

NEW FACULTY ORIENTATION

October 27.2021 | 8:00 – 9:30 AM

Welcome (8:05 – 8:10)

Richard Andrassy, MD | Executive Dean *ad interim* of McGovern Medical School

Academic Life | Promotion & Tenure | Grants 101 & 102 (8:10 – 8:25)

Kevin A. Morano, PhD

Associate Vice President | Faculty Affairs & Development

Associate Dean | Faculty Affairs

Graduate Student Training (8:25 – 8:30)

Michael R. Blackburn, PhD | Executive Vice President and Chief Academic Officer | UTHealth

Office of Diversity & Inclusion (8:30 – 8:35)

Pedro Mancias, MD | Assistant Dean - Diversity & Inclusion

Faculty & Educational Development (8:35 – 8:40)

Allison Ownby, PhD | Assistant Dean for Faculty and Educational Development

Women Faculty Forum (8:40 – 8:45)

Susan Wootton, MD | Co-Chair

Office of Communications (8:45 – 8:50)

Darla Brown | Director

UTHealth Faculty Assistance Program | Academic Ombuds (8:50 – 9:00)

Robin Dickey, PhD, MA, LPC | Senior Faculty Assistance Specialist | Academic Ombuds

Intellectual Property and Commercialization (9:00 – 9:05)

Christine Flynn, PhD | Associate Director - Office of Technology Management

Collaborative Research (9:05 – 9:10)

Amy Hazen, PhD | Associate Director, Shared Research Resources

Office of Postdoctoral Affairs (9:10 – 9:15)

Leslie S. Beckman | Director

HIPAA (9:15 – 9:20)

Christina F. Solis, JD, MPH | Senior Legal Officer & Privacy Officer - Office of Legal Affairs

Questions / Answers (9:20 – 9:30)

**The Office of Administration & Faculty Affairs
McGovern Medical School at UTHealth**

The Office of Administration & Faculty Affairs at McGovern Medical School at UTHealth was established in February 1995, for the purpose of assisting faculty regarding their academic careers and working closely with department(s) on faculty advancement and development.

Kevin A. Morano, Ph.D., Associate Vice President for Faculty Affairs & Development at UTHealth, Associate Dean for Faculty Affairs and Professor of Microbiology and Molecular Genetics at McGovern Medical School, has a history of faculty mentoring and is uniquely qualified to counsel and offer guidance to faculty at any stage of their academic careers.

You may arrange for an appointment with Dr. Morano by contacting Tina Clark in the **Office of Administration & Faculty Affairs** at 713-500-5103 or tasamania.d.clark@uth.tmc.edu.

Some of the services offered by the **Office of Administration & Faculty Affairs** to support MMS faculty in the continuum of faculty life cycle includes but are not limited to the following:

- Counseling and mentoring of faculty about their academic careers (i.e., offering comprehensive reviews of a faculty member's curriculum vitae to enhance career advancement opportunities)
- Promoting salary equity and equal opportunities for faculty
- Presenting seminars on promotion and tenure process
- Conducting new faculty orientation programs
- Counseling of faculty regarding employment-related issues
- Manage and coordinate Annual Faculty Reviews and Six-Year (post-tenure) Faculty Reviews
- Serving as a liaison with the Texas Medical Board for institutional permits for faculty licensing and for permanent licensure problems
- Assisting with faculty recruitment and retention
- Identifying and offering programs to improve faculty skills (faculty development)
- Conducting exit interviews with faculty leaving MMS

Contact Information:

Website: <https://med.uth.edu/administration/>

Phone: 713-500-5103

EDUCATOR DEVELOPMENT ACTIVITIES MCGOVERN MEDICAL SCHOOL

Office of Educational Programs
JLJ 304
713-500-5140

<https://med.uth.edu/oep/>
<https://med.uth.edu/oep/educational-development/>

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Sam Neher, EdD
Education Specialist
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1. Educational Development Sessions

- a. The Office of Educational Programs provides a monthly series of educational development sessions (second Friday of each month from 12-1 pm). Topics include effective teaching strategies, principles of feedback, motivating learners, interactive teaching techniques, academic portfolio building, narrative assessment, the learning environment, tips and tricks for effective PowerPoint presentations, and more. **See the attached schedule.**
- b. Join us in the Fall and Spring for our Educational Development Retreats. These are 2-3 hour sessions where we delve into discussions on topics related to becoming an effective educator.

