New Faculty Orientation

WELCOME

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www.qatar-med.cornell.edu
New Faculty Orientation

Objectives

- To welcome you as new faculty members
- Help you to understand what resources are available to you
- Encourage you to get involved with the academic life of WCMC-Q
- Help you to network with colleagues
- Answer your questions
New Faculty Orientation

Agenda

8:00 – 8:30   Registration
8:30 – 9:30   Welcome Address
10:30 – 11:00 Morning Break
11:00 – 11:45 Panel Discussion I
           What do you view is the role of faculty in affiliated institutions in contributing to the medical students’ education?
11:45 – 12:30 Panel Discussion II
           What is our role in achieving the QNV 2030?
12:30 – 13:00 WCMC-Q Campus Tour
13:00        Lunch and Networking
New Faculty Orientation

Panel Discussion I

What do you view is the role of faculty in affiliated institutions in contributing to the medical students’ education?

Dr. Marcellina Mian
Associate Dean for Medical Education
Professor of Pediatrics

Dr. Bakr Nour
Associate Dean for Clinical Affairs
Professor of Surgery

Dr. Stephen Scott
Associate Dean for Student Affairs
Associate Professor of Family Medicine in Medicine

Ahmed Mohsen
WCMC-Q Medical Student Class of 2015

Dr. Ismail Helmi
Deputy Director, Department of Medical Education, HMC
Assistant Dean for Medical Education & Assistant Professor of Clinical Surgery, WCMC-Q
New Faculty Orientation

Panel Discussion II

What is our role in achieving the QNV 2030?

**Human:** expanding the opportunities and capabilities of all the people of Qatar  
**Social:** a just and caring society capable of a significant role in global partnerships  
**Economic:** a diversified economy capable of securing a high standard of living for all its people  
**Environmental:** management to achieve harmony between economic growth, social development and environmental protection

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Dr. Khaled Machaca  
Associate Dean for Research  
Professor of Physiology and Biophysics

Dr. Ravi Mamtani  
Associate Dean for Public Health  
Professor of Healthcare Policy and Research

Dr. Dora Stadler  
Assistant Dean for Medical Education  
Assistant Professor of Medicine

Dr. Joachim Dudenhausen  
Director of Education, Sidra Medical & Research Center  
Professor of Obstetrics and Gynecology, WCIC
Academic Appointments and Promotions

WCMC-Q Office of Faculty Affairs:

Alicia Tartalo, PhD
Fatimah Isa
Hend Elziki
Sheryl Alivarvar

www.qatar-med.cornell.edu
Important Essential Resources for Faculty

• Academic Staff Handbook: Official document which can be found online at www.med.cornell.edu/handbook

• Office of Faculty Affairs: Primary source of official policies
Academic Appointments

• Based on evidence to satisfy the criteria of an academic track and rank as per WCMC Academic Staff Handbook

• Assistant Professor level: recommended by the WCMC Department Chairman, for review and approval of the WCMC Dean

• Associate and Professor level: require review at the WCMC Departmental level, review by the WCMC Committee of Review, review by the General & Executive Faculty Councils, and approval by the WCMC Dean
Stages of Academic Appointment Process (Instructors & Assistant Professors)

1. WCMC-Q Office of Faculty Affairs
2. WCMC Academic Department
3. WCMC Office of Faculty Affairs
4. WCMC Dean for Approval and Signature
5. Confirmation of Appointment Letter
Stages of Academic Appointment Process
Associate Professor & Professors) – Part I

APPLICATION PROCESS

WCMC-Q Office of Faculty Affairs

WCMC Academic Department

WCMC Office of Faculty Affairs
(Solicitation of Letters from Referees)

WCMC Academic Department
Stages of Academic Appointment Process
Associate Professor & Professors) – Part II

1. WCMC Committee of Review
2. WCMC Executive Faculty Council & General Faculty Council
3. WCMC Dean for Approval and Signature
4. Confirmation of Appointment Letter
How Long is the Academic Appointment Process?

- **Application Process (WCMC-Q)**
  - Review process: ≈ 2 months
  - Gathering & preparing documents: ≈ 1 month

- **Appointment Process (WCMC)**
  - Instructor & Assistant Professor: ≈ 3 months
  - Associate Professor & Professor: ≈ 6 – 9 months
What delays the application process?

