

# Office of Faculty Development

2021 - 2022 Pathways to Innovation Development Curriculum



Grab your gear and plan to travel through the Pathways to Innovation: A Development Curriculum presented by the [Office of Faculty Development](#) (OFD). Choose pathways of innovation in Diversity, Equity and Inclusion, Education, Leadership, Professional Development, Research, and Well-being. The aim of these sessions is to develop skills and strengthen relationships with colleagues that lead to positive personal growth in your Children's Mercy career.

**Although these development opportunities target Children's Mercy faculty and fellows, all are welcome to attend, but registration is required.** Registration links can be accessed via the Office of Faculty Development Scope Page or by clicking on event names below. All Micro-sessions will be presented virtually, so join us from anywhere. Workshops may require in-person attendance. Please see each listing for further details. Continuing Medical Education (CME) is available for some of the sessions listed below. To receive **CME credit** or **attendance credit**, you must complete and submit an evaluation. Details will be available at each individual session.

**Micro-session | Navigating Change: Speedbumps, Potholes and Sharp Turns****Wednesday, July 7, 2021 | 12 – 1 p.m.****(0.75 AMA PRA Category 1 Credits™)**

- Reflect on why change is necessary.
- Discuss elements of successful change.
- Analyze change management efforts that have been successful (or not).

**Micro-session | Getting Comfortable with Data Preparation and Formatting****Tuesday, July 20, 2021 | 12 – 1 p.m.****(0.75 AMA PRA Category 1 Credits™)**

- Discuss methods to organize data for efficient analysis.
- Review formats for data and variables.

**Panel Discussion | Off the Beaten Path: Perspectives on Navigating Non-Linear Career Paths\*****Wednesday, July 28, 2021 | 12 – 1 p.m.****(0.75 AMA PRA Category 1 Credits™)****Micro-session | Diving Deeper into Data Manipulation****Tuesday, Aug. 10, 2021 | 12 – 1 p.m.****(0.75 AMA PRA Category 1 Credits™)**

- Practice loading data into an open source software platform.
- Discuss and perform data cleaning and quality check tasks.

**OFD Faculty Networking Event\*****Thursday, Aug. 19, 2021 | 5 – 6:30 p.m. | In-person****Workshop | Giving Voice and Building Rapport: Refining Your Communication Skills****Thursday, Aug. 26, 2021 | 12 – 4 p.m. | In-person****(3.25 AMA PRA Category 1 Credits™)**

- Describe active listening habits that build trust.
- Identify and recognize your communication style and associated behaviors.
- Demonstrate authentic behaviors for successfully building rapport.

**Micro-session | Navigating Data Analysis****Tuesday, Sept. 14, 2021 | 12 – 1 p.m.****(0.75 AMA PRA Category 1 Credits™)**

- Discuss how to prepare and format data.
- Review common statistical tests used to analyze data.
- Perform basic analyses.

**OFD and OED Not-so-Journal Club | When Anti-Racism Becomes Trauma\*****Tuesday, Sept. 21, 2021 | 12 – 1 p.m.****(0.75 AMA PRA Category 1 Credits™)****Micro-session | Balancing Act: Journey to Professional-Personal Equilibrium****Wednesday, Sept. 29, 2021 | 12 – 1 p.m.****(0.75 AMA PRA Category 1 Credits™)**

- Reflect on and clarify personal values and choices.
- Review how to create meaningful personal and professional goals.
- Describe strategies to successfully navigate integration of professional and personal lives.



### [OFD Faculty Orientation | Succeeding as Faculty in an Academic Medical Center](#)

**Monday, Oct. 4, 2021 | 1 – 4 p.m. | In-person**

(2.5 AMA PRA Category 1 Credits™)

- Review institutional values and priorities.
- Outline the faculty practice plan and its reach across the clinical, academic and professional development domains.
- Explore available resources that support clinical excellence at Children’s Mercy.
- Discuss expectations and opportunities for academic success available at Children’s Mercy.
- Identify opportunities for your professional development at Children’s Mercy.



### [OFD Faculty Networking Event: Welcome from Leadership\\*](#)

**Monday, Oct. 4, 2021 | 4:30 – 6 p.m. | In-person**



### [Micro-session | Smelling Roses Along Your Path: Finding Gratitude and Connections at Work](#)

**Tuesday, Oct. 19, 2021 | 12 – 1 p.m.**

(0.75 AMA PRA Category 1 Credits™)

- Discover opportunities for connection.
- Practice habits related to gratitude.
- Explore ways to maximize your meaning and purpose at work.



