

RBHS Faculty Development Initiatives

Mentoring at School/Department

Junior faculty in RBHS have a mentor. The individual mentors assigned to faculty have, as a resource, the school-wide mentoring committee. Within each school, mentoring activity takes place in committees, initiated by faculty, and/or through the Dean's Office. These activities are being cataloged to share formally.

In turn, each of the seven schools had a mentoring committee consisting of senior faculty from the clinical, basic or educator sciences with extensive experience in mentoring. Each new faculty appointed to RBHS has a mentor named in their offer letter, which has to be approved by one of the Provosts.

RBHS Faculty Mentoring Committee

- Chaired by:
 - Anne Mosenthal, MD, Professor and Chair, Department of Surgery, Rutgers New Jersey Medical School
 - Kitaw Demissie, PhD, Chair, Department of Epidemiology, Rutgers School of Public Health
- Supported administratively through the Provosts and the Office of Faculty Affairs, with the contact person being the Executive Director of Faculty Affairs, Meredith Mullane.

The RBHS Mentoring Committee runs an annual [RBHS Mentoring Symposium](#). The Second Annual Symposium was held on **June 1, 2017** on the topic of Women Faculty Leadership. The keynote speaker was Dorothy Kantor, PhD, the Chair of the Rutgers Board of Governors Health Care Committee. Other speakers will include ELAM and HERS alumnae who will describe their leadership training. Breakout sessions will involve one on one leadership training exercises for women faculty from the seven schools.

The symposium to occur in June of 2018, will be on the topic of diversity and inclusion.

The **Executive Leadership in Academic Medicine**, Dentistry and Public Health (ELAM) is an exceptional program that trains women faculty for careers as leaders. Schools in RBHS have been very successful over the years in sending faculty to this program. In turn, alumnae of the program hold positions as Deans, Vice Deans, Associate Deans, and Department Chairs. We continue to be successful in having our faculty accepted. Robert Johnson, MD, Dean of Rutgers NJMS has been appointed to the Board of ELAM this past year.

RBHS sponsors three midcareer women faculty to attend **The Higher Education Resource Services (HERS) Women's Leadership Institute** each summer. This residential training program at Bryn Mawr develops leadership skills and provides tools to enable their graduates to move to leadership roles in academia.

Academic Leadership Program @ RBHS

The Academic Leadership Program @ RBHS (ALP@RBHS) is a collaborative program between RBHS and the Rutgers Center for Organizational Development and Leadership (ODL) that aims to provide an integrated and cohesive orientation to leadership and organizational concepts and competencies. ALP@RBHS provides professional development within the context of current biomedical and health sciences, challenges and opportunities at the national and state level, and within Rutgers and RBHS. The program is anticipated to begin in the Fall 2018 for RBHS department chairs, clinical chiefs/directors, Vice Chairs, Vice Deans, Associate Deans, and other leadership. A schedule of session and nomination criteria will be made available in Spring 2018. For more information, contact ODL at center@odl.rutgers.edu or RBHS Faculty Affairs at rbhsfacultyaffairs@ca.rutgers.edu.

Diversity and Inclusion

RBHS leadership is taking additional steps through conscious efforts, strategic planning, and meaningful investment to become truly representative and reflective of New Jersey, our very diverse State. As an initial step in this process, RBHS Provosts convened the RBHS Committee on Best Practices for the Recruitment and Retention of Minority Faculty.

In response to the Committee's final report recommendations, Chancellor Strom has made the following commitments:

1. RBHS will adopt a statement on diversity that is representative of RBHS's wide spectrum of disciplines and professions.
2. The Chancellor has launched a national search for a Vice Chancellor for Diversity and Inclusion (VCDI) during fall 2017.
3. Modeled after President Barchi's program, the Chancellor's Office will provide additional funds to recruit three new diverse faculty members per year (for a total of five new faculty each year) for their first three years, irrespective of faculty track, up to fifty percent of salary.
4. Following on the success of this year's annual symposium on "Women in Leadership", the Provosts forum for 2018 will focus on diversity and inclusion. We will encourage RBHS schools and units to collaborate on diversity initiatives and networking among faculty.
5. RBHS will formally incorporate diversity and inclusion as core objectives of the RBHS strategic plan, creating a strategic path and target goals through 2019.