



**MICHIGAN STATE**  
**UNIVERSITY**

College of  
Human Medicine

# HIGHLIGHTING OUR MENTORING PROGRAMS

## Message from the Senior Associate Dean

We would like to take an opportunity to highlight the mentoring programs and opportunities that are available to our faculty in the College of Human Medicine.

The literature tells us that mentoring benefits faculty in a number of ways including increased publications in peer reviewed outlets, increased grant support, and greater job satisfaction. Further, mentoring can improve faculty's feelings of academic self-efficacy and can help in the development of professional networks. Faculty who are engaged with external networks also are more successful in promotion and tenure, obtaining academic awards, and produce more and more significant research.



Our Tenure System Mentoring Program and the Clinician Educator Mentoring Program are grounded in recommendations from literature in academic medicine and beyond and focus on best practices for supporting faculty and aiding their personal and professional development.

*As part of the Clinician Educator Mentoring Program (CEMP), we will be holding our first Medical Education Scholarship Conference, highlighting the scholarly projects of seven of our current clinician educators participating in the program. They have each designed, developed, implemented, and evaluated a major scholarly project and will be presenting their findings at the conference. We would encourage you to attend this conference on May 19, 2017.*

**Henry C. Barry, M.D., M.S.**  
**Senior Associate Dean for Faculty Affairs and Development**



CHM Faculty Affairs and Development  
965 Fee Road, A101 E. Fee Hall  
East Lansing, MI 48824  
517-432-8722  
[chm-fad@hc.msu.edu](mailto:chm-fad@hc.msu.edu)

## TENURE SYSTEM MENTOR PROGRAM

The overall goal of this program is to supplement existing departmental mentoring activities and to assist junior faculty in achieving the award of tenure. This program is available to all CHM tenure system faculty. Senior faculty members are selected and trained as mentors. They meet with their assigned junior faculty on a periodic basis to review academic progress to date, establish future academic goals, and provide assistance in achieving those goals. Once a year, the junior faculty member receives written feedback from the CHM Mentors on their progress toward achieving tenure. Mentors and protégés meet periodically during the academic year, and at least twice a year, the entire group of CHM Mentors and Protégés meet to participate in professional development seminars.

### Goals:

1. To assist CHM tenure system faculty in preparing for promotion/tenure decisions.
2. To provide CHM tenure system faculty with essential knowledge, skills, and attitudes to be successful in their pursuit of promotion/tenure.
3. To address issues/topics identified by the participants.

### Program Activities:

1. Fall mentor and protégé kick-off and faculty development dinner meeting
2. Periodic individual meetings with protégé(s) and mentors
3. Spring meeting of mentors to review protégé progress and generation of feedback reports
4. Spring mentor and protégé faculty development dinner meeting

### *Fall Tenure Mentor Program 2016*

The annual Fall Mentor Program was held at the MSU Kellogg Center on Tuesday, November 3, 2016. The focus of this session was on **“Preparing for Reappointment, Promotion, and Tenure Review.”** The speakers included: Henry Barry, M.D., M.S., Senior Associate Dean for Faculty Affairs and Development, William Anderson, Ph.D., Emeritus Professor, OMERAD, and Donna Mulder, Director of Faculty Affairs and Development.

### *Spring Tenure Mentor Program 2017*

We held our Spring Mentor Program in our Flint Campus on Tuesday, May 2, 2017. The focus of this session was for our tenure system faculty to learn about the Public Health Initiative in Flint and opportunities for collaboration. We were honored to have the following distinguished faculty share their research.



- Debra Furr-Holden, Ph.D.
- C.S. Mott Endowed Professor of Public Health
- Harold “Woody” Neighbors, Ph.D.  
C.S. Mott Endowed Professor of Public Health
- Jennifer Johnson, Ph.D.  
C.S. Mott Endowed Professor of Public Health
- Mona Hanna-Attisha, M.D.  
Director of the Flint Pediatrics Residency Program



## ***Welcome New Tenure System Protégés and Mentor***

We welcome three new faculty members to our Tenure System Mentor Program, Masako Morishita, Ph.D., Family Medicine; Cristian Meghea, Ph.D., OB/GYN; and Alison Bernstein, Ph.D., Translational Sciences and Molecular Medicine. We also welcome a new CHM Mentor, Dr. Susan Barman from Pharmacology and Toxicology. The following are all of the junior tenure system faculty currently participating in the mentor program.

