Section V:
Faculty Development

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College Faculty Development

The mission of CHM Faculty Affairs and Development is to create a culture of academic excellence within the College of Human Medicine by cultivating professional and personal development in faculty at all levels.

This is done through award and mentoring programs and educational opportunities. For more detailed information on development opportunities go to http://www.chmfacultyaffairs.msu.edu. The Associate Dean of Faculty Affairs and Development is William C. Wadland, MD, MS.

University Faculty Development

The Michigan State University’s Office of Faculty Development supports MSU faculty, academic staff and administrators in their ongoing quest for excellence in teaching, research, outreach, and leadership. To accomplish this goal, the University offers a broad range of seminars and programs, services, and resources in two programmatic strands:

- Faculty Development
- Organizational/Leadership Development

Faculty development opportunities include: the Faculty Development Council, Consultation and Related Services, the Faculty Emeriti Association, Faculty Learning Communities and Research University Consortium, the Lilly Seminar Series, Lilly Teaching Fellows and many others.

Organizational/leadership development opportunities include: CIC-Academic Leadership Program Fellows, DEO (Department Executive Officer) Program, Faculty Development Council, MULTI Leadership Seminars, the Executive Leadership Academy and many others.

For more information on the development programs and opportunities provided at the University level, see http://www.provost.msu.edu/facdev/.
Faculty Development Funds

Approved by the Executive Committee members on September 8, 2004.

The Department of Pediatrics and Human Development will allocate up to $2,000 per year for full time faculty and up to $1,200 per year for other full time clinical provider staff (NP’s, Genetic Counselors, RD’s, MSW’s, etc). All funds will be prorated according to the employment FTE of each faculty and staff member. These funds are available for the time period of July 1 thru June 30 of each year and will NOT be carried over into the next fiscal year. In rare special circumstances, the Chair may use his discretion to allow some of these funds to be carried forward (written explanation/request will be required prior to June 30 of that year). Addendum to Faculty Development Funds approved by the Executive Committee members on May 9, 2007: If the faculty member is presenting at a National Meeting then they will receive an additional $500.00 on their base; otherwise the base will remain $2,000. If the person presenting is not the faculty member, but the faculty member is the mentor of the fellow/resident who is presenting, then the faculty member will be entitled to get the extra $500.00. Only one faculty member can be identified as mentor for each presentation or poster.

Faculty funds may be used for the following:

Equipment:
Equipment such as laptop computers or handheld computers may be purchased using your CME funds. All equipment remains the property of Michigan State University (MSU) and must be inventoried as such.

Books:
Books may be purchased using your CME funds, however, all books remain the property of MSU and must be marked as such.

CME/Conferences:
All expenses (conference registrations, lodging, travel, etc.) associated with departmental approved conference attendance will be covered by these funds. Any expenses above the allotted amount will be considered faculty personal expense.
Faculty and staff involved in grant activity, that allows these expenses, may use grant funds, which will be in addition to these departmental funds.

Subscriptions:
The Department will be developing departmentally based subscriptions or defining for faculty and staff on-line access to free subscriptions. Divisions will be asked to share subscriptions to other journals to minimize the cost to individual funding allotments. Any additional individual subscriptions will need to be covered under the individual’s funding allotment.

Dues:
Membership to all medical societies (such a American Academy of Pediatrics, American Pediatric Society, Society of Pediatric Research) must be covered under faculty funds.
Individuals should feel free to request, at any time throughout the year, a CME account balance from the department accounting clerk. Each individual will automatically receive an account balance in January of each year.

Note:
The following items are routinely paid via the Medical Service Plan: Physician Licenses, Medical Staff dues, Insurance Network fees, Credentialing fees, recertification fees, etc.

