Early Career Development Council

• **Purpose:** To ensure UNT HSC is doing all it can to foster success of its early career faculty.

• Driven by ECDC members and faculty input.

• Facilitated by a senior faculty members as liaisons to the Provost’s office.

Erika Thompson, Ph.D.
Council Members

Early Career Development Council (ECDC) Members:

Didi Ebert-Blackburn, D.O., Assistant Professor, Family Medicine/TCOM
Jessica Gardea, PharmD, Assistant Professor, Pharmacotherapy/CoP
Scott Maddux, Ph.D., Assistant Professor, Physiology & Anatomy/GSBS
Haylie Miller, Ph.D., Assistant Professor, Physical Therapy/SHP
Caroline Rickards, Ph.D., Associate Professor, Physiology & Anatomy/GSBS
Steven Romero, Ph.D., Assistant Professor, Physiology & Anatomy/GSBS
Erika Thompson, Ph.D., Assistant Professor, Health Behavior & Health Systems/SPH

ECDC Facilitators:

Tom Cunningham, Ph.D., Professor & Interim Associate Dean, Physiology & Anatomy/GSBS
Claire Peel, PT, Ph.D., Vice Provost & Professor, Physical Therapy/SHP

ECDC Support:

Nat Paterson, Assistant to Sr. Vice Provost, Faculty Affairs

Erika Thompson, Ph.D.
Writing Accountability Groups

Haylie Miller, Ph.D.
A Brief History of WAGs

- “Writing circles” described in health professions literature to augment faculty development programs

- Components include a **structured writing schedule** and **peer accountability**

- Participation has resulted in increased publications and improved confidence, especially among junior faculty

- The ECDC WAG is modeled off the campus-wide WAGs at Johns Hopkins Medicine and UT Southwestern

Cheng Yuet, Pharm.D.
How will the WAG benefit you?

• Goals include:
  – Increased writing frequency (protected time!)
  – Improved time management for scholarship
  – Increased quantity of scholarly activity

• Forum to discuss potential collaborations, research dissemination, and feedback on current projects

“Success is a journey, not a destination. The doing is often more important than the outcome.”

-Arthur Ashe

Cheng Yuet, Pharm.D.
Dos and Don’ts of WAG

**Do’s**
- Put words down on paper!
- Identify projects in stages that require writing
  - E.g., abstracts, grants, manuscripts
- Complete pre-work outside of WAG sessions
  - E.g., brainstorming ideas, literature search, data analysis
- Be respectful of your neighbors in WAG

**Don’ts**
- Check emails or text messages during WAG
- Work on non-scholarly activities
  - E.g., lectures, patient care
- Diminish your progress ("I didn’t do much")
- Compare yourself to other WAG members

Cheng Yuet, Pharm.D.
Setting Goals

• Use SMART goals (specific, measurable, achievable, relevant, and time-bound)

• Include details of your work—this could open the door for future collaborations

• Work on multiple projects throughout the WAG
SCP Study Outcomes

• Ten SCP faculty met for a 10-week WAG in June 2017

• Pre- and post-tests assessed writing frequency, time management and organization, and quantity of scholarly activity

• Mean scores for the pre- and post-tests (p<0.05)
  – Average number of publications accepted
  – Writing frequency (e.g., daily vs. rarely)
  – “Current time management is sufficient”
  – “Current organizational skills are sufficient”

• Themes: less binge writing, protected time, enjoyable

Cheng Yuet, Pharm.D.
Developing a Writing Pipeline

“A tracking system helps you analyze where to focus your efforts and gives you a reason to celebrate when a manuscript moves from one category to the next.”

https://www.chronicle.com/article/My-Writing-Productivity/236712

Erika Thompson, Ph.D.
Developing a Writing Pipeline

Erika Thompson, Ph.D.

- Break out by section or authorship roles
- Set smaller goals on your pipeline
## Developing a Writing Pipeline

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Erika Thompson, Ph.D.
How do you keep writing projects moving?

Erika Thompson, Ph.D.
Follow-Up to Faculty Needs Survey

• “Research Mentoring” – Primary Need

• What does this look like?
Upcoming Activities

Needs/Interest Assessment:
https://unthsc.qualtrics.com/jfe/form/SV_3wy4cPQZI16ivVH

Please complete the survey no later than March 1st, so that we have the results at our next ECDC meeting, where we will plan the 2019 meeting topics!

Erika Thompson, Ph.D.
Upcoming Activities

2019 Quarterly Meetings:

**Summer**: Friday, May 17

**Fall**: Monday or Friday, August 26/30

**Winter**: Monday or Friday November 18/22

Erika Thompson, Ph.D.
Contact us at
EarlyCareer@unthsc.edu

Next meeting:
May 17, 2019
11:45AM-1:00 PM
Navigating the Promotion and Tenure Process
Location TBD