Welcome to the New Academic Year!

“We must welcome the future, remembering that soon it will be the past; and we must respect the past, remembering that it was once all that was humanly possible.”

- George Santayana

At the onset of a new academic year it is natural that we all look ahead, to new students, new responsibilities, and new challenges of juggling time, effort and accomplishment. Less immediately compelling, in the shifting currents of change, is reflection on what we have accomplished in the past year. That backward glance, however, should be what shapes our aspirations for the future and gives us benchmarks against which to gauge progress in the coming year. What do exam scores, graduation rates, student evaluations and the myriad of available outcomes measures tell us about the scholarship goals towards which we should be moving? Most importantly, how best should we rechannel our efforts to exceed the standards set in the past year? As Santayana suggests, looking back on the challenges we have met allows us to realize that our potential is limited only by the benchmarks we identify for ourselves.

As we consider how to ratchet up our rate of improvement, new ways of approaching teaching and learning are paramount. The Office of Academic Affairs is committed to providing direction, resources and encouragement towards enhancement of our campus environment. We welcome your suggestions as well as your critique; looking forward a continually improving product.
In a recent article published in the Association of American Medical Colleges (AAMC) Analysis in Brief (Vol. 8, No. 4, June 2008), long-term (over a 10-year period) retention and attrition rates of U.S. medical school faculty was investigated - specifically highlighting first-time assistant professors.

The average attrition rate for all faculty over the study period was 38 percent, but depending on the specific context of a medical school, department, or faculty member, what constitutes reasonable retention and attrition may vary. But as the authors observe, this study may provide insight into numerous policy issues, including those that are institution-wide such as recruitment and mentoring of first-time assistant professors.

The authors suggest that “support structures for new faculty may need to be reviewed in light of attrition rates for first-time assistant professors that are higher than those for medical school faculty overall.” They also suggest that the analysis of the retention and attrition data may provide context to diversity efforts, particularly in relation to the disproportionately high departure rate of both women and non-white faculty from academic medicine.

---

**Journal Notes and Seminars**

**Retention and Attrition of U.S. Medical School Faculty**

---

**Reading, Researching, and Publishing Tips for Distance Educators**

**What:**
Dr. Scott Howell of Brigham Young University’s Division of Continuing Education will present an online seminar with suggestions and best practices for distance educators to include time in their schedules for staying current in industry literature, doing research, and publishing their own work.

- **This seminar will also provide information on:**
  - Managing the mountains of literature devoted to distance education
  - Zeroing in on what is critical to know about distance education
  - Networking effectively with your peers
  - Easily accessing important research, and efficiently conducting your own
  - Learning the secrets - and the benefits - of getting published

**When:**
August 7, 2008; 12-1 pm

**To register or for more information:**
Please call Jessica Head at 4-2810
The School of Dentistry has launched a new faculty development program for their junior faculty. Dr. James Hupp, Dean and Professor of the School of Dentistry, patterned the UMMC program after one developed at the University of Pennsylvania. The general concept of the program is to supplement the guidance and coaching typically provided by department heads to guide their junior faculty members’ career development. Those efforts are bolstered by the creation of a team of individuals who form a mentorship committee for each junior faculty member. The committee’s role is to meet as a group with the faculty member two or three times each academic year. The committee’s task is to monitor the faculty member’s progress, provide constructive input and suggest ways to strengthen the faculty member’s academic performance or research success.

The Department Chair is an ex-officio member of the committee, but is still responsible for helping the faculty member create an annual role agreement and performance goals, and then evaluate performance and provide written and verbal feedback. The composition of the School of Dentistry mentorship committees differ from the program at the University of Pennsylvania in that senior faculty members from across campus are included.

Inclusion of this expanded faculty group on our campus allowed for the addition of more basic scientists to the mentorship teams. The deans, Drs. Hall, O’Callahan, Sittman and Farley, agreed to allow several of their faculty to be on the School of Dentistry mentorship committees; volunteering to serve themselves. Faculty from the Departments of Family Medicine, Pediatrics, Orthopaedics, and SHRP are also serving on the committees. Junior faculty members are allowed to select two of the members of the 5-6 member committees, and the others were added to committees by the faculty members’ department heads and Dr. Hupp.

The School of Dentistry has great hopes that this type of program will work at least as well as it appears to have functioned at the University of Pennsylvania. The junior faculty members seem very happy that this is available to help them succeed at UMMC and in academic dentistry.

- Jim Hupp -

In June of 2007 the Office of the Vice Chancellor for Academic Affairs created the Office of Academic Information Systems (AIS) to serve the information system needs of the academic community at UMMC. Dr. David Fowler was appointed Director of AIS. Over the past year the office has worked to develop a plan for designing, developing, and implementing a student information system which will serve the needs of the Registrar, Financial Aid, Student Accounting, along with faculty and students of all five schools. The project has been named “Student Connections”. The kick-off of the project is slated for September.
UMMC Updates and Information

Alphabet Accreditation: SACSACGMELCMEDANLNACJCAHO

Do you know…. 