2. Online Faculty Development - Magna Commons “20 Minute Mentor” Videos

- a. MMS subscribes to Magna Commons. One of Magna’s unique offerings is the **Magna 20-Minute Mentors**. These are videos with handouts designed to answer specific questions related to **teaching and learning**. They deliver actionable insights in **highly focused 20-minute presentations** designed to fit busy schedules. The Magna Portal is available 24/7 through UT-Health’s Canvas site.
- b. MMS Educator Development Certificate: This certificate is designed to give educators the flexibility to choose modules that are most beneficial and complete them on their own time. To receive a certificate awarded through the Office of Educational Programs, complete at least four of the listed modules within one year.

3. The Health Educators Fellowship Program (HEFP)

The Health Educators Fellowship Program (HEFP) is a collaborative initiative between the schools of The University of Texas Health Science Center at Houston as well as The University of Texas MD Anderson Cancer Center.

The primary aim of the HEFP is to enhance and improve faculty knowledge, skills, and attitudes related to the scholarship of teaching and learning to enable them to make positive contributions to their department, school and UTHealth.

Specifically, the fellowship is designed to assist faculty in:

- Applying current education theory to educational practices
- Identifying and reflecting on personal educational/teaching philosophy and how that shapes learner interactions
- Collaborating with fellow participants to identify common areas of interest and to develop professional relationships and interactions

- Developing a project reflecting sound educational theory/practice that will benefit personal career paths

This is an 18-month program and faculty attend monthly HEFP sessions in addition to completing an additional 18 hours of faculty development workshops and completing an educational project resulting in an abstract and poster among other requirements.

4. Community of Medical Education Scholars (CoMES)

The Community of Medical Education Scholars (CoMES) program is designed to provide training to faculty on the tools needed to engage in educational scholarship.

Features of the CoMES program include:

- A 6-month program
- Meets once per month
- Interactive 90-minute classes
- Matched with a mentor
- End product is an IRB proposal
- Continued support from the CoMES community

Session topics:

- Intro to scholarship of teaching and learning; writing a research question
- IRB; conducting a literature review; conceptual frameworks
- Research design- qualitative, quantitative, mixed; characteristics of successful projects
- Evaluating a research article; basics of survey design
- Data collection; scholarship as part of P&T
- Data analysis; growth as a scholar

5. McGovern Medical School (MMS) Academy of Master Educators

McGovern Medical School Academy of Master Educators (AME) serves to foster institutional and faculty activities related to the mission of undergraduate and graduate education. The AME is dedicated to promoting and enhancing:

- Education of future physicians and biomedical scientists
- Educational knowledge and skills of all teaching faculty
- Curricular innovation
- Professional development of educators
- Educational scholarship
- Support of MMS educational initiatives with dedicated resources, including endowments and grants

6. Hot Topics in Medical Education

The AME hosts a journal club session from September through April on the second Tuesday of the month at noon. Each session will be led by someone different and topics will range from best teaching practices to educational innovations to current issues facing medical students and faculty. All faculty, residents, and students are invited to attend. Recent topics have included critical thinking, professionalism, and burnout.

7. AME Peer Coaching Group (AME-PCG)

The AME supports peer coaching for educators. The purpose of peer coaching is to provide educators with the opportunity to reflect on and enhance the quality of their teaching. This is accomplished by having a fellow faculty member observe teaching and provide feedback in a non-threatening, supportive environment, with an emphasis on sharing ideas and reflecting on teaching practice. Peer coaching is available for any MMS faculty member. Faculty can read more about the process or request an observation at the following link: <https://med.uth.edu/oep/educational-development/peer-coaching-group/>.

8. Graduate Programs for Health Science Educators, University of Houston, College of Education

The University of Houston offers three graduate programs which emphasize teaching and learning for health science professionals online and on the campus of the Texas Medical Center.

