

Faculty Development



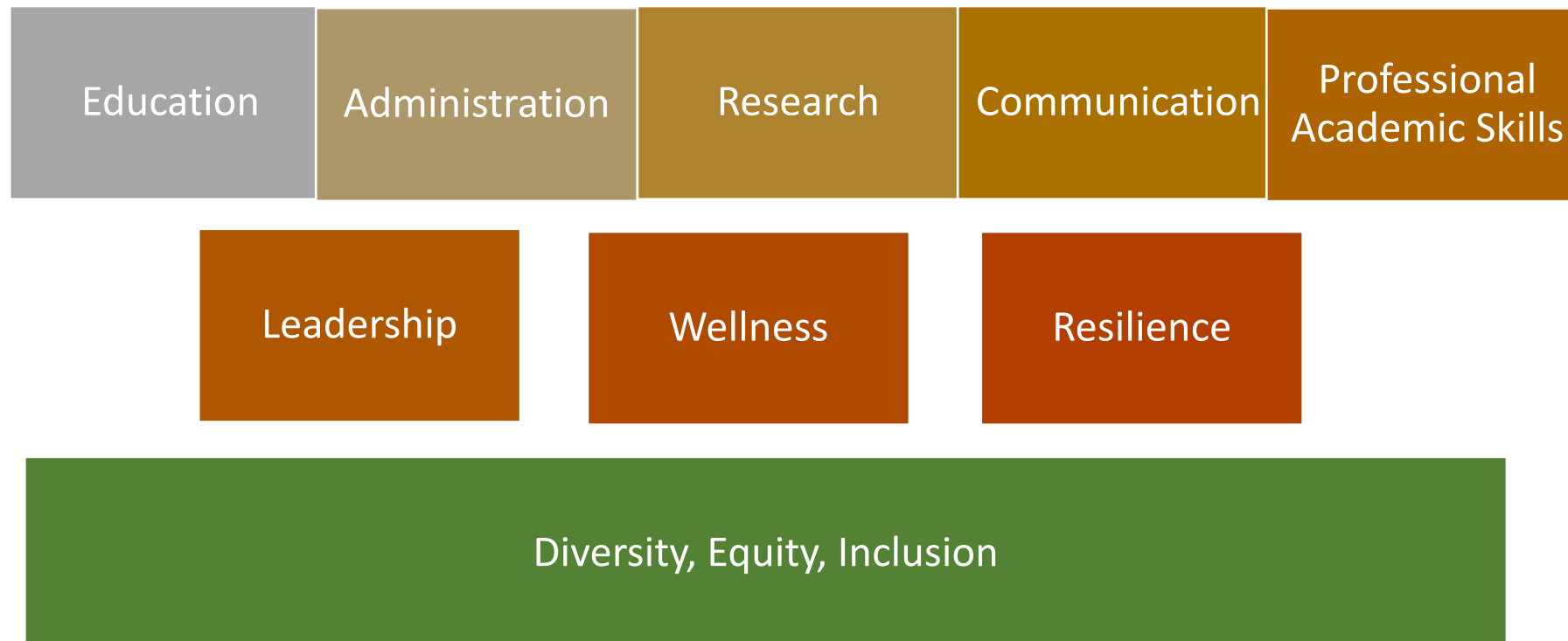
Memoona Hasnain, MD, MHPE, PhD
Associate Dean for Faculty Development

UICOM Faculty Development Overview

Vision: Develop a vibrant and diverse community where each faculty member will have optimal support to advance and flourish towards their career goals and become leaders to their optimal potential, contributing to the institution's mission.

