

HEALTH & HOSPITAL CORPORATION
DEPARTMENT OF PEDIATRICS

FACULTY DEVELOPMENT PROGRAM

POLICY STATEMENT:

The Department of Pediatrics is committed to faculty development and the implementation of a structured program that addresses clinical, teaching, research and leadership skills. The department will create an environment that will encourage scholarly activity with an active research component. The Director of Services will engage the Columbia affiliation and Health & Hospitals Corporation leadership in providing the necessary infrastructure and resources to support the faculty development program.

COMPONENTS OF THE FACULTY DEVELOPMENT PROGRAM

1. Scholarly Activities:

- The faculty must regularly participate in organized clinical discussions, conferences and rounds.

The minimum expectations to meet this goal are:

Full-time faculty is expected to attend 50% of each of the following. Grand Rounds and Morbidity/Mortality conferences annually

Part-time faculty is expected to attend 25% of these activities annually.

(These expectations are described in detail in a separate document)

- Maintain certification/re-certification in the mandated/required time-frame (certification within 5 years of completing residency)
- Give 2-3 lectures per year lectures to residents, medical students and Physician Assistants. Faculty should be knowledgeable of and able to teach the six core competencies.
- Serve as ward attending four weeks per year.
- Participation in the evaluation of resident performance around the six core competencies as assigned on myevaluations.com
- Attend at least one national/regional meeting relevant to his/her specialty per year.
- Obtain appropriate CME credits, as required by Medical Staff By-Laws.

- Update CV annually in “COAP” format

2. RESEARCH EXPECTATIONS:

- Faculty should conduct or participate in a research project, or case report resulting in a publication or presentation at a local, regional or national meeting.
- Faculty should encourage and support residents in research activities.
- All faculty will be expected to complete IRB training/basic principles of research (as a requirement for appointment/re-appointment)

3. RESEARCH SUPPORT AND TRAINING:

- Designation of one (1) faculty member to develop and implement an education program for the attending faculty
- Staff will be provided online access to the Pediatrics Review series on “Research and Evaluation”
- Collaboration with the CTSA-Irvine Institute for Clinical and Translational Research Center which provides free research consultation services (mentoring, data evaluation, study design and grant writing) to faculty. (http://irvinginstitute.columbia.edu/education/research_train.html)
- Webinars, podcasts and lectures are being developed for CUMC-wide distribution, including Harlem Hospital Center

4. DEPARTMENTAL/INSTITUTIONAL RESPONSIBILITIES:

- CME support for faculty to attend and/or present at National meetings (addressed in UDA contract).
- Provide administrative time for scholarly and research activities, funded or non-funded.
- Encourage and support senior faculty mentoring of junior faculty.
- Faculty members will be provided feedback from resident and 360 evaluations in the six (6) core competencies.
- Director of Service will meet, at least annually, with faculty members to discuss their clinical and academic performance. Emphasis will be placed on scholarly and research activities, a requirement for academic promotion, as well as enriching the academic atmosphere of the department.