### [Micro-session | Exploring Data Visualization](#)

**Tuesday, Nov. 2, 2021 | 12 – 1 p.m.**

(0.75 AMA PRA Category 1 Credits™)

- Identify the best graph or figure for presenting your results.
- Examine software tools to create and edit graphs or figures.
- Explore options for making data visuals more impactful.



### [Panel Discussion | Becoming an Upstander in Health Care: The Significance and How to Do So Effectively\\*](#)

**Tuesday, Nov. 9, 2021 | 12 – 1 p.m.**

(0.75 AMA PRA Category 1 Credits™)



### [Workshop | Shifting Focus from Telling to Asking: Coaching Skills for Everyday Use](#)

**Thursday, Nov. 18, 2021 | 12 – 4 p.m. | In-person**

(3.25 AMA PRA Category 1 Credits™)

- Define the concept of coaching.
- Utilize key coaching skills in formal and informal coaching or development conversations.
- Apply coaching models to facilitate productive coaching or development conversations.
- Discuss strategies for coaching people who are different from you.



### [Micro-session | Choose Your Path: Developing Your Teaching Philosophy Statement](#)

**Wednesday, Dec. 1, 2021 | 12 – 1 p.m.**

(0.75 AMA PRA Category 1 Credits™)

- Identify your own teaching values and beliefs.
- Align your goals as an educator to your educator portfolio.
- Formulate strategies to demonstrate reflective and purposeful teaching.



### [OFD and OED Not-so-Journal Club | Social Determinants of Health\\*](#)

**Tuesday, Dec. 14, 2021 | 12 – 1 p.m.**

(0.75 AMA PRA Category 1 Credits™)

**Panel Discussion | Mentoring across Differences: Supporting Women and Underrepresented Minorities\*****Tuesday, Jan. 11, 2022 | 12 – 1 p.m.**  
(0.75 AMA PRA Category 1 Credits™)**OFD Faculty Orientation | Succeeding as Faculty in an Academic Medical Center****Monday, Jan. 24, 2022 | 1 – 4 p.m. | In-person**  
(2.5 AMA PRA Category 1 Credits™)

- Review institutional values and priorities.
- Outline the faculty practice plan and its reach across the clinical, academic and professional development domains.
- Explore available resources that support clinical excellence at Children’s Mercy.
- Discuss expectations and opportunities for academic success available at Children’s Mercy.
- Identify opportunities for your professional development at Children’s Mercy.

**Micro-session | Do as I Say, Not as I Do: Navigating the Hidden Curriculum in Academic Medicine****Wednesday, Feb. 9, 2022 | 12 – 1 p.m.**  
(0.75 AMA PRA Category 1 Credits™)

- Define hidden curriculum.
- Analyze elements of hidden curriculum related to well-being, professionalism and diversity that undermine learning.
- Formulate shared strategies to counteract hidden curriculum.

**Faculty Networking Event | An Evening Discussion on Diversity, Equity and Inclusion\*****Thursday, Feb. 17, 2022 | 5 – 6:30 p.m. | In-person****OFD and OED Not-so-Journal Club | Historical and Current Role of Racism in Academic Medicine\*****Wednesday, Feb. 23, 2022 | 12 – 1 p.m.**  
(0.75 AMA PRA Category 1 Credits™)**Workshop | Journeying Through the Academic Promotion Process****Thursday, March 10, 2022 | 12 – 4 p.m. | In-person**  
(3.25 AMA PRA Category 1 Credits™)

- Review the UMKC academic promotion process.
- Discuss how to construct the application part 1 and self-assessment.
- Review how to assemble CVs and supporting documents.
- Identify strategies for requesting external evaluators and letters of support from faculty leaders.

**Micro-session | Do You Have a Minute? Managing Your Time Successfully****Wednesday, March 16, 2022 | 12 – 1 p.m.**  
(0.75 AMA PRA Category 1 Credits™)

- Reflect on how you spend your time and what this says about your priorities.
- Identify time wasters in your current work.
- Practice Microsoft Office tricks and tips for more efficient organization of communication.

