

What's Your Professional Story?

A CV Workshop for Junior Faculty

Presented by:
The Office of Faculty Development,
Obstetrics, Gynecology and Reproductive Science,
Institute for Medical Education,
Environmental Medicine and Public Health,
Department of Medicine



**Mount
Sinai**

Agenda

1. OFD Introduction
2. Upcoming Events
3. Set-Up
4. Presentation
5. Panels by Track
6. Peer-Review

Office of Faculty Development

Encourage faculty to self-define and reach their desired career goals, aspirations and professional fulfillment



Promote a culture that values mentorship and enhances the quality of mentorship throughout the institution.

Support the advancement of faculty to become successful leaders in academic medicine through skill-building for effective leadership.

Upcoming Events

Career Advancement

CV Workshop Series for Junior Faculty

- Peer-review matching will begin June 21st
- Recording and Q&A responses will be shared

Leadership Development

June 21st, 2021 from 12:00 – 1:30pm “From Bystander to Upstander: Standing Up Against Microaggressions”

Presentation and Workshop

Featuring Dr. Arghavan Salles, MD, PhD

1. Understand and identify microaggressions in the workplace, especially those impacting women.
2. Learn how microaggressions may negatively impact the careers of women physicians.
3. Practice strategies to be an upstander through case-based scenarios in small discussion groups.

Mentorship Enrichment

Register here!

<https://bit.ly/2SfYC1z>



Special Thanks to Today's Presenters

Katherine Chen, MD, MPH

Professor, Obstetrics, Gynecology and Reproductive Science
Professor, Medical Education

Reena Karani, MD, MHPE

Member, Appointments, Promotions and Tenure Committee
Director, Institute for Medical Education
Professor, Medical Education, Geriatrics and Palliative Medicine, and Medicine

Presentations!



Narrative Section of the CV

Narrative Section Tips

RESEARCH PROFILE

In no more than 250 words, summarize your accomplishments in and contributions to independent and/or team research, and the resulting impact of discoveries on biological science and/or industry. Indicate direction of your current research and planned role at Mount Sinai.

CLINICAL PROFILE

In no more than 250 words, summarize your accomplishments and contributions to clinical care, including clinical innovations, geographical reach of your referral base, and quality of care.

OVERALL IMPACT

Describe the local, national and/or international significance and impact of your research, teaching and/or clinical activities.

Narrative Section Tips

- ▶ Stick to the Word limits
- ▶ "Sell" yourself
- ▶ Research Profile
 - Researchers: summarize research accomplishments and their impact
 - Educators: describe the educational scholarly work you have done and impact
 - Clinicians/Admin: describe any scholarly work (QI, education, clinical research) and impact
- ▶ Clinical Profile: (can put "not applicable" if NO clinical work)
- ▶ Include things that may not be obvious or explained in the CV
 - Emphasize the clinical and research activities you do/ are passionate about
 - Highlight your REACH
 - If have a regional practice, are you asked to see patients for second opinions or outside of the patients geographical area
 - Describe mentees' success and geography
 - Any Media? (social or otherwise - eg. professional twitter account gets xx number of hits/retweets).
- ▶ *Letter writers will see this but NOT your Chair's letter

New Sections in the ISMMS CV

Reena Karani, MD, MHPE (@docrck)

Professor of Medicine, Geriatrics & Palliative Medicine and Medical Education

Director, Institute for Medical Education

Icahn School of Medicine at Mount Sinai



ISMMS: Statement on Diversity, Equity and Inclusion

- ▶ The school is committed to
 - Increasing and sustaining the representation of individuals underrepresented in medicine and science
 - Being an agent of change, committed to providing an authentic and intentionally diverse, inclusive and equitable environment for all patients, students, residents and trainees, staff and faculty.

