

*Dean Tim Garson and Dr. Sharon Hostler  
invite you to participate in the*

**University of Virginia School of Medicine  
11<sup>th</sup> Annual Faculty Development Program (FDP)**

Visit the Faculty Development Office Website at:  
<http://www.healthsystem.virginia.edu/internet/faculty-dev/>

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**Thursday, August 19, 2004**

7:00-9:00 a.m.  
Biomedical Engineering (BME)  
Lecture Hall, MR-5, Room 1041

***P&T Candidates: Polishing the Portfolio (2 CME credits)***

Howard Kutchai, PhD and Sharon Hostler, MD  
This interactive session is an opportunity for identified candidates proposed for promotion and/or tenure this year to meet informally to review the various elements required for the portfolio and ask questions about their individual portfolios.

**Monday, August 23, 2004**

4:00-6:00 p.m.  
2ABC, Jordan Hall Conference  
Center (JHCC)

***P&T Candidates: Polishing the Portfolio (2 CME credits)***

Howard Kutchai, PhD and Sharon Hostler, MD  
This interactive session is an opportunity for identified candidates proposed for promotion and/or tenure this year to meet informally to review the various elements required for the portfolio and ask questions about their individual portfolios.

**Wednesday, September 8, 2004**

6:00-9:30 p.m.  
JHCC

***New Faculty Reception and Dinner with Dean Garson***

**5:00 p.m. General Faculty Meeting** in the Old Medical School Auditorium  
**6:00 p.m. Reception** in Honor of New Faculty in Jordan Hall Conference Center (JHCC) 1st Floor Lobby  
**6:45 p.m. Dinner for New Faculty** with Dean Garson, Rooms 2ABC, JHCC

**Thursday, September 9, 2004**

7:00-10:00 a.m.  
2ABC, JHCC

***Thriving in Academic Medicine: New Faculty Orientation (3 CME credits)***

Howard Kutchai, PhD, Sharon Hostler, MD, Karen Johnston, MD, Robert Kadner, PhD,  
John Schorling, MD, Karen Knight, MSL, and Alan Cohn, LCSW  
This program will include presentations on promotion and tenure, c.v. preparation, annual performance evaluations, the new Teaching Portfolio and the Academy of Distinguished Educators, mentoring, awards, faculty vitality, human resources, and library resources.

**Tuesday, September 28, 2004**

9:00-11:00 a.m.  
G1 & G2, JHCC

***Challenging Conversations 1:***

***What Do I Do Now that I've Hired/Acquired a Poor Performer? (2 CME credits)***

Alan Cohn, LCSW

In an ever-changing environment, managing people is crucial to effecting change. Effective hiring can help avoid future personnel problems. Not understanding the signs and symptoms and ways of effectively dealing with performance concerns can only lead to further problems and impact morale.

**Tuesday, October 5, 2004**

9:00-11:00 a.m.  
G1 & G2, JHCC

***Challenging Conversations 2:***

***Dealing with Difficult People (2 CME credits)***

Alan Cohn, LCSW

Whether you are dealing with an underperforming employee, disagreeing with your spouse/partner, or negotiating with a difficult client, the skills necessary to be effective are crucial to reaching desired outcomes. Avoiding difficult conversation or perhaps overreacting to difficult situations are common occurrences in our lives.

**Monday, October 18, 2004**

3:00-6:00 p.m.  
2ABC, JHCC

***Thriving in Academic Medicine: New Faculty Orientation (3 CME credits)***

Howard Kutchai, PhD, Sharon Hostler, MD, Karen Johnston, MD, Robert Kadner, PhD,  
John Schorling, MD, Karen Knight, MSL, and Alan Cohn, LCSW

This program will include presentations on promotion and tenure, c.v. preparation, annual performance evaluations, the new Teaching Portfolio and the Academy of Distinguished Educators, mentoring, awards, faculty vitality, human resources, and library resources.

**Thursday, October 28, 2004**

9:00-11:00 a.m.  
G1 & G2, JHCC

***Patents and Intellectual Property (2 CME credits)***

Robert S. MacWright, JD, PhD and Mr. Stephen J. Susalka

This session will discuss the various patents, copyrights, trademarks, and trade secrets and the rights they protect under the law. It will review UVa policies on ownership of intellectual property rights and will describe services available to faculty through the Patent Foundation.

**Wednesday, November 3, 2004**

7:00-10:00 a.m.  
2ABC, JHCC

***Thriving in Academic Medicine: New Faculty Orientation (3 CME credits)***

Howard Kutchai, PhD, Sharon Hostler, MD, Karen Johnston, MD, Robert Kadner, PhD,  
John Schorling, MD, Karen Knight, MSL, and Alan Cohn, LCSW

This program will include presentations on promotion and tenure, c.v. preparation, annual performance evaluations, the new Teaching Portfolio and the Academy of Distinguished Educators, mentoring, awards, faculty vitality, human resources, and library resources.