**Micro-session | Bouncing Back! Thriving within Stress****Tuesday, March 29, 2022 | 12 – 1 p.m.**  
(0.75 AMA PRA Category 1 Credits™)

- Distinguish when it’s appropriate to act on stressors and when it is not.
- Identify your own stress limits.
- Discuss strategies for recognizing and letting go of emotional waste.

**Micro-session | Wrong Way! Reversing Course When De-escalation is Warranted****Tuesday, April 5, 2022 | 12 – 1 p.m.****(0.75 AMA PRA Category 1 Credits™)**

- Analyze your personal triggers.
- Recognize signs that a conversation or situation is going the wrong direction.
- Practice de-escalation techniques.

**Workshop | Adventures of Grant Writing****Thursday, April 7 and Friday, April 8, 2022 | 8 a.m. – 4 p.m. | In-person****(11.75 AMA PRA Category 1 Credits™)**

- Outline process for crafting a career in which research is one of your assets.
- Give you a sense of the process of grant writing and resources at CM (now and in the future!).
- Discuss different components of a research career, noting that setbacks are common and tenacity is an important attribute of a successful investigator.
- Review types of grants, including training awards, and different components, pros, and cons of each grant.

**Scholarly Review Series****Week of Monday, April 18 - Friday, April 22, 2022 | 12 – 1 p.m.****Monday | Tuesday | Wednesday | Thursday | Friday****(0.75 AMA PRA Category 1 Credits™)**

- Discuss key elements of formal scientific presentations.
- Practice navigating question-and-answer sessions with colleagues.
- Receive constructive feedback to improve presentations.

**Micro-session | Teaching the Full Story: Integrating Diversity, Equity, and Inclusion (DEI) into Your Teaching Activities****Tuesday, April 26, 2022 | 12 – 1 p.m.****(0.75 AMA PRA Category 1 Credits™)**

- Recognize ways education may not have been previously accessible to all of your learners.
- Identify diversity and inclusion checklists to help innovate your teaching activities.
- Discuss to integrate consideration of health outcomes, management, or resources across diverse populations.

**Micro-session | Becoming an Effective Trail Guide: Engaging in Mentoring Activities****Wednesday, May 4, 2022 | 12 – 1 p.m.****(0.75 AMA PRA Category 1 Credits™)**

- Determine how to choose mentees.
- Recognize and differentiate your needs as a mentor from those of mentees.
- Outline components of productive mentor/mentee relationships.

**Faculty Networking Event | Intersectionality in Academic Pediatrics from an LGBTQ Perspective\*****Thursday, May 12, 2022 | 5 – 6:30 p.m. | In-person****Micro-session | Is Your Research Really Complete? Integrating Diversity, Equity, and Inclusion (DEI) into Your Research Activities****Tuesday, May 24, 2022 | 12 – 1 p.m.****(0.75 AMA PRA Category 1 Credits™)**

- Recognize the need to include diverse populations in your research.
- Identify opportunities for diversity and inclusion checklists to help innovate your research activities.
- Discuss opportunities to involve underrepresented populations in your research planning.

**OFD and OED Not-so-Journal Club | Intersectionality in Academic Medicine\***

Tuesday, June 7, 2022 | 12 – 1 p.m.

**Micro-session | Taking the Journey Together: Delivering Effective Family-Centered Care**

Wednesday, June 15, 2022 | 12 – 1 p.m.

(0.75 AMA PRA Category 1 Credits™)

- Discuss appropriate balance of advocacy and inquiry in the patient/family and clinician relationship.
- Describe advanced communication techniques for delivering difficult news.
- Recognize importance of self-care, feedback and debriefing after challenging conversations.

**Micro-session | Where's the Map? Finding Mentors to Advise Your Journey**

Tuesday, June 21, 2022 | 12 – 1 p.m.

(0.75 AMA PRA Category 1 Credits™)

- Determine how to choose mentors.
- Review productive mentor/mentee relationships and behaviors.
- Identify and prepare to discuss your desired outcomes.

**Continuing Medical Education (CME) Credit**

Children's Mercy Hospital is accredited by the Missouri State Medical Association to provide continuing medical education for physicians. Children's Mercy Hospital designates each live activity for the number of AMA PRA Category 1 Credits™ listed above. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

**\* Series Descriptions**

**Faculty Evening Networking Events** provide an opportunity for faculty to engage with leadership and cultivate community among colleagues across diverse areas of academic medicine. These events are open only to faculty members and executive leadership.