<https://icahn.mssm.edu/files/ISMMS/Assets/About%20the%20School/Diversity/D.E.I.%20Statement%204.30.19.FINAL.pdf>

Definitions

- ▶ **Diversity** embodies inclusiveness and values multiple perspectives. Diversity embraces and celebrates intersectional social identities including but not limited to race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, language, nationality, religion, geographic location, disability status, and age.
- ▶ **Inclusion** fosters belonging, “connectedness,” respect and value for all. Inclusion considers differences in ideas, thoughts, opinions, experiences, beliefs and practices in all discussions and decision-making
- ▶ **Equity** is the experience of freedom from bias or favoritism, where everyone has the opportunity to attain their full potential and no one is disadvantaged or favored due to social position or other socially-determined circumstances.

Diversity and Inclusion: ISMMS CV

DIVERSITY AND INCLUSION IMPACT (Do not repeat information provided in other sections of this CV.) In no more than 150 words, describe ways in which you have fostered diversity and inclusion, whether at Mount Sinai or elsewhere.

Include, as applicable, specific contributions relating to:

- ▶ teaching, e.g., improving access to education;
- ▶ clinical care, e.g., serving diverse patient populations;
- ▶ research, e.g., health disparities studies;
- ▶ mentoring, service, recruitment, retention efforts focused on diverse populations of women or individuals underrepresented in medicine or biomedical research.

If you are new to Mount Sinai, describe your plans to participate in or lead initiatives to enhance diversity, inclusiveness and/or equity in the School, the Health System, or in society.

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- ▶ **mentoring, service, recruitment, retention efforts** focused on diverse populations of women or individuals underrepresented in medicine or biomedical research.

If you are new to Mount Sinai, describe your plans to participate in or lead initiatives to enhance diversity, inclusiveness and/or equity in the School, the Health System, or in society.

Sample 1

“.....As a teacher, I have been able to help create and teach sessions for students and residents on anti-racist clinical skills, including identification of bias and communication with patients and faculty. As part of my leadership of the medical school’s longitudinal XYZ course, I have incorporated multiple elements related to the evaluation of the reporting of race in research, and with colleagues have proposed and taught a novel framework for the interpretation of race in the medical literature. Additionally, I am a core faculty member of the institutions’ participation in the ACGME Quality Improvement in Health Care Disparities Collaborative”

Sample 2

“As XYZ Co-Director, I have been leveraging my own training as a physician scientist to develop programs to support underrepresented trainees through the pipeline including in partnership with our institutional programs committed to supporting our trainees who are underrepresented in science and medicine, serving as a key advisor the program, and as a member of the XYZ search committee.

On the national level, I chair the XYZ Committee of XYZ organization, have developed innovative technologies, curricula, and support systems that facilitate open communication, diversity and inclusion, and integrated learning to facilitate bridges between bench and bedside. I have also created content for XYZ that is available to nearly 2000 applicants nationally per year.

I serve as a member of the XYZ National Organization Inclusion, Diversity, Equity, and Access Task Force where we have been working with colleagues to increase messages to marginalized populations through publications and policy briefs”

Sample 3

“I have been committed to improving our efforts in DEI in our XYZ training program. I worked with XYZ Committee to focus on improving our trainee recruitment process in order to prioritize the recruitment of a diverse group of trainees. We revamped our screening process for interview selection, including blinding reviewers to applicant photos and identifiers. We modified our selection criteria to focus on essential competencies that are highly valued in our program and our faculty on the recruitment committee attended a required workshop on implicit bias and anti-racism. We modified our interview method to include behavior-based questions and relied on our entire committee to use competency-based criteria to submit our final rank list.

In terms of our XYZ training curriculum, we have added in a Grand Rounds lecture on racism in medicine, workshops on implicit bias, antiracism, and dealing with microaggressions. We initiated a workgroup with the goal of assessing our efforts in diversity, equity and inclusion and providing a platform for continued improvement.”



Sample 5

“In my clinical role as an XYZ specialist at Mount Sinai Hospital and Elmhurst Hospital Center, I am fortunate to serve the most diverse patient population in the world, caring for all patients regardless of their background or ability to pay. Through the use of point-of-care ultrasound, I have been able to expand access to rapid bedside imaging for all our patients. As director of the XYZ Fellowship, I have mentored and trained clinicians from all backgrounds and from many different countries. In recruiting for the fellowship and our Emergency Medicine Residency training program, I have been part of efforts to recruit and retain clinicians from diverse backgrounds and those underrepresented in medicine. My books have included authors from all backgrounds as well, so that the diversity of authorship could mirror the diversity in our colleagues and learners.”