**SACS: Southern Association of Colleges and Schools**
- [http://www.sacscoc.org/](http://www.sacscoc.org/)
- [http://sacshsc.library.umc.edu/](http://sacshsc.library.umc.edu/)
This is the accrediting agency for our institution.

**ACGME: Accreditation Council for Graduate Medical Education**
- [http://www.acgme.org](http://www.acgme.org)
This is the accrediting agency for our post-MD medical training (e.g. residency programs).

**LCME: Liaison Committee on Medical Education**
- [http://www.lcme.org](http://www.lcme.org)
This is the accrediting agency for our programs of medical education leading to the MD degree (our medical school).

**CODA: Commission on Dental Accreditation**
This is the accrediting agency for our School of Dentistry.

**National League for Nursing Accreditation Commission and Commission on Collegiate Nursing Education**
- [http://www.nlnac.org/](http://www.nlnac.org/)
- [http://www.aacn.nche.edu/accreditation/](http://www.aacn.nche.edu/accreditation/)
These are the accrediting agencies for our School of Nursing.

**The Joint Commission:**
(Prior to January 2007, it was known as JCAHO: The Joint Commission on the Accreditation of Healthcare Organizations)
- [http://www.jointcommission.org/](http://www.jointcommission.org/)
This is the accrediting agency for our hospital.

(All educational programs in the School of Health-Related Professions are accredited by the appropriate professional agency).
Leadership Development Program
THE UNIVERSITY OF MISSISSIPPI MEDICAL CENTER
2007-2008

Brown, David
Dillard, Benjamin
Griggs, Jason
Hebert, Michael
Hiser, Laree
Horne, Sandra
Jackson-Williams, Loretta
Kramer, Robert
Marks, Jean
Morgan, Christy
Richards, LaToya
Sullivan, Amy
Winters, Karen

Congratulations!
Promotions and Tenure - May 2008

Congratulations to the following faculty who were promoted in rank or were granted tenure:

**SHRP**

**Professor**
- Dona Lee Andrew
- Min Huang
- Becca Pearson
- Kim Curbow Wilcox

**Assistant Professor**
- Ken Heard

**Tenure**
- Jessica Bailey
- Elgenaid Hamadain
- Sandra Horne

**SCHOOL OF MEDICINE**

**Professor**
- Michael Doherty-Radiology
- Stephanie Elkins-Medicine
- Ike Eriator-Anesthesiology
- Domenic P. Esposito-Neurosurgery
- Harriette L. Hampton-OB/Gyn
- Randall S. Hines-OB/Gyn
- James Randall Jordan-Otolaryngology
- Stephen Kemp-Medicine
- April L. Palmer-Pediatrics
- Michel Rivlin-OB/Gyn
- Jose S. Subauste-Medicine
- Donna C. Sullivan-Medicine
- Thom A. Tarquinio-Orthopedics

**Associate Professor**
- Aimin Liu-Biochemistry
- Kimberly I. Simpson-Anatomy
- Heather A. Drummond-Phys/Biophysics
- Arthur Calimaran-Anesthesiology
- Amy B. Coleman-Radiology
- Stephen Kemp-Pediatrics
- Deborah Konkle-Parker-Medicine
- Mary Anne Kosek-Pediatrics
- William D. Mustain-Otolaryngology
- Ronald E. Persing-Pediatrics
- Robert E. Schmieg-Surgery
- Anwer Siddiqi-Pathology
- Jimmy L. Stewart-Pediatrics
- Rebecca J. Waterer-Medicine
- Hong Zhu-Otolaryngology

**Tenure**
- Michael Hebert-Biochemistry
- Aimin Liu-Biochemistry
- Doug Campbell-Medicine
- Ike Eriator-Anesthesiology
- Grayson S. Norquist-Psychiatry
- Thomas John Payne-Otolaryngology
- William J. Phillips-Emergency Medicine
- Karen Tracy Pitman-Otolaryngology
- Robert E. Schmieg-Surgery
- John Mark Schweinfurth-Otolaryngology
- Jimmy L. Stewart-Medicine
- Hong Zhu-Otolaryngology

**SCHOOL OF DENTISTRY**

**Professor**
- Tracy Dellinger
- Mark Livingston
- William Buchanan

**Associate Professor**
- Cheryl Serio

**Tenure**
- Cheryl Serio
- Denise Krause
- William Buchanan

**SCHOOL OF NURSING**

**Tenure**
- Annette Wysocki
- Lisa Haynie
Fall Academic Calendar 2008-2009

School of Health Related Professions
Classes Begin: August 18
End of Semester: December 12

School of Dentistry
Classes Begin: August 12
End of Quarter: November 5

School of Nursing
Classes Begin - generic BSN students: August 18
Classes Begin - advanced standing and MSN students: August 22
End of Semester: December 12

School of Medicine and Graduate School
Classes Begin - M2: August 5
Classes Begin - M1, Graduate, and CHS: August 11
Classes Begin - Doctoral Nursing: August 14
Last Day of Fall Quarter - M1 and Graduate: November 3

Junior Medical (M3s)
Classes Begin: June 10

Daylight saving time for North America (USA, Canada, Mexico) is Sunday, November 2, 2008 at 0200 hours. Remember to turn your clocks back an hour!