Other staff, especially those with professional licenses and continuing education requirements, may request ad hoc funding for specific educational activities that are related to their employment and/or a requirement of their license if such activities are not covered by the University funds available to each staff member. These requests should be made in writing and have the approval of the relevant Division Chief prior to submission to the Chair. Local and regional activities will be considered first with the likelihood of only partial coverage of national activities. As a general guideline for these requests, the department will only consider one request per staff member every other year. Special circumstances will be considered. For staff employed only in clinical practice areas this expense will generally be paid via the Medical Service Plan.

As a matter of routine, the department will NOT prepay seminars, conferences, etc. for department staff who are using University educational funds. Only if the department requires staff attendance at such activities and University educational funds will cover the activity will the department prepay and then obtain reimbursement from the University. In that circumstance, the staff member must acknowledge that they have an obligation to attend the activity and prepare a report or presentation on the activity for the department.

Continuing Medical Education (CME)

Continuing Medical Education consists of educational activities that maintain, develop, and enhance the medical knowledge base and clinical practice skills needed by a practitioner to provide quality health care. CME is also required in most states for relicensure; most hospitals and managed care organizations use it for credentialing and reappointment.

There are different ways to earn CME:

- **Regularly Scheduled Conferences:** Conferences held primarily for MSU physicians, medical students and residents. (e.g. Grand Rounds, Tumor Board, Mortality/Morbidity)

- **Conferences (single activity):** Destination courses which are offered infrequently, managed by a professional meeting company or by the department and are often publicized beyond the Michigan State community. (e.g. Aaimsonians of America, Eastern Radiological Society)

- **Enduring Materials:** "An enduring material is a non-live CME activity that "endures" over time. It is most typically a videotape, monograph, or a CD Rom."
Enduring materials can also be delivered via the Internet. The learning experience by the physician can take place at any time in any place, rather than only at one time, and one place, like a CME activity.” (ACCME Accreditation Policies)

- **Internet CME:** Live or enduring material activities that are provided to the learner via the Internet. (e.g. DeVos Pediatric Grand Rounds On-line)

- **Journal CME:** "CME activities that include the reading of an article, a provider stipulated/learner directed phase and a requirement for the completion by the learner of a pre-determined set of questions or tasks relating to the content of the material as part of the learning process." (ACCME Accreditation Policies) (e.g. Academic Emergency Medicine Peer Review)

For forms and more information go to http://www.humanmedicine.msu.edu/medical_education/continuing_ed/index.asp.

**T-32 Training Program**

A NICHD-supported T-32 training program in perinatal epidemiology in the Department of Epidemiology in Michigan State University’s College of Human Medicine is seeking highly motivated US citizens/permanent residents who would like to obtain either pre-doctoral or post-doctoral research experience and training in the causes and prevention of pregnancy, newborn and infant disorders, and the relationship of pre- and perinatal phenomena to later human health. The annual stipend is $20,772 for pre-doctoral students, and ranges, for post-doctoral students, from $35,500 to $51,000 depending on years since award of doctoral degree. In addition, the program covers health insurance and tuition, and provides an allowance for research supplies and conference travel. Pre-doctoral students must be enrolled in the doctoral program in the Department of Epidemiology.

The Department of Epidemiology has eight faculty members whose research in whole or in part addresses disorders of pregnancy and the perinatal period, and is home to several NIH-funded research projects exploring preterm delivery, perinatal brain damage, pregnancy diet and exercise, neurodevelopmental disorders, perinatal infections and pregnancy immunology. The collaborating Department of Pediatrics and Human Development hosts a regional prenatal screening service, and has research projects investigating the molecular epidemiology of Group B streptococci, the role of stem cells in cancer development, and the genetics of attention deficit disorder and hearing impairment. Faculty are strongly committed to mentoring and teaching.

To apply, send an email describing your interest in the training program, accompanied by a CV, to the Program Director, Nigel Paneth, MD, MPH, Professor of Epidemiology and Pediatrics and Human Development and Associate Dean for Research at paneth@msu.edu. (http://www.epi.msu.edu/faculty/paneth.htm).