

## Background

- New faculty orientation programs (NFOs) may increase faculty satisfaction, interdisciplinary collaboration, retention, promotion, and academic success (Bunton, 2012; Ries, 2012; Siddiqui, 2016).

- Children's National Hospital (CNH) orientation is run by HR and targets all new staff; Divisions may offer additional support.

## Methods

- **Nov 2020 – Feb 2021:** Interviewed leaders and stakeholders throughout CNH, in addition to recent hires (N=22).

- **Nov 2020:** Surveyed recently hired faculty member- emailed survey to all faculty who joined CNH between July 2018- October 2020.

- **Jan – Feb 2021:** Reviewed other institution websites regarding programming and interviewed faculty development officers from other institutions (N=3).

- **Feb 2021:** Formed an internal committee regarding NFO development and held inaugural meeting.

- **June 2021:** Presented NFO proposal to (1) executive CNH leadership and (2) Division Chiefs.

## Interview Themes

### Current CNH orientation

- Little centralized effort exists to orient new faculty to CNH

### Modality

- Suggested hybrid approach
- Mix of in-person, recordings, live virtual

### Timing

- Preferred blocked time to be spaced out over several months

### Audience

- Interdisciplinary group with opportunities for connecting with collaborators as well as mentors

## Survey Results

### Survey Participant Demographics (N=103)

	N	%
<b>Gender</b>		
Female	81	78.6
<b>Race/Ethnicity</b>		
White, Non-Hispanic or Latino	53	51.5
<b>Faculty Track</b>		
Non-tenure track	52	50.5
<b>Faculty Appointment Rank</b>		
Assistant Professor	69	67.0

### Top 3 Topics of Interest

- 1 Promotion
- 2 Wellness/self care
- 3 Handling adverse events

### Survey Results

- Response rate = 103/215 = 48%
- 63 (61.2%) respondents did not recall having any type of faculty orientation
- Of the 40 (38.8%) respondents that did participate in some type of orientation:

How helpful did you find your orientation?	N	%
Extremely helpful	6	15.0
Somewhat helpful	22	55.0
Neutral	6	15.0
Somewhat unhelpful	6	15.0

- Orientation Modality
  - 63% preferred hybrid of virtual/in-person
- Live vs. Pre-recorded
  - 80% preferred a combination of live and pre-recorded material
- Orientation Timing

Orientation Timing	% Survey Respondents
All orientation at once	37.9%
Monthly meetings	28.2%
Some longer half-day meetings	34.0%

## Next Steps

- Recent budget approval from office of CMO:
  - Plan to invite up to 40 recently hired (January – Sept 2021) Assistant Professor level faculty to participate over year- long NFO.
- Provide Division Chiefs with toolbox to tailor checklist for their Division.
- Finalize curriculum, speakers, monthly 'touches'/social events.
- Develop surveys to assess satisfaction with each aspect of NFO, as well as assess longer term added value of the program to the individual and institution.
- Consider FY22 as pilot year; review program at end of year and determine full scale implementation for future years.

## Proposed Program Logistics

✓ New faculty will opt-in to program at suggestion of Chief

👤 3 in-person sessions (3-4 hours each)

👥 Sessions include lunch/networking and brief presentations on curriculum topics

📱 Monthly touches will occur in-between sessions and include social events

📋 Each Division Chief is encouraged to create a division-specific checklist for new faculty and 'buddy' program

🌐 Faculty Affairs website will house all archived sessions - accessible to all faculty