

## **ABSTRACT: 2018 ELAM Institutional Action Project**

**Project Title:** Towards Vision 2025: Faculty Mentorship in the Department of Pediatrics, Northwestern University Feinberg School of Medicine

**Name and Institution:** Elizabeth R. Alpern, MD, MSCE, Northwestern University

**Collaborators and Mentors:** Thomas Shanley, MD, Patrick Seed, MD, PhD

**Topic Category (choose 1):** Faculty Development

**Background, Significance of project:** The Department of Pediatrics at Northwestern University, Feinberg School of Medicine has identified recruitment, retention, and success of outstanding faculty as key to realizing the *Vision 2025* goal of being a national leader in achieving a healthier future for all children. Mentorship has been shown to benefit academic clinicians leading to more publications, successful grants, timely promotion, and greater career and academic institution satisfaction. However, current divisional-based mentorship programs vary within the Department of Pediatrics. Identification of best practices and barriers to successful divisional-based mentorship will help achieve improved faculty success leading to advancing pediatric medicine and science.

**Purpose/Objectives:** Assessment of current state, identification of best practices and barriers, and development of an improvement roadmap of divisional-based faculty mentorship programs are necessary to allow for fostering enhancement in faculty development.

**Methods/Approach/Evaluation Strategy:** In collaboration with national thought leaders, we developed key questions related to divisional-based mentorship. I am using these key questions to conduct qualitative structured interviews of division heads (22 divisions within the Department of Pediatrics). I am also interviewing stakeholder leaders (including the Pediatric Department Chair, Departmental Vice Chair of Faculty Affairs, Assoc. Chief Research Officer, Chair of Faculty Advisory Board, School of Medicine Vice Dean of Academic Affairs, Women's Faculty Organization leadership). In concert, to identify how mentoring at the institution can better support career development and scholarly activities, the Northwestern University Clinical and Translational Science Institute is conducting focus groups of samples of the faculty. This will allow for uninhibited expression of opinions by the faculty as the focus groups will be conducted by consultants without links to the institution.

**Outcomes/Results:** We will identify qualitative themes of current state, barriers, and best practices resulting from interviews with division heads, stakeholders, and from focus groups with faculty. We will analyze processes related to promotion (including time at rank), retention, and recruitment by division within Department of Pediatrics. These results will reflect the over 800 faculty in the 22 divisions of the Department of Pediatrics. This will establish baseline data to assess any future changes or interventions. The data and subsequent report will provide a roadmap for improvement in Department of Pediatrics faculty mentorship that aligns with the *Vision 2025* goals. The roadmap will be disseminated to the Departmental leadership, Faculty Advisory Board, and Departmental Office for Faculty Development.

**Discussion/Conclusion with Statement of Impact/Potential Impact:**

Within the Department of Pediatrics, the division is a faculty member's institutional home and route to promotion. Identification of divisional-based mentorship best practices and barriers will allow for development of a roadmap of mentorship within the Department to help foster an environment that will best support faculty success.