Faculty Forward
The Alliance for Advancing the Academic Medicine Workplace

Task Force Kick-Off Meeting
March 31, 2009

Donald J. DiPette, MD
Dean, USC SOM
Agenda

• What is Faculty Forward?
• Why the emphasis on job satisfaction?
• How can the USCSOM benefit?
• How will the program work, and what is the role of the Faculty Forward Task Force?
What is Faculty Forward?

- A partnership with the Association of American Medical Colleges (AAMC)
- 25 medical schools participating
- Goal is to measure & enhance medical school faculty satisfaction
Who is participating?

Brody School of Medicine at East Carolina University
Jefferson Medical College of Thomas Jefferson University
Louisiana State University School of Medicine in New Orleans
Loyola University Chicago Stritch School of Medicine
Medical College of Georgia School of Medicine
New York Medical College
Northwestern University The Feinberg School of Medicine
Pennsylvania State University College of Medicine
The School of Medicine at Stony Brook University Medical Center
St. Louis University School of Medicine
Stanford University School of Medicine
Texas Tech University Health Sciences Center School of Medicine

UC Davis School of Medicine
University of Florida College of Medicine
University of Massachusetts Medical School
University of Miami Leonard M. Miller School of Medicine
University of Mississippi School of Medicine
University of Oklahoma College of Medicine
University of Pennsylvania School of Medicine
University of South Carolina School of Medicine
University of South Florida College of Medicine
University of Virginia School of Medicine
University of Texas School of Medicine at San Antonio
University of New Mexico School of Medicine
Why the emphasis on job satisfaction?

- The literature shows a consistent, positive relationship between job satisfaction and intent to remain with the organization.
- Gaining a better understanding of what factors drive job satisfaction may yield significant insight into how best to target resources.
Nationwide turnover of MD physicians in clinical departments

- **Voluntary turnover:** 70%
- **Retirement/Death:** 15%
- **Termination:** 15%

**Average annual voluntary turnover, 1996-2006:** 2,940

- **Estimated per-physician turnover cost***: $75,000 – 100,000
- **Annual turnover cost, national**: $220 – 294 million
- **Annual clinical faculty turnover cost, per medical school**: $1.7 – $2.3 million

How Can USCSOM Benefit?

- Measure faculty satisfaction
- Benchmark and then share learning opportunities with peer and national cohort institutions
- Determine drivers of satisfaction for our faculty
- Identify best opportunities to improve faculty satisfaction
- Build institutional capacity to implement strategies that enhance faculty engagement, satisfaction and vitality
How does it work? Year 1 – 2009

- Formation of Task Force (done)
- Submission of up to 15 custom questions (done)
- AAMC-COACHE Medical Faculty Job Satisfaction Survey and Benchmarking Report (July, 2009)
- Leadership development through 3 registrations to AAMC’s Group on Faculty Affairs meeting (August 2009)
- Collaborative learning opportunities for Task Force Members
How does it work? Years 2 & 3

• Learning and idea sharing opportunities with peer institutions

• Forums to provide guidance on analyzing survey satisfaction report and disseminating results

• Webcasts and other online resources to share current research on how to approach areas for development and improvement

• Private Website on strategies to improve faculty satisfaction

• Education and leadership development
The Role of the Task Force

• Help identify ways to maximize survey participation

• Evaluating actionable steps for change based on survey results

• Delivering a set of recommendations to the Dean based on those findings

• Develop internal expertise through learning opportunities for Task Force Chair and Members
Next Steps

• Survey will be administered in April and will be open for approximately 10 weeks

• Between now and the launch of the survey: Faculty Forward has provided a set of communications tools to help us reinforce the importance of survey participation.

• How can we best use these tools to best communicate with our faculty?

 **Spread the word!**
TIMELINE?

• April 1\textsuperscript{st} – Test Emails conducted
• April 2\textsuperscript{nd} – Reminder Email from the Dean
• April 6\textsuperscript{th} or soon thereafter – survey launch

• Runs 10 weeks – Reminders to non-responders will occur twice by EMAIL.
Incentives

• Each Campus will have one lottery winner – Medical School Campus, Richland and Greenville
• Completion of survey is the entry for lottery
• Lottery will be handled by AAMC (random selection)

• Winners will receive a $200.00 individual “faculty fund” that may be used to purchase educational materials, books or supplies helpful to their work or development as faculty members.
Questions?

Contact:

• Donna Ray  donna.ray@uscmed.sc.edu  or
• Moss Blachman  morris.blachman@uscmed.sc.edu
• 434-4211 Office number for both.

Web Link:

•  http://cme.med.sc.edu/facforward3-09.htm  for additional information and updates.