Children’s National New Faculty Orientation Program Development
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Collaborators: Stephen Teach, MD, MPH and Naomi Luban, MD

**Survey Participant Demographics (N=103)**

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

**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?**
    - Extremely helpful: 6 (15.0%)
    - Somewhat helpful: 22 (55.0%)
    - Neutral: 6 (15.0%)
    - Somewhat unhelpful: 6 (15.0%)

**Orientation Timing**

<table>
<thead>
<tr>
<th>Orientation Timing</th>
<th>% Survey Respondents</th>
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</thead>
<tbody>
<tr>
<td>All orientation at once</td>
<td>37.9%</td>
</tr>
<tr>
<td>Monthly meetings</td>
<td>38.2%</td>
</tr>
<tr>
<td>Some longer half-day meetings</td>
<td>34.0%</td>
</tr>
</tbody>
</table>

**Interview Themes**

- Little centralized effort exists to orient new faculty to CNH
- Suggested hybrid approach
- Mix of in-person, recordings, live virtual
- Preferred blocked time to be spaced out over several months
- Interdisciplinary group with opportunities for connecting with collaborators as well as mentors

**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

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