### **Protégés**

- Chenxi Li, Ph.D., Assistant Professor  
Epidemiology & Biostatistics
- Lixin Zhang, Ph.D., Assistant Professor  
Epidemiology & Biostatistics
- Ana Vazquez, Ph.D., Assistant Professor  
Epidemiology & Biostatistics
- Claire Margerison-Zilko, Ph.D., Assistant Professor  
Epidemiology & Biostatistics
- Masako Morishita, Ph.D., Associate Professor  
Family Medicine
- Ronald Chandler, Ph.D., Assistant Professor  
Obstetrics, Gynecology & Reproductive Biology
- Cristian Meghea, Ph.D., Assistant Professor  
Obstetrics, Gynecology & Reproductive Biology
- Richard Sadler, Ph.D., Assistant Professor  
Family Medicine, Division of Public Health
- Jamie Bernard, Ph.D., Assistant Professor  
Pharmacology & Toxicology
- Rupali Das, Ph.D., Assistant Professor  
Physiology
- Hariharan Subramanian, Ph.D., Assistant Professor  
Physiology
- Alison Bernstein, Ph.D., Assistant Professor  
Translational Science & Molecular Medicine
- Fredric Manfredsson, Ph.D., Assistant Professor  
Translational Science & Molecular Medicine
- Irving Vega, Ph.D., Associate Professor  
Translational Science & Molecular Medicine

### **Mentors**

- Joseph Gardiner, Ph.D.  
Epidemiology & Biostatistics
- Mathew Reeves, Ph.D.  
Epidemiology & Biostatistics
- Nara Parameswaran, Ph.D.  
Epidemiology & Biostatistics
- Henry Barry, M.D., M.S.  
Family Medicine
- Martha Mulks, Ph.D.  
Microbiology & Molecular Genetics
- William Anderson, Ph.D.  
Medical Education Research and Development
- Susan Barman, Ph.D.  
Pharmacology & Toxicology
- James Galligan, Ph.D.  
Pharmacology & Toxicology
- Richard Miksicek, Ph.D.  
Physiology
- Kathy Gallo, Ph.D.  
Physiology

*In August, we will send invitations to new tenure system faculty to participate in the Tenure Mentoring Program. This program is voluntary; however, it is strongly encouraged by the Dean.*

# ACCEPTING APPLICATIONS

## CLINICIAN EDUCATOR MENTOR PROGRAM

The Clinician Educator Mentoring Program (CEMP) is designed to prepare clinician-educators for long-term success in their educational and scholarly roles. The program includes mentoring, a structured curriculum, and a scholarly project. The goals of the CEMP:

1. To learn personal and professional perspectives through peer mentoring in groups facilitated by successful clinician educator faculty members
2. To provide participants with the knowledge, skills, and attitudes needed to be successful in their faculty roles
3. To design, conduct, and present a scholarly project of the caliber expected by peer-reviewed outlets

We are currently accepting applications for the next cohort of the CEMP that will begin the program in January 2018. If you are a Health Programs faculty or a non-prefix community based faculty in one of our affiliated programs we would encourage you to consider enrolling in this program. The deadline to apply is September 1, 2017.

### PROGRAM FORMAT

The 16-month program will include the following components:

- *Mentoring*: Participants will be assigned a successful clinician educator faculty mentor.
- *Monthly Web-based Meetings*: participants will connect remotely for one half-day each month. Sessions generally run from 8:00AM to 11:00AM and include instruction and facilitated peer mentor group meetings.
- *Quarterly On-Campus Meetings*: participants will all come together as a group four times during the academic year.
- *Readings and Assignments*: related to both the core curriculum and the scholarly project.
- *Scholarly Project*: each participant must design and implement a scholarly project. For more information on the Scholarly Project.
- *Scholarly Project Presentation*: participants will come together to disseminate the results of their scholarly projects.



Information regarding the program and application process is available on our website at

[http://www.chmfacultyaffairs.msu.edu/mentor/cemp\\_2015.html](http://www.chmfacultyaffairs.msu.edu/mentor/cemp_2015.html) or you can contact Monica van de Ridder, Ph.D., Director of the Clinician Educator Mentoring Program with specific questions or to schedule a meeting.