**Friday, January 21, 2005**

8:00 a.m.-5:00 p.m.  
General Purpose Room  
East Building, Sponsor's Hall  
Darden  
Limited to 25 (ALREADY FILLED)

***The Nuts and Bolts of Effective Scientific Writing (7 CME credits)***

Constance D. Baldwin, Ph.D., Professor of Pediatrics and Family Medicine and  
Assistant Director for Faculty Development, Center for Interdisciplinary Research  
on Women's Health, University of Texas Medical Branch, Galveston, Texas

This course will help participants improve their skill in writing clear, concise and effective prose suitable for all scholarly documents. The course is highly interactive, with constructive group critique of "live" writing samples excerpted from typical early drafts of articles and grant proposals. Handouts summarize principles and techniques, list online writing resources, and offer an array of exercises for post-workshop practice.

**Thursday, February 10, 2005**

9:00-11:00 a.m.  
Health System Library (HSL)  
Carter Classroom  
Limited to 14 participants

***Navigating the Electronic Library (2 CME credits)***

Karen Knight, MSL

Why come to the Library, when the Library can come to YOU? The Health Sciences Library has been busy building an electronic library that can be accessed any place and anytime via the World Wide Web! This session will introduce you to the numerous electronic books, journals, reference sources, databases, and services that are now available at your desktop from the Library's Web page <http://library.healthsystem.virginia.edu>.

**Tuesday, March 22, 2005**

8:00-12:00 noon  
JHCC Auditorium

***Grant Writing Workshop (4 CME credits)***

Erik Hewlett, MD, Ms. Norma Miller, Ms. Susie Hoffman, and Patricia Foley, DVM

The overall objective of this program is to help participants prepare effective grant proposals. The workshop will explore strategies for writing applications, identify new types of NIH grants available, provide an overview of grant submission procedures through SOM Grants and Contracts, and review the SOM HIC and Animal Research requirements.

**Tuesday, April 12, 2005**

4:00-6:00 p.m.  
G1 & G2, JHCC

***Preparing for Your Annual Performance Review (2 CME credits)***

Sharon Hostler, MD

The performance review process should engage the faculty member and supervisor/Chair in a meaningful discussion around performance and professional development/advancement. This session focuses on the faculty member can maximize the professional value of his or her annual review.

**Tuesday, April 26, 2005**

4:00-6:00 p.m.  
G1 & G2, JHCC

***Promotion and Tenure at the UVa School of Medicine (2 CME credits)***

Howard Kutchai, PhD

This program is designed to help UVa School of Medicine faculty prepare effectively for promotion and/or tenure and covers the various faculty tracks, criteria for P&T, the kinds of documentation required, and preparing the P&T portfolio.

# Teaching the Teachers

## **Thursday, November 11, 2004**

9:00-11:00 a.m.  
HSL Carter Classroom  
Limited to 14 Participants

### ***Teaching with Multimedia (2 CME credits)***

Mr. John Jackson  
Upon completion of this interactive hands-on educational activity, participants will be able to identify teaching situations appropriate to the use of multimedia, discuss the various types of educational multimedia, and be able to explain the pros and cons of using multimedia in PowerPoint on the web.

## **Tuesday, December 7, 2004**

9:00-11:00 a.m.  
HSL Carter Classroom  
Limited to 14 Participants

### ***Using Technology for More Effective Presentations (2 CME credits)***

Mr. John Jackson  
This program will help participants prepare more effective presentations and will focus on analyzing the audience, identifying the big "take-home" points, and employing PowerPoint and templates to prepare visual materials and handouts.

## **Friday, February 25, 2005**

1:00-5:00 p.m.  
The Albemarle Room  
The Boar's Head Inn

### ***Why We Teachers Keep Teaching? (4 CME credits)***

Hanna Sherman, MD and John Schorling, MD  
An afternoon of small group conversations focused on the meaning of teaching, incorporating the processes of appreciative inquiry and Parker Palmer's communities of trust.  
Academy of Distinguished Educators  
**BY INVITATION ONLY**

## **Thursday, March 3, 2005**

4:30-6:00 p.m.  
2ABC, JHCC

### ***Developing Proposals for Medical Education Research (1.5 CME credits)***

Jerry Short, PhD and Karen Johnston, MD  
Internal and external funds are available for medical education research. For example, the Academy of Distinguished Educators annually requests proposals for medical education research. This session will focus on developing proposals to seek these funds.

## **Tuesday, March 29, 2005**

4:30-6:00 p.m.  
2ABC, JHCC

### ***Writing Test Items and Measuring Performance (1.5 CME credits)***

Jerry Short, PhD, Christine Petersen, MD, and John Cousar, MD  
In this course, participants will consider different ways to measure students' and residents' competencies, develop specifications for a test, and focus on writing effective test items that avoid common mistakes.

## **Thursday, March 31, 2005**

8:00-9:00 a.m.  
2ABC, JHCC

### ***How to Give Feedback (1 CME credit)***

Linda Waggoner-Fountain, MD and Ted Burns, MD  
This program is designed to provide practical techniques in providing effective feedback for students and housestaff. Styles of feedback need to evolve to reflect the concurrent changes in both clinical care and required educational competencies for undergraduate and graduate medical education.