Aligned with College's Strategic Development Planning effort

**Faculty
Development
Key Domains**





Primary Activity Domains

Needs Assessment and Ongoing Evaluation for CQI

Information & Communication

Education & Training

Community Building

Research & Scholarship

Celebrating our Faculty (Building Joy and Morale)

The “Faculty Development Strategy Committee”

<https://medicine.uic.edu/strategic-planning-overview/implementation-phase/strategy-committee-members/>

working on the following four main priorities:

Faculty
Orientation

Career
Development

Mentoring
and
Sponsorship

Culture of
Health and
Wellness



FD Resources - New Initiatives Underway

New Faculty Orientation:

- The Faculty Development Orientation subcommittee has also assembled resources to orient and inform new and existing faculty about institutional [resources](#)

Junior Underrepresented Mentoring Pods (JUMP):

- Continues to offer mentoring and guidance for URIM faculty

We-CARE Faculty Peer Support Program:

- New [resource](#) aimed at augmenting the efforts to support faculty well-being

Pathways to Leadership Series:

- Brings [gifted leaders](#) from diverse backgrounds to inspire us with their leadership journey

AAMC Faculty Engagement Survey:

- For the first time, our college participated in this national survey, results forthcoming

Faculty Academic Advancement Advisory Council (FAAAC):

- The new Council has representation from all UICOM campuses, replaces the former [FAAC-DEI](#), and will guide and inform our faculty development initiatives

Faculty Mentoring Program:

- New [Faculty Mentoring Facilitators Committee](#) formed, working on reinvigorating the COM Faculty Mentoring Program

Faculty Development Website:

- New [faculty development website](#) deployed. We welcome suggestions for further refinement of the website as a crucial resource for faculty development.

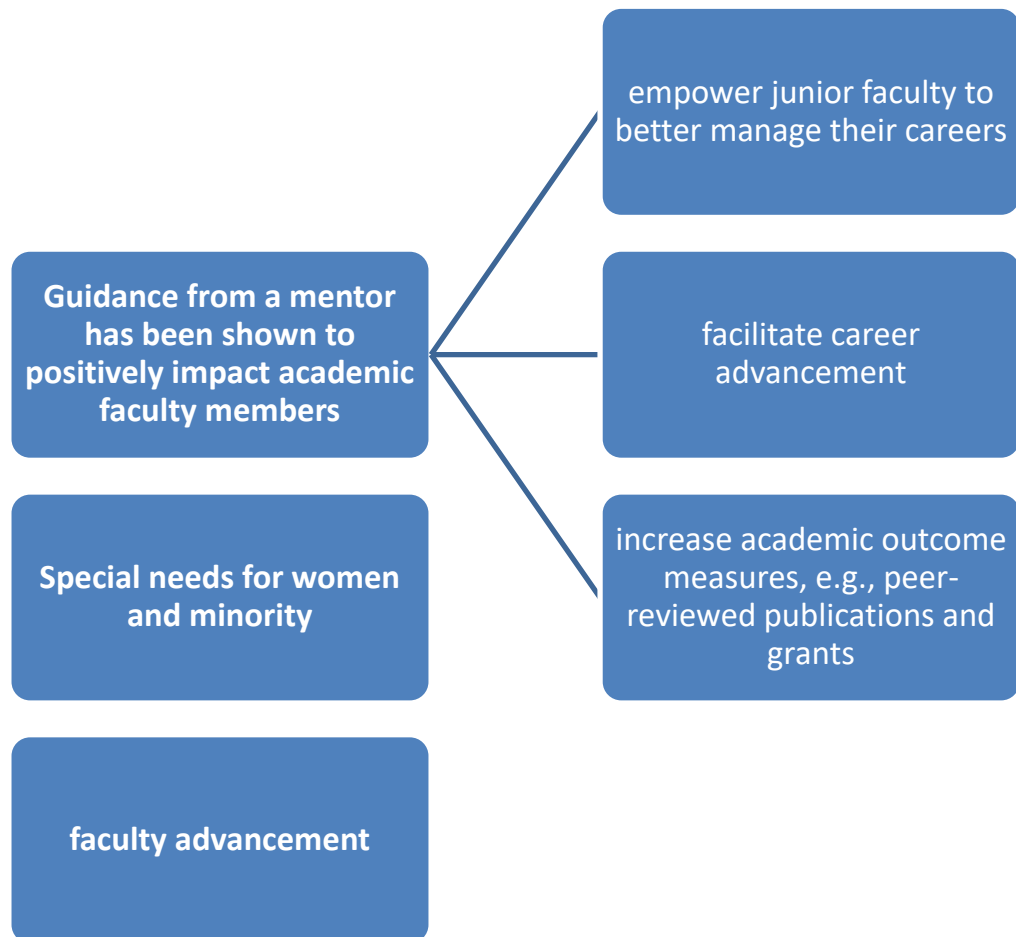
Monthly Faculty Development Newsletter:

