

Tips For Faculty Success From Department Chairs

Tejal Desai, PhD

S. Andrew Josephson, MD

Catherine Park, MD

Jeremy Reiter, MD, PhD

Robert Wachter, MD

Panel Discussion Goals

- Provide participants with specific and concrete tips and tools they will be able to utilize when they experience barriers or unanticipated issues that may impede their ability to accomplish their goals for promotion and advancement or fulfill their roles and responsibilities

Panel Discussion Format

- **Three Sources Of Questions For Discussion**
 - Questions from faculty participants
 - Specific case-based scenarios
 - Questions submitted by faculty during the online registration

Participants' Questions



Scenario 1: My Chair Wants Me To Take On More Administrative Responsibilities

Question Submitted In Advance

■ Negotiations With My Chair Is Run By Our Department Manager:

- When negotiating with my Chair our Department Manager is always present and often runs the session. Many of the comments are not accurate and are sometimes biased. If I would like help, how I do I get another representative or a mediator at UCSF to help during my negotiation session with my Chair that would be fair and accurate?

Scenario 2: What Is An Accelerated Merit?

Participants' Questions



Question Submitted in Advance

▪ Assuring Diversity And Equity:

- How do Department Chairs assure diversity and equity in faculty advancement and leadership roles?

Scenario 3: I Want To Change My Academic Series

Question Submitted In Advance

■ Balancing Competing Demands:

- As a junior researcher, how do I prioritize so many competing demands?
- How do I balance contributions between clinical and scholarly work?

Scenario 4: Funding Shortage

Participants' Questions

