



## 2022 StandPoint Survey Results

Many of you recently completed the Association of American Medical Colleges (AAMC) StandPoint Faculty Engagement Survey. Thank you for your input, your candor, and your contribution to our 70% response rate, which exceeded the 59% response rate of the overall AAMC cohort.

Compared to the last StandPoint Survey conducted in 2019, the overall satisfaction with mentoring and supervisor feedback has increased, as these qualities are paramount to the development of careers in academic medicine. The understanding of promotion and tenure requirements also improved significantly. These results reflect the enhancement in relationships between faculty and their supervisors.

This progress has been supported by various initiatives in response to the last StandPoint survey, including the development of the new [Clinician Track](#), more focused [Promotion and Tenure Workshops](#), and the [Starting University Clinical Careers Effectively, Scholarly, and Successfully](#) (SUCCESS) program for new clinician-educators.

For global satisfaction, when faculty members were asked if they are satisfied with the medical school as a place to work, **76%** of respondents answered very satisfied or satisfied and **18%** are neutral. The satisfied group at 76% has the same proportion as it was on our last survey 3 years ago, and 2% higher than AAMC cohort institutions. Of note, the proportion of basic science faculty who would recommend UT Southwestern as a place to work was particularly high at **83%**.

Survey results made it clear that we need to challenge ourselves to accelerate the pace in which decisions are made and be proactive in sharing financial information. We must foster an environment in which everyone feels seen and heard and work to align overall compensation with changes in the economy and health care industry.

Your responses will inform the priorities and strategic plans of institutional leadership, department chairs, and center directors. We are committed to tracking our progress and keeping ourselves accountable as we work toward making UT Southwestern Medical Center a place where all faculty can thrive.

## M.P.H. Applications Open Through April 1



With a Master of Public Health (M.P.H.) degree from UT Southwestern's Peter O'Donnell Jr. School of Public Health, you will have the skills to solve public health problems impacting communities through analysis, research, and policy.

[Apply through April 1](#). There is no application fee, and the Graduate Record Examination (GRE) is optional. Check the [Tuition Assistance Program](#) policy to confirm you are eligible for tuition reimbursement.

## Announcing UTSW-Parkland Health Equity Scholars



Five early-career faculty members have been selected to the first cohort of the [UT Southwestern-Parkland Health Equity Scholars Program](#) (from left): Kia Byrd, M.D., Assistant Professor of Internal Medicine; Felona Gunawan, M.D., Assistant Professor of Internal Medicine; Carla Khalaf McStay, M.D., Assistant Professor of Internal Medicine; Carl Mirus, M.D., Assistant Professor of Emergency Medicine; and Emmanuel Ohuabunwa, M.D., Assistant Professor of Emergency Medicine.

Starting this month, Scholars will have two years of protected time (20% FTE) to engage in a mentored health equity or community outreach project. At the end of the two-year period, they will continue working with underserved and disadvantaged populations with support from their department and/or grants.

Jointly funded by UT Southwestern and Parkland, the program seeks to equip faculty in the Clinician-Educator or Clinician Tracks with practical tools to engage the community in activities that promote health and support health equity.

## Fostering a Remarkable Culture of Care



UT Southwestern's Animal Care and Use program was lauded last month during the latest accreditation site visit from AAALAC International, which promotes the humane treatment of animals in science. Site visitors had no suggestions for improvement of our program, a finding that rarely occurs.

The delegation noted strong institutional support, outstanding Animal Resources Center (ARC) leadership and veterinary care, outstanding oversight from the Institutional Animal Care and Use Committee (IACUC) and Office of Research Support and Regulatory Management, comprehensive occupational health program, and modern, well-maintained facilities. Most importantly, site visitors praised UTSW staff for their eagerness to engage with them and for fostering a "remarkable culture of care."

Thank you to faculty, research staff, IACUC and ARC members, and all visit participants for their preparation and extraordinary efforts to maintain the excellence of our Animal Care and Use program, an essential piece of our institution's research infrastructure.

## U.S. News & World Report Best Hospitals Survey

The voting period for the *U.S. News & World Report* survey is open. Board-certified physicians in 15 adult and 10 pediatric specialties who are registered Doximity users are eligible to vote by logging in to [Doximity.com](#) or using the [Doximity app](#).

We encourage you to take this opportunity to vote for [UT Southwestern](#) as we continue to raise national awareness of the outcomes, safety, quality, and service we provide.



## Important Dates and Upcoming Events

### Match Day

Join the excitement as medical students find out where they [matched](#) for their residency program and specialty.

- March 17 at 11 a.m. on McDermott Plaza. (Location may change due to inclement weather.)

### Promotion and Tenure (P&T) Workshop: Clinician Track

The P&T Committee is hosting [a workshop](#) to ensure that

faculty members understand the academic advancement timeline and criteria for the Clinician Track.

- March 23. [Join on Zoom](#).

### 10th Anniversary Kidney Cancer Program Symposium

The [Kidney Cancer Program](#) will celebrate a decade of discovery and collaboration with a [whole-day symposium](#) for faculty.

- March 29. [Register](#) to attend.



### Ida M. Green Distinguished Visiting Professor Keynote Lecture and Poster Session

The [event](#) features [Michelle Monje, M.D., Ph.D.](#), presenting "Neuron-Glial Interactions in Health and Disease: from Cognition to Cancer," followed by the annual Celebration of Women in Science and Medicine poster session.

- April 5, from 4-7 p.m. at the D1.600 Lecture Hall, South Campus.

### Annual Compliance Training

The Office of Institutional Compliance requires every employee to complete annual training to strengthen our ability to conduct operations in an ethically responsible manner

- [Complete the training](#) by April 19.

### Registration Open: Simulation (SIM) Center Forum

This [forum](#) brings together individuals from a broad array of backgrounds, all with a common interest in health care simulation, quality improvement, and research.

- May 17. [Register](#) to attend.

### Save the Date: Faculty Wellness Retreat

Hosted by the [Office of Faculty Wellness](#) the retreat includes interactive workshops on practical ways to maximize your professional fulfillment and on operationalizing change in your local health care environment.

- June 9 at Pegasus Park.

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## Staying Connected, Informed, and Involved

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