- Brings resources and opportunities to support professional advancement and well-being of our faculty. Past newsletters are available [here](#)

Selected Key Resources

- ⑩ Faculty Mentoring Program
- ⑩ Practical Tools to Gauge and Support Your Professional Advancement
- ⑩ Faculty Academic Advancement Advisory Council
- ⑩ We-CARE - New Faculty Peer Support Program
- ⑩ “PATHWAYS TO LEADERSHIP” Faculty Development Series
- ⑩ Annual COM CV Workshop & UIC P&T Workshops
- ⑩ Monthly Faculty Development Newsletter

Key Resource: COM Faculty Mentoring Program



Connect with your Mentoring Facilitator

[List of Departmental Mentoring Facilitators \(Chicago\)](#)

Role of Mentoring Facilitators

Senior faculty, appointed by Department Head

Serves as liaison to the COM Mentorship Program Committee

- reports to COM about department-based mentor-mentee pairs
- encourages junior and senior faculty to participate actively in all aspects of the program

Works with each individual mentee to identify appropriate mentor, subject to the approval of the Department Head

Responsible for advising the faculty on matters pertaining to academic reviews and advancement

Has current information on UIC's academic advancement process



Mentor Goals – for Mentee

Qualities of a Good Mentor

SHORT TERM

- Familiarization with campus and its academic environment.
- Networking—introduction to colleagues, identification of other possible mentors.
- Developing awareness—help mentee understand policies and procedures that are relevant to their academic work.
- Constructive feedback and encouragement, compliments on achievements.
- Helping to sort out priorities—budgeting time, balancing research, teaching, and service.

LONG TERM

- Developing visibility and prominence within the profession.
- Achieving career advancement.

Accessibility

- Staying in contact – e.g., dropping by, calling, e-mail, extending lunch invitation
- Making time to read / critique proposals and papers
- Provide periodic reviews of progress

Networking

- Helping mentee establish a professional network

Independence

- Maintaining mentee's intellectual independence from the mentor
- Avoiding developing a competitive relationship with the mentee

Practical Tool: Self-Assessment to Track Progress, Identify Gaps & Prioritize

**UIC Department of Family and Community Medicine
Mentoring Program
Faculty Self-Assessment Worksheet**

Name: _____ Date: _____

This promotion eligibility questionnaire is intended to be a self-assessment tool for faculty members who intend to apply for promotion from Assistant Professor to Associate Professor in the Clinical Discipline Track in the Department of Family and Community Medicine at the University of Illinois at Chicago College of Medicine. It is recommended for use in the mentoring meetings with your faculty mentor to gauge progress towards meeting promotions requirements* [see page 3 for promotion criteria and guidelines] and taking steps to optimize your progress.

Directions: Please mark the circle that best indicates the level of evidence you have for each of the following statements. If a statement does not apply to you, please leave that line blank.

	Excellent Evidence	Very Good Evidence	Good Evidence	Fair Evidence	Poor Evidence
As a candidate for promotion I...	5	4	3	2	1
1. Have demonstrated excellence in teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Have demonstrated excellence in patient care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Have demonstrated excellence in educational leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Have demonstrated excellence in scholarship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Have been recognized locally as a high quality clinician	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Have been recognized locally as a high quality teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Have made key contributions to department's clinical activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Excellent	Very Good	Good	Fair	Poor
All Things Considered...	5	4	3	2	1
My overall effectiveness as a clinician is	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My overall effectiveness as a teacher is	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My overall effectiveness as a scholar is	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

1

What are your priority area(s) that need attention/improvement/strengthening? Please be specific.

