

# Faculty Success Program Overview

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Associate Professor

August 18, 2023

# Description

- 12-week online program
- Helps all faculty develop skills to increase research, writing, and general academic productivity while also creating/maintaining healthy balance in all aspects of life.



# Components of the Program

- Weekly **training modules** focused on developing strategies to achieve your goals, align your time with your intentions, and improve productivity
- Weekly small group **calls** with a certified coach to discuss your training modules, incorporating new practices into your routine, and creating accountability
- One-on-one **Individual coaching** sessions
- Daily **on-line tracking** of your time, goals, and exercises



# Daily Check-Ins – Awareness of Time and Intentions

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Writing of daily goals

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Recording of time spent doing research(writing), service, and teaching

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Resistance to accomplishing goals

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Treat for the day

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Writing time

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Comments/Reflections about time, goals, adjustments, resistance

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Coach commented several times a week about your daily check-ins

# Weekly Modules

## All Homework

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[Week 1: Orientation Week](#)

[Week 2: Create Your Strategic Plan](#)

[Week 3: The Weekly Planning Meeting](#)

[Week 4: Track Your Resistance](#)

[Week 5: Assess & Adjust](#)

[Week 6: Track Your Time](#)

[Week 7: Mentoring Networks](#)

[Week 8: Do I REALLY Want to Do This?](#)

[Week 9: Self-Care](#)

[Week 10: Lower Your Standards](#)

[Week 11: Book With Many Chapters](#)

[Week 12: Finding Your Peace](#)

# Quarterly Strategic Plan



Faculty Success Program - Week 2	
Writing Goals:	<ul style="list-style-type: none"><li>•</li><li>•</li></ul>
Research Goals:	<ul style="list-style-type: none"><li>•</li><li>•</li></ul>
Personal Goals:	<ul style="list-style-type: none"><li>•</li><li>•</li></ul>



## STRATEGIC PLAN

PERSONAL GOALS	RESEARCH/ WRITING GOALS	ACCOUNTABILITY MECHANISMS
1.	1.	1. FSP SMALL GROUP
2.	2.	2. ONLINE COMMUNITY
3.	3.	3.



# Weekly Planning Meetings

TUESDAY	WEDNESDAY	Thursday	FRIDAY	SATURDAY	SUNDAY
7-8am - print Membership Training Materials • work @ • Webex Meetings Scheduling Inbreak at Surgery	7:30-8:30 - Run 9:00-10:15 - ESP Meeting 10:00 am - Caleb -11:00 Haircut 11-12 - Driving	7-12 - DR	7-8 am Grand Rounds		
8am - 12:30pm Clinic	Caleb + School + home 12-2pm look at articles start writing Summaries	12-1 pm Emails/Catch up	8-10 am <del>work</del> - 7 am Run		
12:30-1pm Meet @ Stephanie Ryan @ Office Furniture	2-3pm MCCLDP meeting	1:00-2pm 1:30 Meet @ Julie + Ashley	9-12:50 am → work on Start goals		
1:00-1:30 Emails	3-4 pm FACG planning meeting	1:30-2pm - drive home	11:50-12 pm - drive to mentor meeting		
1:30-2pm Travel to Mentors Training	4-5 pm prep dinner	2-3 pm work on strategic plan goals & meeting @ Andra	12-1:50 pm Gutro @ Mentee		
2-3pm Membership Training	5:00 pm - pick up Caleb	3-5pm strategic goals work	2 pm - 3pm Lit Search Meeting		
3-5 Flex / Writing Time			3-4 June CME meeting	The National Concert	Weekly Planning Meeting
5-6 APOS program Committee Meeting					
6:15 Bday Party at Mirco					

# Tracking Resistance



National Center for Faculty  
Development & Diversity

## Tracking Resistance

*Shared by Dan Nathan-Roberts*

Day	Writing Goal	Resistance	Notes: Causes, Strategies to move around it, etc.
Mon		<input type="checkbox"/> Workcrastination <input type="checkbox"/> Fighting Fires <input type="checkbox"/> Avoidance High-Level <input type="checkbox"/> Avoidance Low-level <input type="checkbox"/> Denial: What matters <input type="checkbox"/> Denial: Time required <input type="checkbox"/> Anger <input type="checkbox"/> Limiting Beliefs	
Tues		<input type="checkbox"/> Workcrastination <input type="checkbox"/> Fighting Fires <input type="checkbox"/> Avoidance High-Level <input type="checkbox"/> Avoidance Low-level <input type="checkbox"/> Denial: What matters <input type="checkbox"/> Denial: Time required <input type="checkbox"/> Anger <input type="checkbox"/> Limiting Beliefs	





# Most Helpful to Me

- Weekly planning session
  - Awareness of time for completion of tasks
  - Narrowing expectations for time
  - Improved feeling of accomplishment and control over time
- Resistance Awareness
  - Introspection about obstacles to completing tasks
  - Re-orient thinking to reduce resistance
- Recurrent Emphasis on BIG goals/chapters
- Control over Time/Accomplishments/Flexibility

# Associate Professor → Full Professor

- Total of 6 points in Teaching, Service, and Scholarship
- Outstanding = 3, Substantial = 2; Satisfactory = 1 (unique configuration to reach 6 points)
- Big themes:
  - National reputation/role
  - Leadership
  - Innovation
  - Dissemination
- How will you reach outstanding?
  - The faculty success program gives you tools for self reflection, time management, goal setting, and mentoring to achieve goals.



# Questions for Group

- The panelists discussed ideas/things that they wished they had known before tenure.
  - What lessons stood out to you? Did you learn something from them?
- Rather than a nebulous process, there are concrete strategies, mindset, support, and other activities that can help solidify or ensure progression along the promotional track.
  - What did you learn are important to ensuring your success?
  - How would you apply these components to promotional success?
- Common Themes
  - Individualized approach with own values, timing, pursuits, resistance, accountability systems, and academic community
  - Increase awareness of self, community, support systems, promotional process
  - Success requires dedication to work, self, family, and community (not just work)
  - Iterative process
  - Think BIG
  - Seek support - mentors, FSP program