

## **ABSTRACT: 2015 ELAM Institutional Action Project Poster Symposium**

**Project Title:** Implementing a Faculty Development Series to Facilitate Learning and Collaboration

**Name and Institution:** Jennifer Wisdom, PhD MPH, The George Washington University

**Collaborators:** GW Milken Institute School of Public Health (SPH) and GW School of Medicine and Health Sciences (SMHS)

**Topic Category:** Faculty Development

**Background, Challenge or Opportunity:** George Washington University's Milken Institute School of Public Health and School of Medicine and Health Sciences are committed to ensuring faculty development, excellence, and retention. The schools' deans identified a need for ongoing faculty development programs specifically targeted toward the many early career faculty who have recently joined the schools. Deans were particularly interested in identifying opportunities for public health and medicine faculty to collaborate, and ensuring that new faculty were oriented to the schools' culture.

**Purpose/Objectives:** To develop and pilot a faculty development series for early career faculty to: provide skills development, opportunities for networking across schools, opportunities to acculturate new and current faculty to the schools' culture, and to ultimately contribute to faculty satisfaction, excellence, and retention.

**Methods/Approach:** After consultation with both schools' deans, faculty affairs leaders, and a sample of faculty, a faculty development series was discussed with faculty affairs leaders. The proposed series includes four sessions:

- (1) *Deans' Welcome and Guidelines for Success* includes general guidelines for promotion and tenure from school promotion committee leaders;
- (2) *Developing a Career Focus and Time Management* includes description of steps for clarifying one's career vision and identifying how to achieve it as well as a panel discussion/Q&A by distinguished faculty to describe their recommendations for career focus and time management;
- (3) *Mentoring: How to Get Mentored and How to Mentor* includes a presentation on mentoring by the Dean of the Milken Institute School of Public Health and a panel discussion/Q&A by distinguished faculty about mentoring;
- (4) *Successful Scholarship* provides an overview of the Boyer model of scholarship that suggests opportunities for building scholarship from clinical, education, and research activities, a description of resources available to assist with scholarship, and a panel discussion/Q&A by distinguished faculty emphasizing multiple approaches to scholarship.

Two sessions have been scheduled for Spring 2015 with plans to continue the series in the fall.

**Outcomes and Evaluation Strategy:** Initial evaluation of the pilot sessions will include assessment of attendee satisfaction and feedback.

## Implementing a Faculty Development Series to Facilitate Learning and Collaboration

Jennifer Wisdom, PhD, MPH, Associate Vice President for Research, The George Washington University

Collaborators: School of Public Health (SPH) and School of Medicine and Health Sciences (SMHS)

Presented at the 2015 ELAM® Leaders Forum

### Background, Challenge or Opportunity

George Washington University's Milken Institute School of Public Health and School of Medicine and Health Sciences are committed to ensuring faculty development, excellence, and retention. The schools' deans identified a need for ongoing faculty development programs specifically targeted toward the many early career faculty who have recently joined the schools. Deans were particularly interested in identifying opportunities for public health and medicine faculty to collaborate, and ensuring that new faculty were oriented to the schools' culture.

### Purpose/Objective

To develop and pilot an early career faculty development series to: provide skills development, opportunities for networking across schools, acculturate new and current faculty to the schools, and to ultimately contribute to faculty satisfaction, excellence, and retention.

### Method

After consultation with both schools' deans, faculty affairs leaders, and a sample of faculty, a faculty development series was discussed with faculty affairs leaders. The proposed series includes four sessions:

- *Deans' Welcome and Guidelines for Success (promotion and tenure);*
- *Developing a Career Focus and Time Management;*
- *Mentoring: How to Get Mentored and How to Mentor;*
- *Successful Scholarship.*

Two sessions have been scheduled for Spring 2015 with plans to continue the series in the fall.

### Discussion

- Collaboration with school deans and research deans provided rich opportunities for feedback.
- Coordination of logistics was somewhat challenging.
- Faculty are eager for these kinds of trainings that provide emphasis on soft skills essential for success.

### Outcomes/Evaluation Strategy

- CME credit for faculty participants
- Faculty satisfaction/knowledge surveys

### Next Steps

- Share faculty feedback/outcomes with deans, faculty, and provost's office for discussion.
- Determine how series may continue and extent of appropriate expansion (e.g., more sessions? more schools?)
- Plan regular check-ins to assess progress and appropriateness of mission, vision, and goals

