Faculty Forward
The Alliance for Advancing the Academic Medicine Workplace

Presentation to Greenville GMEC
March, 2009
Agenda

• What is Faculty Forward?
• Why the emphasis on job satisfaction?
• How can our organization benefit?
• How will the program work, and what role does leadership have?
What is Faculty Forward?

• A partnership with the Association of American Medical Colleges (AAMC)
• 25 medical schools participating
• Measuring & enhancing 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
Medical College of Georgia School of Medicine
New York Medical College
Northwestern University The Feinberg School of Medicine
Ohio 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 Mississippi School of Medicine
University of Missouri 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 Texas School of Medicine at San Antonio
Uniformed Services University of the Health Sciences
University of Virginia School of Medicine
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
Termination:
15%
Retirement/Death: 15%
Voluntary turnover: 70%

Nationwide turnover of MD physicians in clinical departments

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 our organization benefit?

• Measure faculty satisfaction

• Benchmarking and shared 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 custom questions for our school (done)
- AAMC-COACHE Medical Faculty Job Satisfaction Survey and Benchmarking Report (July, 2009)
- Leadership development through AAMC’s Group on Faculty Affairs meeting (August 2009)
- Collaborative learning opportunities for Task Force Members
Ongoing efforts: Years 2 and 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 AAMC Website on strategies to improve faculty satisfaction

- Education and leadership development
The valuable role of Leadership:

• Communicate the importance and value of survey participation to your faculty
• Help identify and implement effective ways to maximize survey participation
• When results are in, use department-level data and benchmarking (comparisons to other departments at our institution; comparisons to like-departments at peer institutions) to make department-level improvements
So, now what?

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

- How can we best communicate with our faculty?
  - Emails - letter from the Dean, web links
  - Web Site
  - Power Point available

Spread the word!
Questions?

Contact:

- Donna Ray donna.ray@uscmed.sc.edu or Moss Blachman, morris.blachman@uscmed.sc.edu, Chairs, Faculty Forward Task Force (803) 434-4211

Web Link:

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