Mentoring Profile: ISMMS CV

- ▶ MENTORING PROFILE (Do not repeat information provided in other sections of this CV.) In no more than 150 words, describe your activities and impact as a mentor to students, trainees or faculty. We encourage you to highlight particularly noteworthy successes that are at least partially attributable to your mentoring efforts, e.g., acquisition by mentees of grants, awards, positions or roles. Also, use this section to describe the efforts you have made to enhance your own mentoring skills.

Mentoring Profile: ISMMS CV

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Sample 1

“As XYZ of the XYZ Residency Medical Education Track, I provide educational and teaching mentorship to a wide network of trainees within the XYZ Department, including X# of trainees. I have been the faculty advisor to X# of residents who were accepted to and completed the XYZ program. I have also served as a mentor for educational scholarship projects completed by trainees that have been presented internally (XYZ research days) and externally (A, B, C, D organizations). Finally, I provide ongoing career mentorship and guidance to chief residents in the XYZ Department, and to 6 XYZ residents per year”

Sample 2

“...I have mentored over X# of trainees from the high school level, through undergraduate, graduate, residents and fellows in providing them guidance in their research, clinical training and career.

I also participate in national mentoring programs including XYZ, ABC.

I oversee the advising of X# of XYZ degree students and monitor the career outcomes of our X# of graduates.

Finally, I co-manage @XYZ, a Twitter account for aspiring physician scientists and started the club “XYZ” on Clubhouse, both of which involve aspiring physician scientists across the training continuum, offering application and career guidance to increase physician scientist inclusion, diversity, and resource access”

Sample 3

“I have had the privilege of mentoring medical students, residents, fellows and junior faculty throughout my career. As the past Program Director for the XYZ Residency at XYZ, I was able to provide supervision and mentorship to all the residents. By offering guidance, I was able to have a positive impact on their career paths. Many of the graduates transitioned into academic faculty, with a number of them acquiring leadership roles in residency and fellowship program administration. I am proud to know that several of my graduates have been recognized with teaching and leadership awards.

I continue to enhance my own mentoring skills by participating in faculty development activities at the local, regional and national levels. In addition, I have presented on a number of mentorship and leadership topics at national educational conferences.”



Take Home Points: New DEI and Mentoring Profile Sections

- ▶ These sections provide an opportunity to share your involvement in and commitment to two critical areas
- ▶ Narrative, 150-word statements
 - Do not merely list what is in your CV
 - Consolidate efforts and activities and share outcomes and impact
 - Describe how you are enhancing your knowledge and skills in these areas
- ▶ Use this as an opportunity to learn and grow and get more involved!

Questions?



Reena Karani, MD, MHPE

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Breakout Room Set-Up

Self-select your breakout room.

- *If this feature is not available to you, the host can assign you by request.*

Hold questions until the Q&A.

- *The moderator will ask the audience questions but may group questions by topic.*

Please use the “Raise Hand” feature or send questions in the chat.

- *Using desktop app > Reactions > Raise Hand*
- *Using mobile app > More > Raise Hand*

Audio is recorded

- *Answers will be provided to any questions that are missed during the event.*

Breakout Rooms!



Debrief & Peer-Review

- *Matching will begin after June 21, 2021.*
- *Eligible only for post-survey respondents. Look out for an email.*
- *OFD will match faculty pairs from the same track.*
- *After implementing changes from today's lesson, pairs will exchange and review on their own schedules.*
- *Send any follow up questions to OFD@mssm.edu.*
- *OFD will collate questions, send to panelists and disseminate a responses to all participants.*

Resources

Appointments, Promotions, and Tenure

<https://icahn.mssm.edu/about/faculty-resources/appointments>

The Office of Faculty Development (in progress)

<https://icahn.mssm.edu/about/ofd>

The Office of Faculty Affairs, Department of Medicine

<https://icahn.mssm.edu/about/departments/medicine/faculty-affairs>

The Institute for Medical Education

<https://icahn.mssm.edu/research/ime>