- CV does not have sufficient/clear evidence of teaching qualities and clinical excellence, contributions to and achievements in clinical research, significant active participation in administrative efforts
- WCMC Departmental Committees do not always meet monthly
- Candidate does not initially accept the proposed rank and/or track
- Reference Letters, Referee List, and Reprints not received in a timely manner
- Referees do not fit the definition of impartial
Common reasons why an application can be tabled or delay

- WCMC Committee of Review (COR) seeks more detailed documentation of candidate’s teaching and clinical care
- Evaluation letters received are not impartial
- COR disagrees with the proposed rank and/or track
- COR requires further explanation of candidate’s role in teaching, contributions to the WCMC community, and evidence of clinical achievement
WCMC Academic Tracks
Academic Tracks

There are 6 professorial tracks:

- Academic-Educator Track
- Clinical Track
- Academic-Clinical Track
- Research Track
- Academic-Research Track
- Unmodified Track
Finding the Correct Academic Track

It is important for faculty to identify a primary pathway:

- Educator → Academic-Educator
- Clinical Care → Clinical
- Clinical Research → Academic-Clinical
- Research → Research
- Research - Basic or Translational → Academic-Research

It is possible to appoint at the assistant professor level to the unmodified track until an academic pathway for professional development has been selected.
# Academic Track Requirements

## Academic Educator
- Major duties primarily in educational activities
- May or may not assume obligations in research or professional/clinical service

## Clinical
- Engaged heavily in clinical practice and teaching
- Valuable contributors to the teaching, clinical research and academic programs of the Medical College
- Scholarly achievement, but not to the degree of those on the academic–clinical, track

## Academic Clinical
- Significant commitment to clinical research
- Excellence in teaching
- Noted accomplishments in clinical care

## Research
- Engaged in research or research related activities as the primary activity
- 70% of time, or more, devoted to research or related activities (e.g., direction of a research core)
- May provide teaching, clinical and administrative contributions

## Academic Research
- Engaged in research as their primary activity (70%)
- Excellence as documented by peer review publications, independent and external funding, research contributions
- May have additional teaching and clinical care activities
# Faculty by Academic Track
## 2014-2015

<table>
<thead>
<tr>
<th>Tenure</th>
<th>Academic Educator</th>
<th>Clinical</th>
<th>Academic Clinical</th>
<th>Academic Research</th>
<th>Research</th>
<th>Unmodified</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time</td>
<td>1</td>
<td>21</td>
<td>6</td>
<td>4</td>
<td>7</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>Affiliated</td>
<td>0</td>
<td>0</td>
<td>319</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>1</td>
<td>21</td>
<td>325</td>
<td>7</td>
<td>8</td>
<td>4</td>
<td>9</td>
</tr>
</tbody>
</table>
Reappointment & Promotion
Reappointments

- Renewable annually in April and effective July through June (Academic Year)
- Contingent upon:
  - continued employment at one of the affiliated institutions
  - continued fulfillment of the qualifications for appointment
  - programmatic needs of the College
- WCMC-Q Office of Faculty Affairs sends email to faculty members in February to confirm continued employment, involvement in teaching, and contributions to the WCMC community
Promotion Timeline

Continuous Review Process with WCMC-Q &
WCMC Departmental Leadership

Year 1
- Annual Review
- Update CV

Year 2
- Annual Review
- Update CV

Year 3
- Annual Review
- Update CV

Year 4
- Annual Review
- Update CV

Year 5
- Annual Review
- Update CV

Year 6
- Annual Review
- Update CV

Year 7
- Annual Review
- Update CV

Discuss promotion plans with WCMC-Q Deans

Gather evidence for promotion

Prepare & submit documents to WCMC-Q Faculty Affairs

Submission to WCMC Committee of Review (COR)

Promotion Effective

WCMC Departmental Review Process

Weill Cornell Medical College in Qatar
Demographic Data
## Full-Time and Affiliated Faculty Mix 2014-2015

<table>
<thead>
<tr>
<th>Gender</th>
<th>Totals</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>304</td>
<td>81%</td>
</tr>
<tr>
<td>Female</td>
<td>71</td>
<td>19%</td>
</tr>
<tr>
<td>Total</td>
<td>375</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
<th>Instructor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>23</td>
<td>37</td>
<td>169</td>
<td>75</td>
</tr>
<tr>
<td>Female</td>
<td>3</td>
<td>4</td>
<td>43</td>
<td>21</td>
</tr>
</tbody>
</table>
20% of the total faculty are Qatari

