Faculty Forward
The Alliance for Advancing the Academic Medicine Workplace

Presentation for COM Faculty
March-April, 2009
Agenda

• What is Faculty Forward?
• Why the emphasis on job satisfaction?
• How can our organization benefit?
• How will the program work?
What is Faculty Forward?

• A partnership between the Association of American Medical Colleges (AAMC) and 24 medical schools around the country focusing on measuring and enhancing 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
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

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
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

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.

**ENVIRONMENTAL VARIABLES**
- Factors beyond the institution’s influence
- Other job opportunities
- Generational and cultural changes
- Family responsibilities

**INSTITUTIONAL VARIABLES**
- Factors over which the institution has some influence
  - Communication
  - Workload
  - Autonomy
  - Role Congruity/Conflict
  - Compensation

**Job Satisfaction**

**Retention**

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*Faculty Forward*

The Alliance for Advancing the Academic Medicine Workplace

*University of Florida*
How can our organization benefit?

Goals for the initiative:

- Measure faculty satisfaction and benchmark with peer and national cohort institutions
- Refine understanding of what drives satisfaction among our faculty
- Identify best opportunities to improve faculty satisfaction
- Learn from cohort and peer institutions through shared learning opportunities
- Build institutional capacity to implement and sustain 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 specific to concerns at our institution - *done*
- AAMC-COACHE Medical Faculty Job Satisfaction Survey and Benchmarking Report -- *NEXT*
- Leadership development through 3 registrations to AAMC’s Group on Faculty Affairs meeting (August 2009)
- Collaborative learning opportunities for Task Force Members such as web seminars and break-out sessions at national meetings coordinated by Faculty Forward
- Faculty Forward brand for institutional use
Years 2 and 3

Faculty Forward will coordinate:

- 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, including 3 registrations to the Group on Faculty Affairs annual meeting per year
- **UF will analyze and act on findings – new programs, changes in practices, new opportunities**
I’m busy – Why should I participate in another survey?

• UF COM has made a commitment to learn about and act on drivers of faculty satisfaction and dissatisfaction

• Your participation is vital to ensure that survey results accurately reflect the views of medical faculty at our institution

• Your answers will help identify areas for organizational improvement, which will lead to new efforts

• Your contribution will enable a valid comparison with other participating institutions – how do we stack up and what can we learn

• Your answers are confidential
Next Steps – Faculty Survey

• The Medical Faculty Job Satisfaction Survey is administered by the AAMC and the Collaborative on Academic Careers in Higher Education (COACHE)

• Survey will be launched the week of April 6th and will be open for approximately 10 weeks

• You will receive an invitation to complete the survey
  - **FROM:** coache@gse.harvard.edu
  - **FROM_NAME:** Faculty Forward [AAMC and COACHE]
  - **SUBJECT LINE:** Faculty Forward: AAMC-COACHE Medical School Faculty Job Satisfaction Survey.

• The survey will take 20-25 minutes to complete – with space for free text

• Only aggregate data are included in reports. No personal identifiers are matched to responses. No disaggregated data are presented for any subgroup with fewer than 5 respondents
Next Steps

• Faculty will receive email messages from the Dean and Task Force Chair

• Non-participants and partial participants will receive 3 reminders from COACHE through June.

• You will be able to return to a partially completed survey to complete
- Real data is needed for real change!
- Encourage everyone to participate!
- Departments achieving the top quintile of participation will receive a coffee coupon for every faculty member.
• USF has challenged UF – Institution with the highest % participation gets bragging rights!
  • (and the Task Force gets a free dinner)
  • Let us know if you want to join the Task Force
• Let’s go Gators! Beat the Bulls!
Questions?

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