**OFD and OED Not-So-Journal Club** series aims to cultivate conversations that inspire personal, and system change through examination of articles and other media that are particularly relevant to achieving equity in the health care environment.

Objectives include:

- Discuss among faculty, trainees, researchers, and health care professionals ways to improve equity in the health care environment.
- Discuss with a panel of leaders how to address systems and structures, confront implicit bias and racism and foster equity and inclusion in the workplace.
- Examine articles and personal feelings/behaviors in order to build a culture of inclusion.
- Identify solutions that can make Children's Mercy more equitable and inclusive.



**FTDEIC Gender Equity Subcommittee Panel Discussion Series** aims to foster faculty connections and support as we examine issues that are particularly relevant to the success and well-being of female faculty. Topics are selected from an intersectional framework, recognizing that multiple forms of inequity create overlapping disadvantage for individuals and groups.



**Grant Writing Club** was initiated to provide faculty dedicated time for intentional discussion of their research projects and funding pursuits. These semi-structured sessions will be facilitated by faculty experienced in grant writing, research design, and scholarship dissemination. We're hopeful these opportunities will bring together faculty interested in pursuing grant funding to participate in constructive discussion about one another's ideas. See schedule listed below.

Friday, July 9, 2021  
 Friday, July 23, 2021  
 Friday, Aug. 6, 2021  
 Friday, Aug. 20, 2021  
 Friday, Sept. 24, 2021  
 Friday, Oct. 8, 2021

Friday, Oct. 22, 2021  
 Friday, Nov. 5, 2021  
 Friday, Nov. 19, 2021  
 Friday, Dec. 3, 2021  
 Friday, Dec. 17, 2021  
 Friday, Jan. 7, 2022

Friday, Jan. 21, 2022  
 Friday, Feb. 4, 2022  
 Friday, Feb. 18, 2022  
 Friday, March 4, 2022  
 Friday, March 18, 2022

Friday, April 1, 2022  
 Friday, April 29, 2022  
 Friday, May 13, 2022  
 Friday, June 10, 2022  
 Friday, June 24, 2022

### Additional Development Opportunities

**Grand Rounds**  
**Thursdays | 8 – 9 a.m.**

**Professor Rounds**  
**Mondays | 12 – 1 p.m.**

**Academic Scholarship Conference**  
**Some Fridays | 12 – 1 p.m.**

**Clinical Advances in Pediatrics Symposium (CAPS)**  
**Sept. 22-24, 2021**

**Pediatric Advanced Life Support (PALS)**  
**Initial Training & Update Courses**  
**Monthly**

**Children's (Mercy) Research Institute Support & Proficiency (CRISP) Seminar Series**  
**Monthly**

**Ethics Brown Bag Workshops** **Monthly**

**Office of Equity and Diversity Educational Series**  
**Monthly**



**The Berry Institute** is a unique, innovative and collaborative collection of experiences designed to develop all employees as leaders and improvement specialists. Upon engagement, you will experience the connections, tools and development opportunities you crave to thrive at work, home and in the community.

The Berry Institute exists as an investment in you and your future. Your success and well-being are Children's Mercy priorities. [Click here](#) to access all the development opportunities created to support your discovery and exploration toward an unlimited you!



**UMKC School of Medicine** – all Children's Mercy faculty are invited to attend

- **Professional Development Series**
- Annual Faculty Promotion/Recognition Event
- 9th Annual Vijay Babu Rayudu Quality & Patient Safety Day
- Health Sciences Research Summit

**Monthly**  
**Fall 2021**  
**May 13, 2022**  
**May 2022**



**KU School of Medicine** – all Children's Mercy faculty are invited to attend

- **Women in Medicine and Science (WIMS) Annual Event (Virtual)**
- **Annual School of Medicine (SOM) Faculty Retreat (Virtual)**
- **Fall Academy of Medicine Educators (AME) Event**
- **Spring Academy of Medical Educators (AME) Event**

**Aug. 12, 2021**  
**Aug. 20, 2021**  
**Fall 2021**  
**Spring 2022**



For additional opportunities and on-demand sessions, visit the [Office of Faculty Development Resource Catalogue](#).

Reach out to the Office of Faculty Development with questions or feedback at [ofd@cmh.edu](mailto:ofd@cmh.edu).



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