<table>
<thead>
<tr>
<th></th>
<th>Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
<th>Instructor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qatari Faculty</td>
<td>1</td>
<td>7</td>
<td>51</td>
<td>17</td>
</tr>
<tr>
<td>as % of total faculty in rank</td>
<td>4%</td>
<td>17%</td>
<td>24%</td>
<td>18%</td>
</tr>
</tbody>
</table>
Thank you!
Who We Are: Cornell University

• Founded by Ezra Cornell and Andrew Dickson White on October 7, 1868

• 13 undergraduate, graduate and professional schools

“I would found an institution where any person can find instruction in any study”  Ezra Cornell, October 1868 opening-day address
Weill Cornell Medical College, New York City

- Founded in 1898
- Affiliated with New York Presbyterian Hospital since 1927
- Among the top-ranked clinical and medical research centers in the United States.

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Weill Cornell Medical College in Qatar (WCMC-Q)

January 2001: Agreement signed between Cornell University and Qatar Foundation

August 2002: Admitted first Pre-Medical Class

2004: Accepted first entering Medical School Class

2008: Graduated Inaugural Class of Physicians

2009: Launched Biomedical Research Program

2010: Launched WCMC-Q’s First Strategic Plan and Vision 2010-2015

2011: 10-year Renewal Agreement Signed with Qatar Foundation

2013: Graduated Largest Class of 35 Physicians

2014: 100% Match Residency Programs

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Weill Cornell Medical College in Qatar

Tri-partite Mission

‘A commitment to excellence in teaching, research, patient care, and the advancement of the art and science of medicine.’

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Faculty Role at WCMC-Q

Education

Research

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U.S. Laws Applicable to WCMC-Q

- U.S. Civil Rights Act – Title IV, VI and IX
- Drug Free Workplace Act of 1988
- Health Insurance Portability and Accountability Act of 1996
- Family Educational Rights and Privacy Act of 1974
- Foreign Corrupt Practices Act of 1977
- Export Control Regulations
- Office of Foreign Assets Control
Title IX of Education Amendment of 1972

a. No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity.

b. Sexual harassment and sexual violence are forms of sex discrimination and are violations under Title IX.

c. Types of Prohibited Harassment under Title IX

• Quid Pro Quo - basis for decisions affecting the student’s education or participation

• Hostile Environment – unwelcome conduct creating severe or pervasive environment which alters the conditions of a student’s education

• Retaliatory Harassment – discrimination based on a protected activity
Applicable Cornell and WCMC-Q Policies

- Equal Education and Employment Opportunity Statement & Policy
- Academic Misconduct
- Prohibited Discrimination and Harassment
- HIPAA and Protected Health Information
- Policy on Drug and Alcohol Abuse
- Conflicts of Interest or Commitment
- Inventions and Related Property Rights
- Human Subjects in Research
- Animals in Research
Members of the Cornell University community are expected to perform their scholarly and scientific activities with honesty, to meet the highest ethical standards, and to respect the facts, the appropriate standards of evidence, and the contributions and scholarship of others.

The university will vigorously investigate allegations of academic misconduct, taking all reasonable steps to protect the rights and interests of individuals whose work or performance is questioned.
1.5 – Inventions and Related Property Rights

As a condition placed on being granted a Cornell University appointment or being granted access to university resources, Cornell requires inventors to assign to the university or its designee all rights, titles, and interests in their inventions and related property rights that result from activity conducted in the course of an appointment with the university and/or the use of university resources, including those provided through an externally funded grant, contract, or other type of award or gift to the university.
Cornell University is committed to overseeing the conduct of research in a manner that ensures the integrity of the research process and maintains the public trust and that of sponsors in the integrity and credibility of its faculty, its staff, and its research programs.

This commitment requires the university to ensure that there is no reasonable expectation that research results are biased by the external commitments and financial interests of persons who are responsible for the design, conduct, reporting, or direct administration of university research.
206 - Prohibited Discrimination and Harassment

a. WCMC-Q does not discriminate against or permit harassment of its students, employees or applicants for employment on the basis of their protected status.

b. WCMC-Q will not accept, tolerate or condone actions of discrimination and/or harassment by any employee, student, patient, vendor, or visitor.

c. In compliance with applicable U.S. federal, New York state laws, and college policy, WCMC-Q maintains processes for individuals or groups to seek redress and remediation if they believe they have been the victims of these acts.
WCMC-Q Shared Values

- Mission Driven
- Service
- Integrity
- Teamwork
- Vision
- Excellence
- Accountability

