

UMMS Faculty Vitality Award

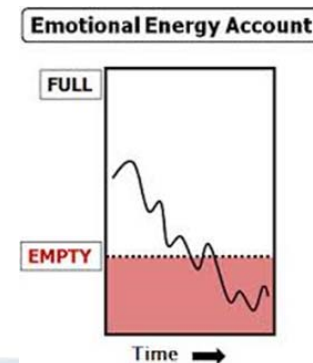
Support for faculty to pursue a career objective in a new area of research, education or clinical practice

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Mid/Senior Faculty Work Groups identified a need to stimulate revitalization to promote full engagement of mid/senior career faculty

- Some previously successful mid/senior research faculty may reach a point where their expertise is no longer competitive
- Clinical faculty are less satisfied and less engaged compared with other AHCs
- All faculty are stressed by financial pressures and other constraints that restrict academic pursuits



The Vitality Award is intended to promote rejuvenation, career development and academic vitality



Awards support activities to enhance, expand, improve:

Research development and mastery of new skills to increase competitiveness for extramural research funding

Teaching capabilities and educational scholarship

Clinical techniques that improve quality of health care delivery

Commercialization efforts relevant to the academic missions and joint strategic plan

Leadership and administrative skills

Awards allow faculty to engage in NEW ACTIVITIES to learn NEW SKILLS with MENTORING support

- A faculty member with a long-term track record of interesting results in cell culture systems, but needs to extend those observations to animal models. The goal is not simply to do a few experiments, but to develop genuine familiarity, expertise, and long term commitment with the animal model, e.g., mice. In this instance, a period of time in a lab known for its mouse genetics expertise might be an appropriate site for developing the faculty member's competence with the system.
- A faculty member who has decided to make a major research career switch because his/her wet-bench research endeavors have reached a dead end. The faculty member is excited by computational approaches, but lacks all such expertise, and thus seeks to be immersed in a group specializing in bioinformatics.
- A faculty member who needs competency in a previously unused mode of instrumentation, e.g., imaging, that is essential for long-term research productivity.
- A small team of faculty who desire to learn and incorporate a new surgical technique (robotic surgery) arrange to learn from the top innovator in the field, and to gain sufficient experience to be able to immediately implement the technique upon return to UMMS/UMMHC.
- An experienced and respected senior physician who wishes to redirect her/his clinical effort in order to expand efforts in clinical leadership/administration. Additional leadership training and development is necessary to ensure success in a new role.

Faculty propose a plan and a project—and a mentor-- to acquire the **new skills & knowledge**

Eligibility Criteria

- Full time, employed faculty
 - Appointed at UMMS for ≥ 6 years
- Associate or full Professor rank
 - Unmodified or modified pathway
- Non-tenure track or Tenured
 - Tenure-track faculty are NOT eligible
- Individual or Team award (up to 4 faculty)



The Award is funded jointly by the Office of Faculty Affairs and the applicant's department or program

Office of Faculty Affairs (\$5,000 – 40,000)

- specific costs associated with the project/activity: supplies, equipment, tuition, travel, etc.

Department or Program

- salary/benefits for the applicant(s) for the period of the award

Not intended for bridge funding of continuing research, hiring personnel or buy out of clinical time

The process starts with a *conversation* between the faculty member and their chair/director

Application Requirements

- Project Proposal (≤ 3 pages)
- Personal Statement (≤ 2 pages)
- Budget
- Current CV in UMMS format
- 3 Letters of support
Chair/Director; Mentor(s); other

Application Process

- Call for Applications
 - November 24, 2014
- Deadline for Submission
 - February 16, 2015
- Review Committee meets; Recommendations to Provost
 - March 2015
- Announcement of Awards
 - April 1, 2015

Our vision is that all faculty are engaged, productive, and highly satisfied with their careers at UMMS



The **UMMS Faculty Vitality Award**

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Award for Faculty Career Flexibility

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