A. Clinical:

B. Teaching:

C. Scholarship:

D. Service to UIH/UIC:

E. Other:

What would you like to do differently to help bring more balance, meaning and joy to you in your professional work? Please be specific.

Hasnain - Last updated, Mar 2022

Resource: [COM Criteria and Guidelines for Appointment and Promotion of Faculty – revised June 2021](#)

Clinical Discipline Track: This non-tenured track is used in the clinical departments for faculty who are primarily involved in patient care, teaching, and service. To be eligible for this track, a faculty member must be salaried greater than 50% for University-related activities. Primary commitment by the faculty member to College of Medicine programs is expected and frequently demonstrated through contributions to the mission of the department by development of a clinical practice and related teaching efforts. Faculty in this track are not in the tenure system and will be required to sign waiver of tenure ("W") agreements. A commitment to the College's diversity, equity and inclusion goals is expected. Assistant Professor of Clinical Discipline: Faculty at this rank will demonstrate potential for contributing to the patient care and educational programs of the College.

Associate Professor of Clinical Discipline: Faculty at this rank have completed at least five years as an Assistant Professor or equivalent at the time the review for promotion is initiated, although early promotion may be considered in cases of extraordinary accomplishment. This rank signifies a high level of professional accomplishment and a significant commitment by the faculty member to the University's programs. There is no automatic promotion to the associate professor level based solely on years in rank. Faculty at this rank should have demonstrated excellence in patient care programs including development of a high quality and substantial clinical practice and teaching. A record of scholarly activity must be demonstrated, which may include but is not limited to publications, adoption of practices or products by one's peers, and presentations at the local or regional level. Faculty have regional recognition as a clinician and/or educator, and provide service/leadership on local and regional committees.

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Practical Tool: Action Planning Worksheet

**UIC Department of Family and Community Medicine
Mentoring Program
Action Planning Worksheet**

Name: _____ Date: _____

This action planning worksheet is intended as a resource for mentees and mentors. The worksheet can be completed by mentees in advance of or during mentoring meetings to guide discussion and planning next steps for mentee's professional advancement, flourishing and well-being.

Mentee Action Plan

Please reflect upon your professional journey. At this point, what is or are your primary goal(s)?
List key areas [in order of priority] that you would like to work on to optimize your professional advancement.

Overarching Goal/ Priority	Specific Action & *check in date	Resources/other info needed	Barriers to achieving goal	Who else needs to be involved?

* Decide on a date for the next meeting with your mentor

Hasnain - Last updated, March 2022

<https://uofi.box.com/s/ts9ggbuzxk8i59pai0bzlvwfs1ixlj7>



Practical Tool: CV Templates

Clinical faculty can consider following the AAMC guidelines:

https://www.aamc.org/members/gfa/faculty_vitae/150034/preparing_your_curriculum_vitae.html

While there is no similar standard for research faculty, UCSF provides some CV templates here:

<https://career.ucsf.edu/grad-students-postdocs/career-planning/academic-jobs/applying/academic-samples>

Key Resource: COM Faculty Academic Advancement Advisory Council FAAAC

Mission

To create an institutional climate and environment in which the faculty and its leadership reflect the gender and racial/ethnic profile of the College of Medicine's student body in order to achieve excellence in research, teaching, and patient care.

Through this mission, the College of Medicine can attract and retain a world-class and diverse faculty. Each COM department and campus plays a vital role in furthering this mission.

FAAAC members are responsible for sharing faculty development needs, goals, and action items between their home department and the Council and the COM Dean's Office.