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Mission Driven

a. We are guided by our goals of excellence in medical and scientific education, healthcare delivery and biomedical research.

b. We have professional commitment and loyalty to our organization
Vision

a. We are forward thinking and are flexible and adaptive to the changes in our environment.

b. We embrace change and use it to our advantage.
a. We seek continuous improvement and always strive for superior performance.

b. We strive to advance the reputation of WCMC/WCMC-Q as the leader in the field, and are committed to upholding standards of excellence that support our reputation.
a. We are committed to serving the needs and preferences of our students, faculty, staff, and patients.

b. We strive to exceed the expectations of our customers with every interaction.
Teamwork

a. We measure our individual success by the success of our overall work group.

b. We are committed to demonstrating courtesy, kindness and respect to our coworkers.
We are committed to doing what is right, even if it is not easy.

We are ethical in all our business dealings.
Accountability

a. We take ownership of our work and maintain the highest personal standards.

b. We are results-oriented and evidence-based in our approach.
Thank you
Library Resources and Services for Faculty

from the WCMC-Q Distributed eLibrary

presented by Paul Mussleman (jpm2009@qatar-med.cornell.edu)
DeLib Website

http://qatar-weill.cornell.edu/elibrary/
Searching the Catalog for Books, DVDs, and more
Accessing Databases and Full Text Articles

**Weill Cornell Medical College in Qatar**

Library > LibGuides > Databases

**Databases**

| A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |

**Browse By Subject**

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- **Abstracts in social gerontology**
  - Classified arrangement of literature consisting of “books, articles, pamphlets, government publications, legislative research studies, as well as other fugitive materials.” Entries give bibliographical information, keywords, and abstracts. Also contains a section on related citations. Author, subject indexes.

- **Academic OneFile**
  - Includes peer-reviewed, full-text articles with extensive coverage of the physical sciences, technology, medicine, social sciences, the arts, theology, literature and other subjects.

- **Academic search premier**
  - Provides indexing and abstracts for over 3,200 scholarly journals in a variety of disciplines, and full text for over 1,000 of these journals.

- **AccessAnesthesiology**
  - McGraw-Hill's AccessAnesthesiology leads the way with a new generation of anesthesiology reference tools, merging a compendium of renowned medical resources with exclusive procedural videos, customizable curriculum functionality, and powerful search functions, along with tables and charts designed for quick reference. This online resource offers multiple tools for certification and recertification in pain management, critical care, and perioperative medicine.

- **AccessEmergencyMedicine**
  - AccessEmergency Medicine is a complete online service that allows users to quickly search the diagnosis and treatment of a broad range of emergency cases with videos.

- **AccessMedicine**
  - A repository of medical knowledge from internal medicine, cardiology, genetics, pharmacy, diagnosis and management, basic sciences, patient care, and more. Continuously expanding, all databases in the repository contain the latest editions of selected medical titles.

- **AccessPediatrics**
  - AccessPediatrics from McGraw-Hill is an integrated online resource that provides medical students, surgical residents, and practicing pediatricians with a broad range of content that covers the entire span of pediatric practice, from neonatology through adolescent medicine. Organized around a set of Core Topics developed by an advisory board of renowned pediatricians. AccessPediatrics meets the needs of medical students, pediatric residents, general practitioners, and pediatric specialists.

- **AccessPharmacy**
  - Allows selection by core curriculum topic, browsing by organ system, review of textbooks, or searching across leading pharmacy online references.

- **AccessPhysiotherapy**
  - Online resource for physical therapy students, educators, and practicing professionals. Features current and images from leading McGraw-Hill textbooks; drug database; curricular tools; review questions and answers; and multimedia study aids, including interactive program entitled: Anatomy & physiology revealed.

- **AccessScience at McGraw-Hill**
  - Full access to 7100+ articles, 115,000 dictionary terms, and hundreds of Research Updates in all areas of science and technology updated daily. Also includes over 2000 biographies of leading scientists, weekly updates of breakthroughs and discoveries in science and technology, a science dictionary, and links to related websites.
Interlibrary Loan (ILLiad)

Interlibrary Loan Webpage:
https://ill.qatar-weill.cornell.edu/
Librarian Assistance

Distributed eLibrary Website:  
http://qatar-weill.cornell.edu/elibrary/

Ask-a-Librarian Webpage:  
http://delib-answers.qatar-weill.cornell.edu/

Distributed eLibrary Phone Number: 4492-8100