

## ACADEMIC CONNECTIONS



### Message from the Provost and Dean

I am delighted to welcome you to the first edition of the monthly Academic Connections newsletter.

It will serve as a space to share information, announcements, and resources relevant to our faculty. Each edition will contain a main story, followed by shorter sections that highlight a variety of topics. Issues will be [archived](#) for easy reference.

This edition includes updates on the new Clinician Track, upcoming development opportunities for faculty, and how to schedule an implicit bias mitigation workshop.

I appreciate your attention to this monthly communication and invite you to [share your feedback](#) and ideas for future editions.

Sincerely,

W. P. Andrew Lee, M.D.  
Executive Vice President for Academic Affairs and Provost  
Dean, UT Southwestern Medical School

### New Clinician Track Starts Sept. 1

Beginning Sept. 1, faculty will be accepted into the new UT Southwestern Clinician Track.

The track is designed to provide an advancement path for faculty members who spend 95% or more of their time in clinical activities – such as patient care and administration – and have limited opportunities for teaching and research.

New faculty joining in fiscal year 2022 can be proposed in the Clinician Track. Current faculty in the Clinician-Educator track may ask for a track change and follow the standard approval process. The Dean's office is committed to support a smooth transition.



Successful faculty in this track must demonstrate sustained excellence as a clinician shown by a combination of:

- Excellent reputation among peers and trainees
- High ratings in patient and family satisfaction surveys
- Outstanding outcomes, clinical productivity, and clinical performance metrics
- Leadership in quality initiatives and performance improvements
- Clinical program development and governance

Besides clinical and patient care, faculty members in this track are expected to engage in the broader UT Southwestern educational and academic missions through at least one of the following:

- Teaching excellence
- Scholarly activities, including clinical trials, observational research, or publications
- Leadership role in quality improvement or innovation and high-value health care initiatives
- Active committee participation or leadership in regional or national organizations and extra-institutional CME activities
- Leadership in promoting diversity and inclusion or community engagement

Per UT Southwestern standards, faculty must embody an attitude of service and willingness to participate in committees, working groups, and task forces. Publications are not a requirement of this nontenure track.

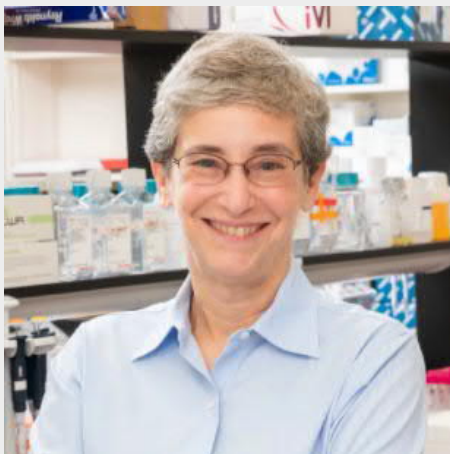
Titles will be Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor. First considerations for promotion will begin in the winter of 2022-2023.

This effort, led by Dr. Julio Perez-Fontan, former Associate Dean for Clinical Faculty Development; Dr. Dwain Thiele, Vice Provost and Senior Associate Dean for Faculty Affairs and Initiatives; and Dr. Lance Terada and Dr. Jessica Moreland, co-Chairs of the Promotion and Tenure Committee, will help advance our clinical mission.

*Read the full [UT Southwestern Medical School Criteria for Promotion and Tenure in the UT Southwestern Policy Handbook](#) (VPN required).*

## Faculty Announcements

### Welcome to UT Southwestern Drs. Joan Conaway and Eric Peterson



Joan Conaway, Ph.D.

[Dr. Joan Conaway](#) is our new Vice Provost and Dean of Basic Research, with the additional appointment as Professor of Molecular



Eric Peterson, M.D., M.P.H.

[Dr. Eric Peterson](#) is our inaugural Vice Provost and Senior Associate Dean for Clinical Research. This is a critical new leadership position for our institution,

Biology. She holds the Cecil H. Green Distinguished Chair in Cellular and Molecular Biology.

She succeeds Dr. David Russell, who has served the institution most capably as the inaugural Vice Provost and Dean of Research since 2010.

Included in her priorities as Vice Provost and Dean of Basic Research, Dr. Conaway will seek to advance our premier basic research programs that leverage existing strengths in laboratory-based investigation and a robust and growing research portfolio.

created to stimulate and enhance UT Southwestern's growing clinical research enterprise.

He also serves as the Vice President for Health System Research and holds the Adelyn and Edmund M. Hoffman Distinguished Chair in Medical Science.