The new FAAAC replaces the former Faculty Academic Advancement Committee for Diversity, Equity and Inclusion (FAAC-DEI) as DEI has its own College-Level Committee and a new Office

FAAC includes members from Chicago and Regional campuses, and meets quarterly to discuss priority needs for faculty development and advancement.

The council is chaired by Associate Dean for Faculty Development, Dr. Memoona Hasnain, and is advisory to the Dean's Office missions for faculty advancement, well-being, diversity, equity and inclusion.



Key Resource: We-CARE - NEW FACULTY PEER SUPPORT PROGRAM

Compassionate Alliances for Resilience & Empowerment Program at UIC COM

Aimed at fostering well-being of our faculty and promoting belonging and inclusion.

Adapted from a similar program developed at Harvard University which has been disseminated in multiple academic medical centers across the nation.

Offers peer support and collegiality – it is not therapy. The program also connects faculty members with other organizational resources for further support.

Utilizes trained faculty volunteers (We-CARE Helpers) to support peer faculty members in need of collegial support by providing empathic listening in a supportive environment.

Provides a safe space for faculty to confidentially share their concerns and dilemmas and receive emotional support and validation without judgment or fear of retaliation.

We-CARE Helpers represent the diversity of our College with respect to clinical/nonclinical appointments, rank, gender, and race/ethnicity.

These are colleagues you can turn to when you need someone to talk about issues such as burnout, workplace conflicts, obstacles in career advancement, etc.

Stephanie Joe, MD, FACS & Memoona Hasnain, MD, MHPE, PhD We-CARE Co-Directors See [We-CARE Website](#) for more info

See [We-CARE Website](#) for more info

medicine.uic.edu/office-of-faculty-affairs/faculty-development/culture-of-health-and-wellness/

Campuses: College of Medicine | Chicago | Peoria | Rockford | Urbana | UIC | UI Health | UIC Directory

 **UNIVERSITY OF ILLINOIS**
COLLEGE OF MEDICINE

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Faculty Development

Faculty Newsletter

Health and Wellness ▾

Career Development ▾

Mentoring & Sponsorship ▾

Additional Resources

Compassionate Alliances for Resilience & Empowerment Program

We-CARE Faculty Peer Support Program

The University of Illinois College of Medicine at Chicago is offering a new evidence-based faculty peer support program – *Compassionate Alliances for Resilience & Empowerment Program (We-CARE)* – aimed at fostering well-being of our faculty and promoting belonging and inclusion. The We-CARE Program is adapted from a similar program developed at the Harvard University which has been disseminated in multiple academic medical centers across the nation. The We-CARE Program offers peer support and collegiality – it is not therapy. The program also connects faculty members with other organizational resources for further support.

The We-CARE Program utilizes trained faculty volunteers (We-CARE Helpers) to support peer faculty members in need of collegial support by providing empathic listening in a supportive environment. Faculty members will be able to confidentially share their concerns and dilemmas in a safe space with emotional support and validation without judgement or fear of retaliation. We-CARE Helpers represent the diversity of our College with respect to clinical/nonclinical appointments, rank, gender, and race/ethnicity. These are colleagues you can turn to when you need someone to talk about issues such as burnout, workplace conflicts, obstacles in career advancement, and challenges to maintaining work-life balance.

We-CARE Peer Support Program **Overview** is available [here](#).

We-CARE Peer Support **Request Form** is available [here](#).

Questions? Reach us at wecare@uic.edu

UICOM “PATHWAYS TO LEADERSHIP” FACULTY DEVELOPMENT SERIES

Celebrating Asian American & Pacific Islander Heritage Month in May



The Office of Faculty Development Celebrates Black History Month
February is Black History Month, an annual celebration of achievements by Africans and African Americans and a time for recognizing the central role of Black people in U.S. history. Please join us in celebrating Black History Month and hearing leadership stories from Black faculty leaders at UIC who will share their own personal journey; reflect on the history and progress UICOM has made toward better serving Black students, residents, staff and faculty; and explore the challenges and opportunities for UICOM as we work to ensure the success of Black students, residents, staff and faculty, and foster inclusive learning and practice environments.

