

Office of Faculty Development

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**Mount
Sinai**

Agenda

1. Introduction
2. Upcoming Events
3. Presentation
4. Q&A

<https://bit.ly/3y8ns3m>



OFD Core Focus Areas

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

- June 10th and 17th from 5:00 – 6:00pm
- Breakout rooms by track with senior faculty and APT subcommittee representatives

Leadership Development

Arghavan Salles, MD, PhD, Scholar in Residence, Stanford School of Medicine

- June 21st 5:00 – 6:30pm
- Dr. Salles will discuss challenges and strategies for uplifting women in science and medicine
- A physician and scholar featured by media outlets including Scientific American, TIME, CBS, and NBC.

Mentorship Enrichment

Department & Division Mentoring Leaders

- Confirm for OFD website update
- Upcoming brief survey

Opportunities

The Faculty Council at Icahn School of Medicine at Mount Sinai is seeking faculty to serve on several important institutional committees:

- Appointments, Promotions and Tenure Committee
- Executive Oversight Committee
- MD Admissions Committee
- MD/PhD Admissions Committee
- Promotions Committee

Please be sure to review the descriptions carefully as the committees differ in eligibility criteria, member responsibilities, and application requirements.

Deadline for applying to ALL committees is Friday, May 21st, 2021.



Committee on Faculty Appointments, Promotions & Tenure

Summary of Processes and Methodology

May 18, 2021

Jonathan L. Halperin, M.D. Chair

Leslie Schneier Dean for Faculty Affairs & Administration

Shema B. Patel Senior Associate Dean

Cathy Peragine Director, APT Office

APT Committee

Guiding Principles

- Facilitate professional advancement
- Maintain academic integrity
- Assign all faculty to the appropriate rank and track
- Promote diversity, equity and inclusiveness
- Support transparent processes

APT Committee

Processing of Candidates

- Assembled packet
 - CV in standard ISMMS format
 - Chair statement, clarifying the candidate's role(s)
 - List of potential external reviewers at or above proposed rank
- Pre-evaluation
 - *Ad hoc* or standing committees verify appropriateness of proposed rank and track
- Requests for letters of support from qualified reviewers
 - Remind non-responders at 30 days
 - Requests to department for names of additional reviewers
- Review and assessment
 - *Ad hoc* committee composed of APT members and other faculty
 - Research and clinical subcommittee
- Full committee appraisal and recommendation to the Dean

Accelerating Review of Candidates

The Challenge of External Review

- External reviewer feedback is a critical component of the evaluation of every candidate.
- Difficulties obtaining sufficient external input slows approval and frustrates everyone.
- The coronavirus pandemic has challenged timely reviewer responses.

Accelerating Review of Candidates

Expanded Options for Departmental Participation

Procedural Changes

- Fewer favorable letters needed
 - Accelerated processing of “lateral” appointments.*
 - Department chairs may solicit reviewer letters or have the APT staff do so.
 - Reviewers must submit letters directly to the APT Office
 - Email address: facultyappointments@mssm.edu
- * Newly appointed faculty proposed for Associate Professor or Professor who held the same rank at another accredited institution

Accelerating Review of Candidates

Expanded Options for Departmental Participation

Procedural Changes

- 30 days after initial requests to approved reviewers, APT staff or department Chair sends reminders.
- Once elected, responsibility for securing reviewers of a candidate should not be abandoned.
- The APT Committee can assume control of the process at any time.
- Ultimately, all transactions will be logged in the APT Tracker (SinaiCentral).

SinaiCentral APT Tracking System

The "Tracker"

Sinai Central - Work - Microsoft Edge
 https://sinaicentral.mssm.edu/intranet/Home/e:QJY7Yt72jLYZ-9dEhaGBs0:0rvOgqkDU6izPHUrqCapqbDwdC4

Mount Sinai Sinai Central Approval Queue | Directory | Help | Logout

Home > APT > Transactions Wed May 5, 2021 | JONATHAN HALPERIN

Ready.

Faculty Transactions

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Configuration

Business Roles Department Access Document Types Ranks Rank Progression Lists Templates Transaction Requirements
 PubMed Documentation Tracking Communication Plan Troubleshooting Dean's Letters Reviewer Invitations Inbound Files

Pending Transactions

Status	Tracking Number	Candidate	Life Number	Type	Requester
APR REVIEW	AP038378I	Vivian Abascal	1841832	Promotion	CAROL P HENRY
APR REVIEW	AP453693H	Saadia Akhtar	2360127	Promotion	SHAVONE R NEGRON
APR REVIEW	AP060247H	Pamela Arginiedi	1784396	Promotion	KIM L GARRETT
APR REVIEW	AP867692H	Christine Austin	2331248	Promotion	ALLISON DEVIA
APR REVIEW	AP211795I	Nicole Avena-Blanchard	2561893	Promotion	JENNY J RIVERA
APR REVIEW	AP348163I	Scott Aydin	2712998	Promotion	FARAH KHAN
APR REVIEW	AP256816H	Jennifer Beck-Esmay	2711695	Promotion	MARIA D CACERES
APR REVIEW	AP060258H	Adam Bernheim	2724903	Promotion	KIM L GARRETT

Expedited Transactions

Tracking Number	Candidate	Life Number	Rank
AP111876I	BRIAN ABITTAN	2684528	CLINICAL INSTRUCTOR
AP173479I	GREGORY AMEND	9025811	ASSISTANT PROFESSOR
AP173535I	KYROLLIS ATTALLA	4005329	ASSISTANT PROFESSOR
AP120553I	ROBIN BORKOWSKY RUBELL	9026455	ASSISTANT CLINICAL PROFESSOR
AP182549I	ANDREW BRONIN	9026866	ASSOCIATE CLINICAL PROFESSOR
AP174155I	DEREK CHAN	9026683	ASSISTANT CLINICAL PROFESSOR
AP670651H	DEEPAK CHOPRA	9026338	ADJUNCT PROFESSOR
AP119320I	BEAU DICICCO	9002236	CLINICAL INSTRUCTOR

Errors

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Issue	Item	Instances	Resolved
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Accelerating Review of Candidates

Expanded Options for Departmental Participation

Procedural Changes

- Reviewers' responses are confidential; not shared outside the APT committee.
- APT staff will inform department of reviewers needing follow-up (non-responders), but not who submitted, declined, or were removed for other reasons.
- Department may at any time propose additional reviewers for approval by the APT Office before requesting letters.

APT Committee

Evolution and Adaptation

- Recognizing novel aspects of professional achievement
- Assure broad representation of faculty from across the Health System, welcoming new members while assuring consistency.
- Continuous process improvement to enhance efficiency and promote fairness.

Thank you!

Thank you!