## **Tuesday, April 5, 2005**

7:00-9:00 a.m.  
G1 & G2, JHCC

### ***GME Competencies: An Opportunity for Career Development (2 CME credits)***

Thomas Massaro, MD, PhD  
This session will focus on identifying how UVA HS is managing its GME program to achieve ACGME competencies and create knowledge in both faculty and trainees.

## **Thursday, April 28, 2005**

8:00-9:00 a.m.  
2ABC, JHCC

### ***Preparing Teaching Portfolios for Evaluation and Promotion (1 CME credit)***

Bill Wilson, MD and Julie Turner, PhD  
This workshop will describe the preparation of the new teaching portfolio for P&T purposes. Participants will have an opportunity to review sample teaching portfolios and can begin the process of producing their own.

## **Ongoing**

### ***Peer Review of Teaching***

Members of the Academy of Distinguished Educators and the Teaching Resource Center  
**BY INVITATION ONLY**

## Physician Wellness

### Mondays, November 1, 2004

#### December 20, 2004

6:30-9:00 p.m.  
The Mindfulness Center  
103 Republic Plaza  
West Main Street

#### *Mindfulness for Physicians (20 CME credits)*

Matthew Goodman, MD and John Schorling, MD  
NOTE: Registration fee is \$400; to register, call Rachel Kelly at 924-1190  
or visit the website: [www.uvamindfulnesscenter.org](http://www.uvamindfulnesscenter.org)  
Self-awareness and self-knowledge are frequently cited as key factors in patient-centered care. Through the practice of mindfulness (moment-to-moment nonjudgmental awareness), this 8-week program will create a frame through which to view thought processes, biases, and emotional states in patient care with a goal of enhancing empathy.

### Wednesday, April 13, 2005

9:00-10:30 a.m.  
2ABC, JHCC

#### *Professionalism as Mindfulness (1.5 CME credits)*

Ronald Epstein, MD, Associate Dean for Educational Evaluation and Research,  
Professor of Family Medicine and Psychiatry, and Director of Research,  
Department of Family Medicine, University of Rochester School of Medicine and Dentistry  
As the Koppaka Family Foundation Visiting Professor, Dr. Epstein will discuss "mindful practice."

## Women in Medicine (WIM)

### Tuesday, October 5, 2004

4:30-5:30 p.m.  
Dining Conference Rooms  
1, 2, 3

#### *Faculty Development*

Diane Magrane, MD, Associate Vice President for  
Faculty Development and Leadership Programs  
Association of American of Medical Colleges

### Monday, January 17, 2005

10:00-12:00 noon  
Dining Conference Rooms  
1, 2, 3  
Limited to 25

#### *The Political Terrain (2 CME credits)*

Cathie Siders, PhD, Consulting Psychologist  
This session will highlight navigating to success within the context of academic medicine.

2:00-4:00 p.m.

Dining Conference Rooms  
1, 2, 3  
Limited to 35

#### *Conflict Management (2 CME credits)*

Carol Aschenbrener, MD, Senior Vice President  
Association of American Medical Colleges and  
Cathie Siders, PhD, Consulting Psychologist  
This session will focus on the components of conflict management and the skills required for conflict resolution.

### Tuesday, February 1, 2005

4:00-6:00 p.m.  
2ABC, JHCC

#### *Negotiation (2 CME credits)*

Sharon L. Hostler, MD, UVa SOM Senior Associate Dean for Faculty Development  
Round table or square table? The real question is getting to "yes." Come practice your negotiation skills.

### Thursday, February 17, 2005

4:00-6:00 p.m.  
Dining Conference Rooms  
1, 2, 3

#### *Dimensions of Leadership (2 CME credits)*

Lynn Isabella, DBA, Colgate-Darden Graduate School of Business  
Administration  
This session will stimulate an introspective examination of personal temperament  
and explore the relevance of individual styles and their impact on organizational management.

### Sunday, March 6, 2005

4:00-6:00 p.m.  
Dining Conference Rooms  
1, 2, 3

#### *The Servant Leader (2 CME credits)*

Patricia Cormier, PhD, President, Longwood University  
Dr. Cormier will discuss leadership as a service.

**Registration:** To register or for more information, please contact Elizabeth Hale Graham (phone: 924-8497; e-mail: [eg4e@virginia.edu](mailto:eg4e@virginia.edu)).

**Accreditation:** The University of Virginia School of Medicine is accredited by the ACCME to provide continuing medical education for physicians. The University of Virginia School of Medicine designates these educational activities, depending on the program, for 1-20 category 1 credits toward the AMA Physician's Recognition Award. Each physician should claim only those credits that he/she actually spent in the activity.

The University of Virginia School of Medicine awards 0.1 CEU per contact hour to each non-physician participant who successfully completes this educational activity. The CEU (Continuing Education Unit) is a nationally recognized unit of measure for continuing education and training activities that meet specific educational planning requirements. The University of Virginia School of Medicine maintains a permanent record of participants who have been awarded CEUs.

revised December 13, 2004