When: Thursday, February 9, 12-1pm

Speakers:

Trevonne M. Thompson, MD, FAAEM, FACEP, FACMT, Associate Dean for Admissions, Professor of Emergency Medicine & Medical Toxicology, Head of the Division of Medical Toxicology, Department of Emergency Medicine, UICOM, Associate Program Director, Toxikon Consortium Medical Toxicology Fellowship

Christina Wells MD, MPH, FAAFP, DipACLM, Assistant Professor of Clinical Family Medicine, College-wide Director of Medical Colloquium, Assistant Director of PCM Scholars Program, UIC College of Medicine, Department of Family and Community Medicine, Mile Square Health Center

Alana Biggers, MD, MPH, FACP, Assistant Professor of Medicine, Associate Program Director of Diversity, Equity, and Inclusion, Internal Medicine Residency Program, Co-Chair, DOM Inclusion Council, Division of Academic Internal Medicine and Geriatrics

Moderator: Dr. Memoona Hasnain, MD, MHPE, PhD, Associate Dean for Faculty Development, Professor of Family and Community Medicine

Where: Zoom-register using the link below

<https://uic.zoom.us/join/859466844>

Registration is required

Questions? Please contact Sona Gudur, Graduate Assistant UICOM Office of Faculty Development, sgudur3@uic.edu or Dr. Memoona Hasnain, Associate Dean for Faculty Development, memoona@uic.edu



U of I COM Faculty Development “Pathways to Leadership” Series Women’s History Month and International Women’s Day Celebration

Building a New Framework for Equity in Academic Medicine: Addressing Structural Issues and Changing Culture

Speaker: Nancy Spector, MD, is a Professor of Pediatrics and serves at the Drexel University College of Medicine (DUCOM) as Executive Director of the Hedwig van Ameringen Executive Leadership in Academic Medicine® (ELAM) program, a part-time year-long, national leadership fellowship program for women in academic medicine, dentistry, public health, and pharmacy and as Executive Director of the Executive Leadership in Health Care (ELH) program for women leaders in hospital and health care systems. In addition to these roles, she serves as Senior Vice Dean for Faculty, the Betty A. Cohen Chair in Women’s Health, and Executive Director of the Lynn Yeakel Institute for Women’s Health and Leadership (IWLH).



Dr. Spector is known for her leadership abilities and facilitation skills. Her contributions to graduate medical education and academic medicine are in leadership skills development, professional development, gender equity, mentoring and sponsorship, and curriculum development and implementation.

Moderator: Dr. Memoona Hasnain, MD, MHPE, PhD, Professor of Family and Community Medicine, Associate Dean for Faculty Development

When: Wednesday, March 8, 2023, 12:00-1:00 pm

Please plan to arrive by 11:45 am to get settled in for a timely start of the program.

Where: 227 College of Medicine West, 1853 W. Polk St., Chicago, Illinois

Register [here](#)

Registration is required

Questions? Please contact Sona Gudur, Graduate Assistant UICOM Office of Faculty Development, sgudur3@uic.edu or Dr. Memoona Hasnain, Associate Dean for Faculty Development, memoona@uic.edu

A recording of the presentation can be viewed [here](#).



Pathways to Leadership: AAPI Heritage Month

May is Asian American and Pacific Islander (AAPI) Heritage Month, a time to recognize and celebrate AAPI individuals, particularly our AAPI faculty at UICOM. Please join us in celebrating AAPI Heritage Month and hearing leadership stories from AAPI faculty leaders at UIC who will share their own personal journeys to leadership and explore the challenges and opportunities for UICOM as we work to ensure the success of AAPI students, residents, staff and faculty, and foster inclusive learning and practice environments.

When: Wednesday, May 10th, 12-1pm.