1. Certificate in Integrating Innovative Technologies in Health Science Education
2. Masters of Education in Curriculum and Instruction with an Emphasis in Health Science Education
3. Executive Doctorate in Professional Leadership for Health Science Education

These graduate programs are aimed at healthcare professionals (such as physicians, dentists, nursing faculty, allied health professionals, basic science faculty, fellows, residents, medical and dental students, staff and others) who are working or studying at a healthcare institution, either in the Houston area or elsewhere. For more information about these programs (<http://medical.coe.uh.edu/>), please contact Robert Hausmann, Ed.D., program coordinator, at: rchausmann@uh.edu

Monthly Educational Development Workshops
Office of Educational Programs
2021-2022

WebEx Fridays (Noon) https://uthealth.webex.com/uthealth/j.php?MTID=m25c28401f05b39c87009378b49342051			In-Person Mondays (Noon) MSB .B605		
Date	Topic	Presenters	Date	Topic	Presenters
Aug 13, 2021	Physicians in Media: A Practical Guide for Effective Communication	Hilary Fairbrother, MD	Nov 15, 2021	Educational Scholarship	Christine Ford, EdD Sam Neher, EdD
Sept 10, 2021	PowerPoint Creation and Delivery	Peggy Hsieh, MEd, PhD			
Oct 8, 2021	WebEx Interactive Teaching	Peggy Hsieh, MEd, PhD			
Nov 12, 2021	Curriculum Design – Writing Goals and Objectives, Aligning Assessments	Sam Neher, EdD	Jan 10, 2022	Microaggression in Medicine	Asia McCleary-Gaddy, PhD
Dec 10, 2021	The Gift: Providing Constructive Feedback and Narrative Evaluations	Peggy Hsieh, PhD			
Jan 14, 2022	Systemic Oppression in Medicine – Diversity, Equity, and Inclusion	Asia McCleary-Gaddy, PhD			
Feb 11, 2022	Am I an Advisor, a Coach, or a Mentor? Differences and Strategies	Sam Neher, EdD	May 16, 2022	Career Planning for Educators	Panel Discussion
March 11, 2022	Tips on Writing Letters of Recommendations	Christine Ford, EdD			
April 8, 2022	Conflict Resolution/Management	HR: Learning & Development (TBD)			
May 13, 2022	Leadership and Management: Which one & how?	Sam Neher, EdD			

Graduate School of Biomedical Sciences

- **The University of Texas MD Anderson Cancer Center UTHealth Graduate School of Biomedical Sciences (GSBS)** was established in 1963. Our primary mission is to train and educate research scientists and scientist-educators, to generate new knowledge in the biomedical sciences, and to increase public understanding of science.
- GSBS serves as the graduate school for our two parent institutions: The University of Texas Health Science Center at Houston (UTHealth) and The University of Texas MD Anderson Cancer Center.
- The school awards PhD and MS degrees in many areas of biomedical sciences. We also offer an MD/PhD program in collaboration with UTHealth McGovern Medical School.
- Our 600+ faculty members have their primary appointments at MD Anderson or one of the schools at UTHealth (i.e., McGovern Medical School, School of Public Health, School of Dentistry, or School of Biomedical Informatics.). In addition, we have a few faculty members from Texas A&M Institute of Biosciences and Technology in Houston.
- Appointment to the GSBS Faculty is not automatic for faculty who hold appointments at our parent institutions – interested faculty must submit an application and be approved by the GSBS Membership Committee.
- GSBS has two main categories of faculty membership – Regular (full membership for those who wish to supervise PhD students) and Associate (for those who wish to be actively engaged in GSBS activities but will not serve as the major advisor to PhD students or provide tutorial rotations to PhD students).
- More specific information and the faculty application form may be found on the GSBS website (<https://gsbs.uth.edu/faculty/>) or contact Kristina Fern, GSBS faculty coordinator at 713.500.9857 or kristina.n.fern@uth.tmc.edu.



