



Herbert Wertheim
College of Medicine

FLORIDA INTERNATIONAL UNIVERSITY

Faculty Development, Diversity & WIMS Update September 2021

This newsletter from the Offices of Faculty Development, Women in Medicine and Science (WIMS) and Diversity, Equity, Inclusivity and Community Initiatives (ODEICI) strives to keep you informed of upcoming events, opportunities, and resources.

We welcome your submissions to circulate as well, in hopes that we can support the HWCOM community. Just send to Dr. von Harscher, Dr. Minor, drodugu134@fiu.edu for Dr. Holder, and be sure to copy Wendy Bravo at wbravo@fiu.edu

Respectfully,

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RESOURCES:

Grant Writing Resource: Mentoring Program

The Faculty Research and Education Development (FRED) Mentoring Program for Grant Success is a 1-year grant-writing mentoring opportunity.

<https://www.ascb.org/career-development/grant-writing-training-fred/>

Professional Societies, Beyond Getting the Journal with Donna L. Vogel, MD, PhD (Faculty Factory Snippet No. 4), Faculty Factory Podcast

Dr. Donna L. Vogel, MD, PhD describes benefits of belonging to a professional society and outlines tips for getting the most out of attending conferences and networking.

<https://facultyfactory.podbean.com/e/professional-societies-beyond-getting-the-journal-with-donna-l-vogel-md-phd-faculty-factory-snippet-no-4/>

Six Secrets to Success with Charles G. Irvin, Ph.D., DE, ATSF, FERS (Faculty Factory Snippet No. 7) Faculty Factory Podcast

Charles G. Irvin, Ph.D., DE, ATSF, FERS discusses six secrets of success, based on a popular YouTube video and motivational speech from Arnold Schwarzenegger. Dr. Irvin is a Professor of Medicine, Professor of Physiology and Biophysics, Vice Chairman for Research Department of Medicine and Director of the Vermont Lung Center at the University of Vermont. He was named Associate Dean for Faculty for the College of Medicine in 2012.

<https://facultyfactory.org/podcast/>

Self-Compassion Break, Greater Good

This technique is evidence-based to help you to slow down and cultivate compassion for yourself, which helps with cultivating compassion for those around you. Here's the link:

https://ggia.berkeley.edu/practice/self-compassion-break?utm_source=Greater+Good+Science+Center&utm_campaign=a8e82a3371-EMAIL_CAMPAIGN_GG_Newsletter_August_5_2021&utm_medium=email&utm_term=0_5ae73e326e-a8e82a3371-75261432

Work Smart: Take Back Your Calendar With Defensive Scheduling, Fast Company Article

This article details ways to use your calendar to help with your productivity.

<https://www.fastcompany.com/1658705/work-smart-take-back-your-calendar-defensive-scheduling>

UPCOMING EVENTS:

The AAMC Women of Color and Intersectionality Initiative launched with three inspiring webinars - watch the recordings here and see the other resources available on the website!

Access the Intersectionality and Women of Color Webinar Recordings!

Webinar 1: Carving a Path to Leadership: Strategies and Interventions

Webinar 2: Cultivating Well Workspaces for Women of Color

Webinar 3: Creating a Healing and Growing Space: a candid conversation between women of color and white women in the academy

[Recordings Now Available](#)

No One Size Fits All, A Qualitative Study of Clerkship Medical Students' Perceptions of Ideal Supervisor Responses to Microaggressions. Academic Medicine Article Students felt that effective bystander responses should acknowledge student preferences, patient context, interpersonal dynamics in the room, and the microaggression itself. Microassaults necessitated an immediate response. After a microaggression, students preferred a brief one-on-one check-in with the supervisor to discuss the most supportive next steps including whether further group discussion would be helpful.

Here's the link:

[https://urldefense.com/v3/https://journals.lww.com/academicmedicine/abstract/9000/no_one_size_fits_all_a_qualitative_study_of.96603.aspx;!!FjuHKAHQs5udqho!ZC7I43PSCbWyccBb-2RIGLICw17hNIWoAhe5aF0Xy0VcaPpSCr0jwefXjNF7qQ\\$](https://urldefense.com/v3/https://journals.lww.com/academicmedicine/abstract/9000/no_one_size_fits_all_a_qualitative_study_of.96603.aspx;!!FjuHKAHQs5udqho!ZC7I43PSCbWyccBb-2RIGLICw17hNIWoAhe5aF0Xy0VcaPpSCr0jwefXjNF7qQ$)

Prioritizing and the Art of Saying No with Jennifer Haythornthwaite, PhD (Faculty Factory Snippet No. 1)

Faculty Factory Podcast

A conversation with Jennifer Haythornthwaite, PhD, about the art of prioritizing and saying no. Dr. Haythornthwaite is a professor in the department of Psychiatry and Behavioral Sciences at Johns Hopkins University in Baltimore, Md.

[https://facultyfactory.podbean.com/e/prioritizing-and-the-art-of-saying-no-faculty-factory-snippet-no-](https://facultyfactory.podbean.com/e/prioritizing-and-the-art-of-saying-no-faculty-factory-snippet-no-1/)

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Time Management and Efficiency with David M. Yousem, MD, MBA (Faculty Factory Snippet No. 13)

Faculty Factory Podcast

David M. Yousem, MD, MBA talks about how to "put first things first" in this snippet episode about time management and efficiency. Dr. Yousem is Associate Dean for Professional Development at the Johns Hopkins School of Medicine. He is also the Vice Chairman of Program Development at the Johns Hopkins Medical Institution.

