

### Background & Opportunity

- Mentorship and career guidance may decrease time to promotion, increase feelings of self-efficacy, improve academic performance, add to career satisfaction, and promote retention
- Pittsburgh clinician educator guidance is provided at the department level and is varied in its availability, structure, and effectiveness
- Variability can result in lack of cohesive career guidance for early CEs and missed opportunities for mentorship, networking, and resource sharing

### Purpose & Objectives

- Create a 12-month curriculum for early-career clinician educators
- The curriculum will provide a foundation with which to build a successful career measured by productivity, advancement, and personal satisfaction



### Methods & Evaluation Strategy

- Stakeholders engaged
- Curriculum developed
- Facilitators recruited
- Budget in process
- Website secured and in development
- Session and facilitator evaluation
- End of year curriculum evaluation
- Post curriculum survey at 1 and 3 yrs
- Institutional data to compare clinician educator trajectory pre and post

### Discussion & Impact

- Provide clinician educators with essential tools for career growth
- Increase leadership potential and decrease time to promotion
- Productive and fulfilled faculty will contribute to institutional mission with longevity, mentorship, and scholarship

### Next Steps

- Planned implementation October 2022
- Ensure curriculum longevity



## **ABSTRACT: 2022 ELAM Institutional Action Project**

**Project Title:** Foundations for Clinician Educator Success (**FOCUS**): An Essential Curriculum for Clinician Educators

**Name and Institution:** Melinda F Hamilton, MD, MS University of Pittsburgh School of Medicine and UPMC Children's Hospital of Pittsburgh

**Collaborators and Mentors:** Ann Thompson, MD, Joseph Losee, MD, Carla Spagnoletti, MD, MS, Michael Elnicki, MD

**Topic Category:** Education

**Background, Significance of project:** Studies demonstrate that the addition of career guidance and mentorship for faculty can decrease time to promotion, increase feelings of self-efficacy, improve academic performance, add to career satisfaction, and promote retention. University of Pittsburgh Medical Center (UPMC) and the University of Pittsburgh School of Medicine (UPSOM) have a growing and enthusiastic clinician educator (CE) faculty. Opportunities to excel as educators exist within the many academic hospitals, UPSOM, the University of Pittsburgh Institute for Clinical Research Education (ICRE), the graduate medical education community, and the UPSOM Academy of Master Educators (AME). Current CE guidance is provided at the department level and is varied in its availability, structure, and effectiveness. This variability can result in a lack of cohesive career guidance for early CEs as well as missed opportunities for mentorship, networking, and resource sharing.

**Purpose/Objectives:** The goal is to create a 12-month curriculum for early-career CEs. Topics will encompass strategies for career success, including creation of a mission/vision/values, promotion planning, scholarship success, and creating an inclusive learning environment. The curriculum will provide a foundation with which to build a successful career measured by productivity, advancement, and personal satisfaction.

**Methods/Approach/Evaluation Strategy:**

- Engage key stakeholders within UPSOM, UPMC, GME, ICRE, and AME (complete)
- Meet with key stakeholders and develop a needs assessment for curriculum content (complete)
- Develop a monthly curriculum, FOCUS (complete)
- Website development to house curriculum, within UPSOM Faculty Affairs office (in progress)
- Develop budget for implementation of the curriculum (complete)
- Solicit funding via SOM to support facilitator and curriculum costs (in progress)
- Recruit expert facilitators and mentors (in progress)
- Develop session, facilitator, curriculum, and extended impact evaluations (in progress)
- Recruit curriculum participants within all hospitals, UPMC, and UPSOM (in progress)
- Launch pilot curriculum in October 2022 (in progress)

**Outcomes/Results:** We will assess both the quality of the curriculum and the impact on participants. After each session, participants will complete evaluations of content, usefulness, and individual facilitators. In addition, participants will complete a cumulative evaluation at year end. The impact on participants will be measured by surveys at 1-and 3-years post curriculum including self-report of scholarship, leadership positions, and career satisfaction. We will also use institutional data to compare promotion trajectory for CEs pre and post curriculum implementation.

**Discussion/Conclusion with Statement of Potential Impact:** The addition of FOCUS to the Pittsburgh education community will provide early career CEs with essential tools for career growth, such as creation of a teaching portfolio and CV, promotion goals and strategies, mentorship, recognition and maximization of scholarship opportunities, and development of peer networks. A productive and fulfilled faculty member will contribute to the institutional mission by longevity at our institutions and by proffering their experience and mentorship to future generations of clinician educators.