Speakers:

Janet Lin, MD, MPH, MBA, Professor in Department of Emergency Medicine, College of Medicine, Affiliate Professor in Community Health Sciences, School of Public Health at UIC, Center affiliate at UIC’s Center for Global Health, Associate Chief Executive Officer for Strategic Integration and Partnerships at University of Illinois Hospital and Clinics (UI Health).

Belur S. Prabhakar, MSc, PhD, Professor, Departments of Microbiology and Immunology, and Ophthalmology, Senior Associate Dean for Research, Associate Dean for Technological Innovation and Training at the University of Illinois-College of Medicine in Chicago.

Stephanie A. Joe, Professor, Department of Otolaryngology-Head and Neck Surgery, University of Illinois at Chicago, Director of Continuing Medical Education, University of Illinois College of Medicine, Co-Director of the We-CARE Program at UICOM.

Jalees Rehman, MD, Benjamin Goldberg Professor, Head of the Department of Biochemistry and Molecular Genetics.

Moderator: Memoona Hasnain, MD, MHPE, PhD, Professor of Family and Community Medicine, Medical Education and Public Health: Associate Dean for Faculty Development; Lead editor of the book: The Health of South Asians in the United States: An Evidence-based Guide for Policy and Program Development. Hasnain, M., Parikh, P., Nagaraj, N.C. (Eds). CRC Press, Taylor & Francis Group, London and New York 2017.

Where: Register [here](#).
Registration is required

Questions? Please contact Sona Gudur, Office of Faculty Development Graduate Assistant (sgudur3@uic.edu) or Dr. Memoona Hasnain, Associate Dean for Faculty Development (memoona@uic.edu)



ANNUAL CV WORKSHOP



The UICOM Office of Faculty Development Presents
"Practical Advice for Preparing your CV for Promotion & Tenure"

Purpose: This workshop is designed for Assistant Professors and Associate Professors planning to go up for promotion, including tenure track faculty coming up for mid-probationary reviews. A virtual presentation on creating a strong CV will be followed by Q&A and group discussion.

Workshop A for Clinical Faculty:

Wednesday, March 29, 2023
8:00-9:00 am via Zoom
Faculty Leader: Dr. Memoona Hasnain, MD, MHPE, PhD, Associate Dean for Faculty Development
Register [here](#).



Workshop B for Basic Science Faculty:

Thursday, April 6, 2023
8:00-9:00 am via Zoom
Faculty Leader: Dr. Pauline Maki, PhD, Associate Dean for Faculty Affairs
Register [here](#).



Please note the **SEPARATE** registration links for each workshop. Please register using the links above by March 24.

Questions? Please contact Sona Gudur, Graduate Assistant UICOM Office of Faculty Development, sgudur3@uic.edu or Dr. Memoona Hasnain, Associate Dean for Faculty Development, memoona@uic.edu

UIC PROMOTION AND TENURE (P&T) WORKSHOPS

**P&T Mentoring
Workshop for Non-
Tenure Track Faculty**
Monday, March 13, 2023

**P&T Mentoring
Workshop for Junior
Tenure-Track
Faculty** Thursday, March
30, 2023

**Workshop for
Underrepresented
Faculty** Monday,
April 3, 2023, 12:00
-1:00 pm

**P&T Mentoring
Workshop for Mid-
Career Tenure-System
Faculty** Tuesday, April 11,
2023

**P&T Mentoring
Workshop for Junior
Tenure-Track Faculty**
Tuesday, April 18, 2023

For P&T workshops
registration info please
access UIC [Faculty Affairs
website](#).

UI COM Faculty Development

March 2023 NEWSLETTER



More information & resources are available [here](#).

Faculty Development Updates

MARCH IS WOMEN'S HISTORY MONTH & INCLUDES INTERNATIONAL WOMEN'S DAY

March is Women's History Month, a time to celebrate contributions of women across the world. The UIC community is invited to participate in this year's recognition with a variety of events all month-long.