With a deep portfolio of skills as an excellent researcher and dynamic leader, Dr. Peterson will guide transformation of our clinical and translational research strategy, craft critical new alliances, and bring clinical research on par with discovery science at UT Southwestern.

## Congratulations Dr. Elliott Ross



Elliott M. Ross, Ph.D.

[Dr. Elliott M. Ross](#) has been promoted to Associate Dean for Basic Research. He holds the Greer Garson and E.E. Fogelson Distinguished Chair in Medical Research.

A faculty member in the Department of Pharmacology for 40 years, Dr. Ross will continue to perform duties in research and education, but will focus the majority of his time on administrative activities and report to the Dean's office.

As the new Associate Dean for Basic Research, he will oversee our scientific integrity program, expand his oversight over research support cores, and provide guidance and coordination of business service functions such as Supply Chain, which directly impact research activities.

## Save the Date: Development Opportunities for Faculty

Mark your calendars to take part in our robust faculty development series workshops in September. We encourage you to take advantage of these opportunities to advance your career.

### Leadership Emerging in Academic Departments (LEAD)

This [program](#) is designed for junior faculty who aspire to develop their leadership skills. Assistant professors (all years in rank) and associate professors (with less than four years in rank) are eligible to apply. Applications open Sept. 7.

### New Faculty Research Forum

Recently appointed assistant professors in the tenure-accruing track present 10-minute lectures about their research. The [forum](#) introduces new faculty to the UTSW academic community and provides the opportunity to showcase research and spark interdisciplinary collaborations. The annual event takes place [Sept. 14](#) from 1 to 4:15 p.m. and [Sept. 29](#) from 1 to 4:15 p.m.

### Starting University Clinical Careers Effectively, Scholarly, and Successfully (SUCCESS)

This [program](#) helps clinician faculty build knowledge and skills for success in Clinical Excellence, Educational Effectiveness, Scholarly Productivity, and Professionalism and Institutional Citizenship. The two-part program is scheduled for [Sept. 21](#) from 8 a.m. to noon and [Sept. 28](#) from 12:30 p.m. to 5 p.m.

### Promotion and Tenure Series

These events aim to provide information about the UTSW academic advancement timeline and criteria for each distinct academic rank and track. The series kicks off with the [Demystifying the Promotion and Tenure Process Symposium](#) on Sept. 23 from noon to 1 p.m.

Reminders and details will be sent closer to the events. For more information, contact the [Office of Faculty Development](#).



## New Export Control Training Module Available



Science flourishes best from a diversity of thought. International collaborations and activities are an encouraged and vital component of our research at UTSW.

To assist researchers with the increasingly complex regulatory environment surrounding international research collaborations, the Conflict of Interest and Export Control Offices, in collaboration with Sponsored Programs Administration, launched a new training module that

summarizes the laws, regulations, NIH requirements, and institutional policies pertaining to international research collaborations.

Principal Investigators with NIH funding, visiting scientists, and post-docs with visas should take this training and will see the course in [Taleo learn](#) under "My Required Trainings." Anyone interested in the training can search for the course titled "International Research Collaborations: Export Control, International Trainees, and Visiting Scientists." Please direct your questions to [Nicholaus Krieter](#).

## Schedule an Implicit Bias Mitigation Workshop

The Office of Faculty Diversity is offering Implicit Bias Mitigation Workshops to each department upon request. This two-hour interactive workshop defines and discusses implicit bias in the context of interpersonal interactions, law enforcement, education, research, and clinical care. Participants review case studies, learn, and rehearse strategies to mitigate implicit bias, and make a pledge to use one of the bias mitigation strategies in their everyday work.



The workshop is moderated by [Dr. Quinn Capers, IV](#), Associate Dean of Faculty Diversity. He has conducted over 300 workshops across the U.S. and trained more than 1,500 physicians and medical school faculty in implicit bias mitigation strategies. To schedule a workshop, contact the [Office of Faculty Diversity](#).

## U.S. News & World Report



For the fifth consecutive year, UT Southwestern's William P. Clements Jr. University Hospital is the No. 1 Best Hospital in Dallas-Fort Worth and the No. 2 Best Hospital in Texas in the annual [U.S. News & World Report rankings](#). Nine of our specialties earned recognition as being among the nation's top 50 – with eight of those in the top 25.

We are grateful for the faculty who took time to claim their Doximity profile and vote for UT Southwestern.

While we may have our own feelings about the methodology and rigor behind best-of lists, patients pay attention to these rankings when seeking care. Enhancing our recognition as an Academic Medical Center ultimately benefits our patients.

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## Staying Connected, Informed, and Involved

Use our social media channels to connect with colleagues and stay in the know about happenings across campus. Submit topic suggestions for the newsletter through our [RedCap form](#).

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