# REGISTER NOW!

## ***CEMP Medical Education Scholarship Conference*** ***Friday, May 19, 2017 from 8:30 am – 1:00 pm***

We encourage you to join us for the first Medical Education Scholarship Conference, highlighting the scholarly projects of faculty who are currently participating in the Clinician Educator Mentoring Program (CEMP). The conference is scheduled for **Friday, May 19, 2017 from 8:30 a.m. to 1:00 p.m.** in the Radiology Building Auditorium in East Lansing, with video-conferencing to our community campuses. Video-conferencing information will be sent out once registration is received.

Please register by clicking on the following link: <http://bit.ly/2phhCNo>

8:30 a.m. – 9:30 a.m.



### **Keynote Speaker:**

Linda Speer, MD, Professor and Chair, Department of Family Medicine, University of Toledo

### **“Good Enough Excellence”**

Academic physicians tend to be high achievers who push themselves very hard. This session will address issues such as career advancement, the importance of mentoring and work-life balance. She will challenge participants to think about how much achievement is good enough, the trade-offs when faculty begin pushing the limits, and at what point does the effort reach a limit of diminishing return.

9:30 am. – 1:00 p.m.

### **Scholarly Presentations**

- Individualized Learning Plans in the Third Year Pediatric Clerkship  
Abeba Berhane, MD, Department of Pediatrics/Human Development, Grand Rapids
- Younger and Younger: Teaching 2nd Year Students Emergency Department Assessment and Care of Fractures and Dislocations, a New Curriculum  
Colleen Bush, MD, Department of Emergency Medicine, Grand Rapids
- A Novel Medical Student Curriculum for Point of Care Ultrasound  
Charles Draznin, MD, Department of Emergency Medicine, Grand Rapids
- Integrating Residents with Institutional Quality Improvement Teams  
Kavitha Kesari, MD, Department of Medicine, Flint – McLaren
- Burnout, Depression and Empathy in Resident Physicians: Are These Related to Patient Perceptions of Physician Empathy?  
Brenda Lovegrove Lepisto, PSY.D., Department of Medicine, Flint – Hurley
- Curricular Impact on Pediatric Residents’ Self-Efficacy Regarding the Assessment of Parenting Behaviors  
Lauren O’Connell, MD, Department of Pediatrics and Human Development, Flint - Hurley
- Improving Patient Health Record Writing Competency through Flipped Classroom Method in 2<sup>nd</sup> Year Medical Students  
Sathyan Sudhanthar, MD, Department of Pediatrics and Human Development, East Lansing

## FIXED TERM MENTORING

Though there is no formal mentor program for our Fixed Term Faculty, our office provides individual faculty support in preparing for promotion review. If you are interested in applying for promotion, you should always start by working with your department to obtain department criteria, timelines, process and procedures. Information regarding preparing your academic portfolio is available on our website at <http://www.chmfacultyaffairs.msu.edu/promotion/fixedterm.html> or you can contact Donna Mulder, Director of Faculty Affairs and Development with specific questions or to schedule a meeting.

# Supporting Faculty Success

## Executive Leadership in Academic Medicine (ELAM)



We would like to congratulate Dr. Adesuwa Olomu, Professor-HP in the Department of Medicine on her acceptance into the ELAM program. “The *Hedwig van Ameringen* Executive Leadership in Academic Medicine” (ELAM®) program is a year-long part-time fellowship for women faculty in schools of medicine, dentistry and public health. The program is dedicated to developing the professional and personal skills required to lead and manage in today’s complex health care environment, with special attention to the unique challenges facing women in leadership positions. More than 1,000 ELAM alumnae hold leadership positions in institutions around the world.”

## College of Human Medicine 2017 Award Winners!

### Distinguished Faculty Award

**Henry C. Barry, MD, MS**, Professor, Family Medicine and Senior Associate Dean, Faculty Affairs & Development

### Outstanding Community Faculty Award

**Amy Romain, MSW**, Assistant Professor, Family Medicine

### Outstanding Community Volunteer Faculty Award

**David J. Kass, MD**, Clinical Assistant Professor, Family Medicine

### Lester J. Evans, MD, CHM Distinguished Service Award

**Kathryn L. Lovell, PhD**, Professor Emeritus, Neurology & Ophthalmology and Human Medicine Dean

### William B. Weil Jr., MD, FAAP

### Endowed Distinguished Pediatric Faculty Award

**Edward Cox, MD**, Associate Professor, Pediatrics and Human Development

**Joseph Brzezinski, MD**, Assistant Professor, Pediatrics and Human Development