[About Women's History Month](#)

[UIC Women's Leadership and Resources Center](#)

[International Women's Day](#)

"PATHWAYS TO LEADERSHIP" FACULTY DEVELOPMENT SERIES

Building a New Framework for Equity in Academic Medicine:

Addressing Structural Issues and Changing Culture

We will be celebrating Women's History Month and International Women's Day with a special guest presentation.

Guest Speaker: Nancy Spector, MD, Professor of Pediatrics, Executive Director of the Hedwig van Ameringen Executive Leadership in Academic Medicine® (ELAM) Program at the Drexel University College of Medicine

When: Wednesday, March 8, 2023, 12:00-1:00 pm

Please plan to arrive by 11:45 am to get settled in for a timely start of the program.

Where: 227 College of Medicine West, 1853 W. Polk St., Chicago, Illinois

Register [here](#). Registration is required

See flyer [here](#).



9th ANNUAL UIC WOMEN IN BUSINESS CONFERENCE

Redefining the New Age of Confidence and Success

Featuring dynamic and inclusive conversation and networking with leaders in education and business, highlighting women from all walks of life who have overcome and conquered so much in their lives.

Tuesday, March 7th at 3-7 pm.

Register at go.uic.edu/WIB and use discount code WIBFREE. See flyer [here](#).

UICOM Faculty Development Newsletter

New updates, FD opportunities and evidence published each month

We welcome submissions for our newsletter related to faculty development updates, training and funding opportunities, and faculty accomplishments.

UI COM Faculty Development

April 2023 NEWSLETTER

Faculty Development Updates



"PATHWAYS TO LEADERSHIP" FACULTY DEVELOPMENT SERIES

Building a New Framework for Equity in Academic Medicine: Addressing Structural Issues and Changing Culture

On March 8th, UICOM celebrated Women's History Month and International Women's Day with a special guest presentation, followed by a meeting of COM leaders with the speaker, Nancy Spector, MD, Professor of Pediatrics, Executive Director of the Hedwig van Ameringen Executive Leadership in Academic Medicine® (ELAM) Program at the Drexel University College of Medicine.

A recording of the presentation can be viewed [here](#).

FACULTY NAMED MACY SCHOLAR

Geoff Stetson, MD, an Associate Professor of Clinical Medicine and Medical Education at the University of Illinois Chicago College of Medicine, is among six faculty selected for the 2023 Josiah Macy Jr Foundation Macy Faculty Award.



Through his role as Director of Clinical Faculty Development at UIC, Dr. Stetson works to optimize learning in clinical environments with an emphasis on diversity and inclusion. Additionally, he is an expert in technology-enhanced education.

Dr. Stetson's Macy Faculty Scholars project will investigate how master researchers in health professions education utilize theoretical frameworks and make them accessible to mentees. Lessons learned will inform the creation of an interactive website for novice scholars from diverse backgrounds, geographies, and institutions, to foster scholarship, mentorship, and community.

Alan Schwartz, PhD, Michael Reese Endowed Professor of Medical Education and Interim Head, Department of Medical Education at the UIC College of Medicine, serves as Dr. Stetson's mentor.

The [Macy Faculty Scholars Program](#), established in 2011, is designed to identify and nurture the careers of promising educators in medicine and nursing.

Read Macy Foundation Announcement [here](#).

Thank you!

We wish you much success in your professional journey

Questions and/or suggestions, please contact:

- Memoona Hasnain MD, MHPE, PhD memoona@uic.edu

[U OF I FACULTY RESOURCES](#)

[COM PROMOTION & TENURE RESOURCES](#)

[COM FACULTY DEVELOPMENT](#)

WE-CARE PEER SUPPORT PROGRAM [Overview](#) and [Peer Support Request Form](#)

[UIC BIAS REPORTING TOOL](#)

[PAST UICOM FD NEWSLETTERS](#)