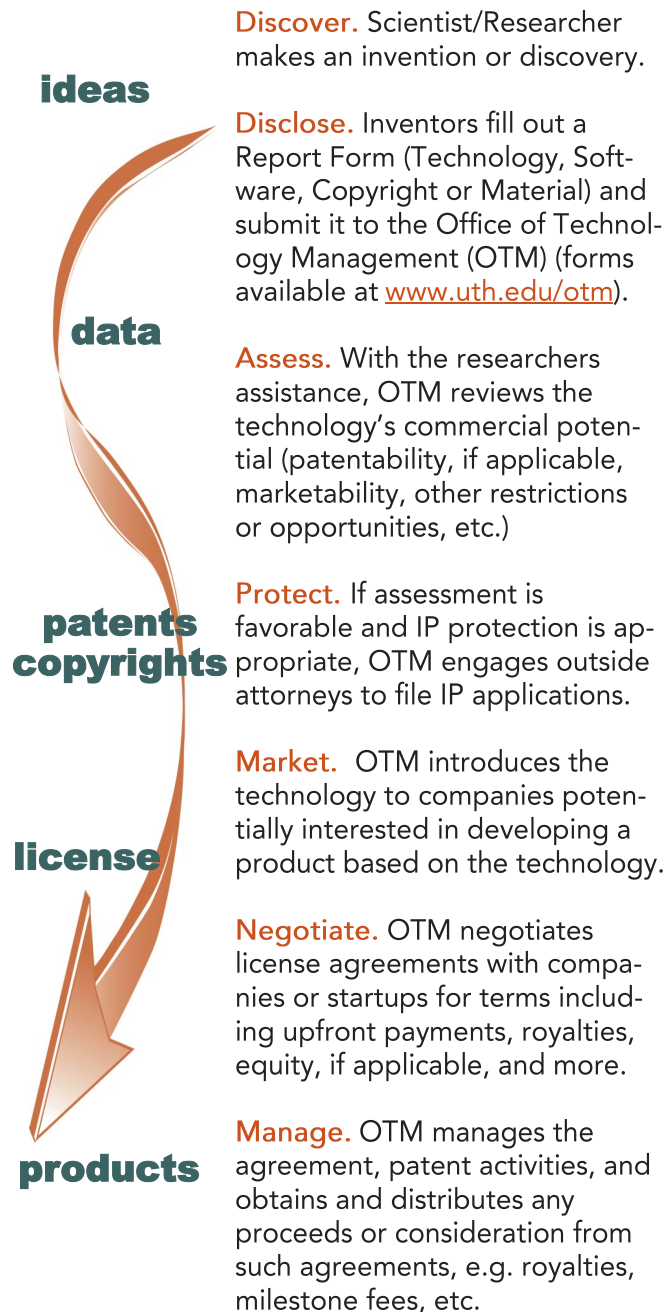
Intellectual Property & Commercial Opportunities



The University of Texas
Health Science Center at Houston


Office of Technology Management


The Commercialization Process at UTHealth

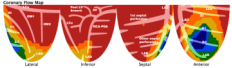


Selected UTHealth Commercialization Highlights

 **Dr. Zhiqiang An and Ningyan Zhang** from McGovern Medical School's Institute of Molecular Medicine, along with Dr. Alec Zheng of The University of Texas Southwestern Medical Center, identified antibodies found to block leukemia development in pre-clinical models. These and related oncology-specific antibodies were licensed to new startup company, Immune-Onc Therapeutics Inc.

 **Dr. John Spudich** and his research team in the Medical School's Department of Biochemistry & Molecular Biology have recently discovered a new optogenetic "off" switch for neurons that may dramatically increase the precision by which these cells can be manipulated. By harnessing the ability of light to control neuronal activity, these "off" switches may provide breakthrough treatments for diseases such as Parkinson's, chronic pain and epilepsy. A U.S. patent has been issued on this technology, with two additional U.S. patent applications pending.

 **Decisio Health, Inc.**, a UTHealth Portfolio Company, is commercializing a clinical decision support platform created by the team at UTHealth's Center for Translational Injury Research. The dashboard is designed to improve clinical outcomes and reduce hospital costs by visually integrating clinical results and patient information in real-time while providing decision assist recommendations based on customizable clinician defined protocols. Decisio has recently partnered with both GE Healthcare and InTouch Health.

 **K. Lance Gould, MD** of McGovern Medical School's Department of Internal Medicine developed software for positron emission tomography (PET) scanners to more effectively measure myocardial perfusion, leading to earlier diagnosis of coronary atherosclerosis. With earlier intervention, the need for risky and costly surgeries can be greatly reduced. The software is currently licensed to GE Healthcare and Bracco Diagnostics Inc.

