



**FY2019 AIP Goal: Each academic department will prepare development plans to advance at least six faculty from assistant to associate professor with attention to diversity, equity and inclusion.**

- The purpose of the AIP is to set folks on a course towards promotion - and not the submission of promotion dossiers in FY19 per se. Chairs should meet with all faculty to see where they are in the promotions process. Candidates will need regional and national connections to assist with solicitation of referee letters. Questions to ask candidates: “What are you doing outside of Portland? Do you belong to any regional or national professional organizations? If so, volunteer for a committee. If not, join.”
- Regional and national involvement needs to be captured (could be captured in 3-5 year goal) as well as leadership in QI and Medical Education (research and publications is captured). Consider broadening the scope of scholarly activities (anything that counts toward promotion should count).
- There is a surprisingly small number of women that hold senior appointment ranks. Tufts is in the bottom quartile nationally.
- Going from Assistant to Associate, or Associate to Professor will count towards the AIP goal.
- All three academic FY19 AIP goals will become standing ALF agenda items (i.e., faculty development plans; Continuing InterProfessional Development pilot on iPACE and 2 other units; Addiction Fellowship).

#### **What is an academic department?**

- Dr. Almeder indicated Article IV delineates this. Each member of the medical staff has a home department. Faculty members are aware of this.
- Neurology and Oncology are currently housed within the Department Medicine.
- Neurosurgery and Cardiology will stand alone as individual service lines.

#### **Timeline**

Only a subset of faculty will likely be ready for the third item.

- **1<sup>st</sup> quarter [Oct- Dec. 2018]:** each Chair will identify the six faculty, and have each faculty member complete the portfolio template, and update CV in Tufts format
- **Jan – March, 2019:** Chair meets with each faculty member to review development plan, identify resources; inquiry about mentoring team

- **April – June, 2019:** faculty meet with support resources [e.g., MITE, MMCRI]; Chair begins dossier preparation
- **July – September, 2019:** Chair meets each faculty member to refine plan, commit to dossier submission date

**What does the deliverable look like to meet this AIP?**

Per Mark Harris, completion and submission of a document similar to the MITE Academic Portfolio Template (Personalized Continuing Professional Development Plan) will meet the expectation. The Executive sponsors of this AIP goal (Marge Wiggins and Judy West) are responsible for providing updates and final reports to MMC senior leadership.

**Academic Onboarding**

Academic onboarding is offered to new faculty once or twice per year. It is a meeting with the MITE leadership that sets the expectation that MMC is an academic institution. Next meeting is scheduled for April, 2019. A *Peer, Mentored Promotion Group* is working this AY with ~15 faculty to advance to senior rank promotion.

**Are there resources available?**

MMP has not increased financial resources to attend conferences that might be beneficial for faculty promotion. MMC and MMP senior leadership should review the resources required to meet this AIP goal.