[https://facultyfactory.podbean.com/e/time-management-and-efficiency-with/](https://facultyfactory.podbean.com/e/time-management-and-efficiency-with-13/)

Get That Paper off the Ground with Donna L. Vogel, MD, PhD (Faculty Factory Snippet No. 8)

Faculty Factory Podcast

Donna L. Vogel, MD, PhD discusses how faculty can write well, get their paper off the ground and lower their barriers to success. Dr. Vogel held the position of Director, the Professional Development Office, Johns Hopkins University. She was also previously Program Director of the Reproductive Medicine grant portfolio at the National Institutes of Health (NIH).

<https://facultyfactory.podbean.com/e/get-that-paper-off-the-ground-with-donna-l-vogel-md-phd-faculty-factory-snippet-no-8/>

Writing the Right Grant with Elise M. Weerts, PhD (Faculty Factory Snippet No. 10)

Faculty Factory Podcast

Elise M. Weerts, PhD, joins the Faculty Factory Podcast this week to bring us insight on writing the "right" grant. Dr. Weerts is Professor of Psychiatry and Behavioral Sciences with Johns Hopkins Medicine in Baltimore, Md.

<https://facultyfactory.podbean.com/e/writing-the-right-grant-with-elise-m-weerts-phd-faculty-factory-snippet-no-10/>

How Faculty Can Better Deal with Conflict with Linda Dillon Jones, PhD (Faculty Factory Snippet No. 3)
Faculty Factory Podcast

Dr. Linda Dillon Jones, PhD discusses how faculty can find more productive ways to avoid conflict outright or better deal with it. Dr. Jones is a Senior Faculty Development Consultant in the School of

Medicine at Johns Hopkins University in Baltimore, Md. She previously served as the Interim Assistant Dean for Faculty Development at Johns Hopkins from 2011 to 2013.

<https://facultyfactory.podbean.Com/e/how-faculty-can-better-deal-with-conflict-with-linda-dillon-jones-phd-faculty-factory-snippet-no-3/>

How to Overcome Common Writing Barriers

Faculty Factory Podcast

Dr. Skarupski discusses how to overcome common writing barriers in this episode of the Faculty Factory Podcast.

<https://facultyfactory.podbean.com/e/fac-chat-faculty-factory-podcast-episode-no-23/>

Article

Climate Change and Medical Education: An Integrative Model

Sullivan James K.; Lowe Katherine E. MSC; Godon Ilyssa O. MD, PhD; Colbert Colleen Y. PhD; Salas Renee N. MD, MPH, MS; Bernstein Aaron MD, MPH; Utech Jon MBA; Natowicz Marvin R. MD, PHD; Mehta Neil MBBS; Isaacson J. Harry MD

OPPORTUNITIES:

FIU Faculty Mentor Program

The program includes one-on-one mentoring, mentor training, networking events, and structured skills-training presentations related to enhancing faculty productivity.

Here's the link to learn more about the program: <https://advance.fiu.edu/programs/faculty-mentor-program/index.html>

The program is looking for mentees and mentors! If you'd like to participate, complete the form at the link in the email below.

We participated last year and endorse this quality program! I've heard several times that in academia, you should have a department mentor, university/non-department mentor, specialty/field mentor, and research mentor. Having a mentor outside the COM can be useful to understanding more about how FIU works.

Please [click here](#) to join the Faculty Mentor Program for the 2021-22 academic year. We are glad to welcome both new and returning Mentees and Mentors. The FMP is a program of the Office to Advance Women, Equity & Diversity (AWED); see AWED on [Facebook](#) and on [Twitter](#).

WHO MAY PARTICIPATE?

- The Faculty Mentor Program provides mentoring for all FIU full-time faculty at all ranks.
- Additionally, there is always a shortage of Mentors, so please let us know if you are interested in serving as a Mentor.

HOW TO JOIN

Please let us know your availability by **replying** by Wednesday, September 1, 2020, for the two Orientation Sessions below, which will be taking place in person this year at MMC in GC 243. Please let us know if you can attend both days; it helps us to have some flexibility in scheduling so that we can try to arrange for mentor-mentee pairs to attend the Orientation together.

**Tuesday, Sept. 21, 2021, 1-2:30pm OR
Wednesday, Sept. 22, 2021, 1-2:30pm**

Please hold these dates on your calendar until we confirm a time with you.

For more information about the Faculty Mentor Program, please go to mentor.fiu.edu. Thank you for your interest in this important program!

Grant Writing Resource: Mentoring Program

The Faculty Research and Education Development (FRED) Mentoring Program for Grant Success is a 1-year grant-writing mentoring opportunity. The FRED Mentoring Program is designed to promote grant funding success for senior postdocs and junior faculty from backgrounds underrepresented in STEM. The grant also serves senior postdocs and junior faculty at minority-serving institutions (MSIs) and other institutions with a strong commitment to recruiting students from backgrounds underrepresented in STEM.

FRED mentees obtain a mentor who agrees to participate in the program for a year-long mentorship opportunity. Mentors provide grant feedback and much more to contribute to successful grant submission.

For further details:

<https://www.ascb.org/career-development/grant-writing-training-fred/>