Frequently Asked Questions

- **What Is Intellectual Property (IP)?** IP encompasses creations of the mind when expressed in a tangible form. Forms of IP include discoveries, trade secrets, scientific or technological advances and developments, research data, software, etc. IP can be protected under patent, trademark or copyright laws, or it can be protected by maintaining it as a confidential trade secret and not disclosing the "know how" to others.
- **What is a Patent?** A patent is a business tool that provides the legal right to exclude others from making, using, selling, offering for sale or importing the claimed invention in exchange for public disclosure of the technology described and enabled in the patent specification for a period of 20 years from the filing date.
- **What is patentable?** Inventions are discoveries, but not all discoveries are inventions and not all inventions are patentable. A patentable invention must be useful, novel and non-obvious. Patent applicants must provide sufficient written description, such that those of skill in the art would understand how to make and use the invention and must disclose the best mode of practicing the invention.
- **Why should I consider commercialization?** The mission of research at UTHealth is to advance the quality of human life. Commercializing the products of your research is more likely to directly benefit patients. Inventors can also benefit as the University shares 50% of the net revenue received from commercialization of a technology personally with the inventors.
- **What should I do if I have what I think could be a potential invention?** Describe your idea in detail in a signed and dated notebook, then contact OTM for further guidance.
- **What shouldn't I do?** Beware public disclosures such as abstracts, posters, seminars, meetings, lab websites, discussions with industry, etc. as all may constitute public disclosures which can adversely impact commercialization of an invention. If you are preparing a poster or publication or wanting to share materials or code—contact OTM.

About the Office of Technology Management

- Manages 125+ active license/option agreements, with over 87 currently generating income;
- Filed over 2,600 U.S. and foreign patents/patent applications;
- Averages over 25 new license/option agreements per year;
- Facilitated formation of over 56 UTHealth Portfolio Startup Companies;
- Received over \$90 million in revenue to UTHealth;
- Directed by Bruce D. Butler, Ph.D., Vice President for Research and Technology;
- Staffed with 4 licensing managers, 1 patent manager and 2 support personnel.

OTM Contact Information

7000 Fannin, Suite 720
Houston, TX 77030

OTM is located in the University Center Tower



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UTHealth Office of
Technology Management

Intellectual Property Policies

Intellectual property at UTHealth is governed by HOOP Policy 201 and The Rules and Regulations of the Board of Regents of The University of Texas System for intellectual property (90000 Series). The Board of Regents automatically owns the intellectual property created by individuals subject to this Rule. Intellectual property includes, but is not limited to, any invention, discovery, creation, know-how, trade secret, technology, scientific or technological development, research data, work of authorship and software, regardless of whether subject to protection under patent, trademark, copyright, or other laws.

This intellectual property Rule applies to: (a) all persons employed by the U. T. System or any U. T. System institution, as well as to anyone using the facilities or resources of the U. T. System or any U. T. System institution; (b) intellectual property developed within the course and scope of employment of the individual, resulting from activities performed on U. T. System time or with support of State funds, or resulting from using facilities or resources owned by the U. T. System or any U. T. System institution (see Section 6 of the rules for how these rules apply to students, postdoctoral and predoctoral fellows).

Rules: www.utsystem.edu/board-of-regents/rules

Links & Further Information

- **OTM:** www.uth.edu/otm
- **US Patent and Trademark Office:** www.uspto.gov
- **US Copyright Office:** www.copyright.gov
- **The patent process:** www.uspto.gov/patents/process/index.jsp
- **Changes in US Patent Law under AIA:** www.uspto.gov/aia_implementation/faq.jsp
- **European Patent Office:** www.epo.org/applying/online-services.html
- **World Intellectual Property Organization:** www.wipo.int/portal/en/index.html
- **Myriad-Mayo Subject Matter Guidance:** www.uspto.gov/patent/patents-announcements/guidance-determining-subject-matter-eligibility-claims-reciting-or
- **Library of Congress:** Taking the Mystery Out of Copyright: www.loc.gov/teachers/copyrightmystery/#



WOMEN FACULTY FORUM

The Mission of the Women Faculty Forum is to provide:

Advocacy on behalf of the women faculty McGovern Medical School. UTHealth.

Opportunities for professional development for women faculty at McGovern Medical School.

Networking among the women faculty, as well as with the leaders in academic science and medicine within and outside the institution.



Scan below for the WFF Page!



Co-Chairs



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Connect with us!



Women Faculty Forum
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Please visit us on:

WEBSITE:

<https://med.uth.edu/administration/organizations-committees/women-faculty-forum/>



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