Faculty Success Program Overview

Leah Reznick, MD

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

Writing of daily goals

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

Resistance to accomplishing goals

Treat for the day

Writing time

Comments/Reflections about time, goals, adjustments, resistance

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

Weekly Modules

All Homework

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



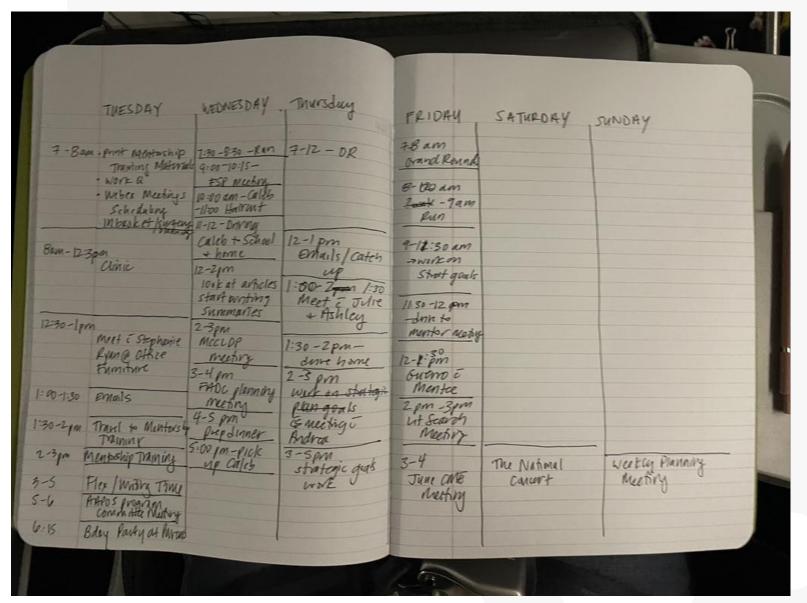
Faculty Success Program - Week 2		
Writing Goals:	•	
	•	
Research Goals:	: :	
Personal Goals:	•	



STRATEGIC PLAN

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

Weekly Planning Meetings



Tracking Resistance



Tracking Resistance

Shared by Dan Nathan-Roberts

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

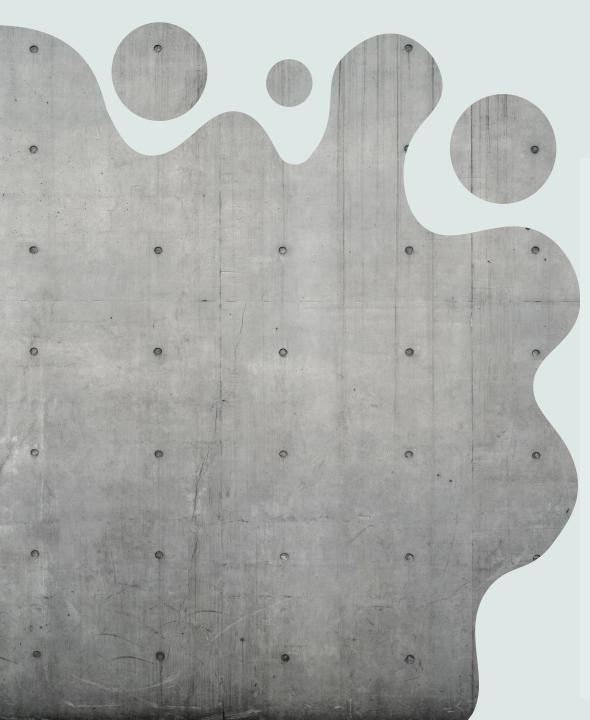


Most Helpful to Me

- 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)
 - lterative process
 - Think BIG
 - Seek support mentors, FSP program