airway Disease, Reproductive Health, etc.
Mentored Training Program in Clinical Investigation (MTPCI)

- Dr. Jane Garbutt, Director
- Mentored clinical and translational research, didactic coursework, multidisciplinary peer interactions
- Senior Fellows and Junior Faculty in medicine and allied health professions
- Requires 60% protected time, provides partial remission for coursework
- 26 current scholars
- Applications for January 1\textsuperscript{st} start date are open from September 15th through November 1\textsuperscript{st}. 
Didactic Training in Clinical Investigation

- Monthly Career Development Seminar
- Master of Science in Clinical Investigation (MSCI) Degree
  - Dr. David Warren, Director
  - 33-credit masters degree in one of three concentrations:
    - Clinical Investigation Concentration
    - Translational Medicine Concentration
    - Genetics/Genomics Concentration
- Master of Science in Applied Health Behavior Research (AHBR) Degree
  - Dr. Amy McQueen, Director
  - 33-credit masters degree in one of two concentrations:
    - Health Education, Program Planning, and Evaluation
    - Health Behavior Research
NIH Mock Study Section

November 15, 2016
12:00-4:00 PM
Location: TBD

Letters of Intent: Due September 9th
Visit crtc.wustl.edu/otg for LOI guidelines.

NIH clinical and translational R, K, and F series grant applications will be discussed during this internal review.

NIH Mock Study Sections Leaders
Dr. Mario Castro
Professor of Medicine
Director, Office for Faculty Development and Office of Training Grants

Dr. Jay Piccirillo
Professor of Otolaryngology
H&N Surgery
Director, Predoctoral Clinical Research Training Program

Karen Dodson
Manager of Professional Development and Academic Publishing Services
Office of Faculty Affairs
Office of Training Grants
crtc.wustl.edu/otg

GRANTS LIBRARY
The Office of Training Grants (OTG) has developed a Grants Library to serve as a centralized resource for investigators at different career stages. This SharePoint site contains:

• Awarded training, career, and research grant applications
• General stock language and proposal templates and tools

To Access: http://wustl.box.com/wustlgrantslibrary
Accessible to all with a current WUSTL Key

• Want to share your awarded Grant?
• Contact: babente@dom.wustl.edu
Visit ICTS website:  [http://icts.wustl.edu](http://icts.wustl.edu)
- Become a member – *it takes 5 minutes!*
- Explore the ICTS Honeycomb to find Core services for every phase of your clinical and translational research project

Contact  ICTS Scientific Program Officer
- Dr. Betsy Keath with resource questions:  [ICTSNavigator@wustl.edu](mailto:ICTSNavigator@wustl.edu)
The Institute for Public Health harnesses the strengths of Washington University in St. Louis to address the complex health issues and health disparities facing the St. Louis region and the world.

Learn more & subscribe to eNews at: publichealth.wustl.edu
Faculty Scholar Program

Representing a diverse range of disciplines, what our over 170 faculty scholars have in common is a desire to work together to improve public health.
Master of Population Health Sciences Degree Program

• Population-based research training for clinicians and clinical doctorates
• Advanced skills to design, implement, and evaluate clinical and disease outcomes research and health services research
• Quantitative curriculum provides a strong foundation for clinical effectiveness and outcomes research
Questions?

[www.mphs.wustl.edu](http://www.mphs.wustl.edu)

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<tr>
<th>Program Contacts</th>
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<tbody>
<tr>
<td><strong>Director</strong></td>
</tr>
<tr>
<td>Graham Colditz, MD, DrPH</td>
</tr>
<tr>
<td><a href="mailto:colditzg@wustl.edu">colditzg@wustl.edu</a></td>
</tr>
<tr>
<td>(314) 454-7940</td>
</tr>
<tr>
<td><strong>Deputy Directors</strong></td>
</tr>
<tr>
<td>Adetunji Toriola, MD, PhD</td>
</tr>
<tr>
<td><a href="mailto:a.toriola@wustl.edu">a.toriola@wustl.edu</a></td>
</tr>
<tr>
<td>(314) 286-2668</td>
</tr>
<tr>
<td>Anke Winter, MD, MSc</td>
</tr>
<tr>
<td><a href="mailto:wintera@wustl.edu">wintera@wustl.edu</a></td>
</tr>
<tr>
<td>(314) 362-9647</td>
</tr>
<tr>
<td><strong>Coordinator</strong></td>
</tr>
<tr>
<td>Joyce Linn</td>
</tr>
<tr>
<td><a href="mailto:linnj@wustl.edu">linnj@wustl.edu</a></td>
</tr>
<tr>
<td>(314) 362-5501</td>
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Advancing Theories from Discovery to Community

- **Genomics** into novel treatment
- **Novel imaging** technologies for cancer detection
- Cancer **immunology** into novel immune therapies for cancers.
- **Tumor microenvironment** communications
- **Siteman Science to Community Conduit.**
SCC Benefits
All faculty who have a cancer-focus in clinical practice and/or research

www.siteman.wustl.edu/research/membership

All members receive:
• Eligibility for SCC funding opportunities
• Accessibility to undergraduate and graduate/postgraduate trainees
• Association with specific disease-site, specialty, and/or program affiliation listed on SCC Website;
• Educational opportunities (speakers, program retreats, seminars/lectures)
• Any Member serving a membership role on an SCC committee will be eligible to apply for the Siteman Shared Resources RFA.

CCSG Members receive:
• Priority access to and subsidized rates for SCC shared resources
Division of Biology & Biomedical Sciences

Ph.D. and Postdoctoral Training in Biomedical Sciences
Who is the Division of Biology & Biomedical Sciences?

- Umbrella for > 420 Faculty Mentors across University (SOM, A&S, Engineering)
- > 620 Ph.D. and M.D./Ph.D. (MSTP) Students
- 12 Interdepartmental Ph.D. Programs
- 40 Years of experience in the administration of interdisciplinary programs.
- “Dual citizenship” of faculty
- Apply for DBBS Faculty Affiliation
  
  [http://dbbs.wustl.edu/faculty/](http://dbbs.wustl.edu/faculty/)
12 Ph.D. Programs

- Biochemistry
- Computational & Molecular Biophysics
- Developmental, Regenerative and Stem Cell Biology
- Evolution, Ecology and Population Biology
- Human and Statistical Genetics
- Immunology

- Molecular Cell Biology
- Molecular Genetics and Genomics
- Molecular Microbiology and Microbial Pathogenesis
- Neurosciences
- Plant & Microbial Biosciences
Office of Postdoctoral Affairs

• Established in 2002 within DBBS

• Supports the School of Medicine

• Provides support and resources for postdoctoral researchers, as well as faculty and administration, and advocates for postdoctoral issues.

• [http://dbbs.wustl.edu/Postdocs/Pages/Postdocs.aspx](http://dbbs.wustl.edu/Postdocs/Pages/Postdocs.aspx)
In Summary……

- Many, many resources available for investigators
  - Training
  - Pilot funds
  - Consultation
  - Hardware
- Ask around
- Join relevant cross-departmental groups
- Take advantage of institutes, centers
Thank You!
Please take a few minutes to fill out your orientation evaluation.

The Office of Faculty Development
Department of Medicine
Washington University School of Medicine
660 South Euclid, Campus Box 8051
Office: 314-454-8960
Fax: 314-454-8279
WEB: http://ofd.wustl.edu