

ABSTRACT: 2018 ELAM Institutional Action Project

**Project Title: Faculty Development Program to Enhance Academic Productivity for Improved Engagement, Retention, and Promotion of Early Career Faculty at the University of Nebraska Medical Center**

Name and Institution: Kari A Simonsen, MD. University of Nebraska Medical Center, Omaha, NE

Collaborators and Mentors: Teri Mauch, Jessica Snowden, John Sparks, Brad Britigan, H. Dele Davies

Topic Category: Faculty Development

Background, Significance of project: The clinical productivity engine drives financial performance of the current academic medical center. This can leave early career faculty uncertain about how to achieve academic promotion. The project addresses their needs, especially those who have not completed specific education in research methods or educational scholarship, and who desire additional knowledge of the academic model.

Purpose/Objectives: The primary goal of this project is to empower early career faculty for engagement and success, by helping them understand the academic mission, the promotion and tenure process, and gain targeted skills through workshops and peer mentoring.

Methods/Approach/Evaluation Strategy: The goal will be achieved through a longitudinal program aimed primarily at physicians in academic medicine appointed on the Health Professions Faculty track at the University of Nebraska Medical Center. Pilot data from the Department of Pediatrics was utilized to describe faculty benchmarks for productivity and promotion, and develop curriculum for a workshop held February 2018, entitled, "Mentors, Inventors, Presenters!" Senior faculty described the Promotion and Tenure process at UNMC, and panelists with different career tracks related how they met guidelines for rank advancement. They discussed peer mentoring and introduced a successful institutional framework. The program was adapted into an NIH R25 proposal that was favorably reviewed, though unfunded, and will be resubmitted in 2018. Long term evaluation strategies include tracking participant publication track record, grant funding, retention, time in rank, and promotion.

Outcomes/Results: Outcomes of the program will include evaluation review and analysis of themes from program participants to provide future programs tailored to specific needs. Future expansion by formally moving the program under UNMC faculty development will allow for upcoming workshops to host a larger group of faculty participants; to date, faculty from beyond Pediatrics, including Internal Medicine, Anesthesia, Surgery, and Ophthalmology have participated as leaders and/or participants in the workshop. Faculty attendees of the February 2018 workshop initiated a peer mentoring cell group that will meet monthly to provide support and accountability. Long term evaluations include tracking participant publication track record, grant funding success, retention, time in rank, and promotion.

Discussion/Conclusion with Statement of Impact/Potential Impact: Short term impact includes analysis of workshop evaluations to develop a future workshop planned for August 2018. Medium range impacts will include peer mentoring cell group follow up, support and participation tracking, and a revised submission of the workshop programming to the NIH as an R25. Long term impacts include outcome tracking of workshop participants for publication track record, retention, and time in rank from Assistant to Associate Professor. Long term impacts will also include external dissemination of outcomes from the workshop curriculum through relevant presentations and publication.