

Integrated Faculty Activity Reporting for All Three Missions Simultaneously in One Platform: *i₃FAR*

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Background: Academic medical centers strive to fulfill their triple mission in education, research and clinical care. However, faculty experience challenges in contributing to all mission areas. *Faculty activity reporting (FAR)* is a digital tool which is commonly used to document faculty members' accomplishments and contributions, but existing FAR tools predominantly capture measures of scholarship (e.g., digital curriculum vitae (CV)), but usually not other measures of accomplishment across all missions simultaneously in one platform, which impacts non-scholarly mission areas and resource allocation.

Objective: The purpose of this project is to create an integrated FAR platform which simultaneously records accomplishments in all three mission areas (*i₃FAR*) to facilitate faculty success and career development while fulfilling institutional strategic initiatives.

Methods: *i₃FAR* platform will report faculty activities for all missions and will provide automated data downloads from institutional and outside data sources, with additional data entered by faculty and departments. Faculty scholarship metadata, including publications, will be automatically downloaded from sources such as PubMed, Scopus, ORCID, college's existing faculty digital CV platforms; federal grants from NIH RePORTER; research effort and IRB protocols from institutional databases; designated faculty effort in patient care, education, research from institutional effort & cost distribution resources; productivity and work-RVU from institutional clinical reporting solutions; classroom education and curriculum roles from school databases; institutional awards, faculty rank, appointment and promotion data from Faculty Affairs databases. A workflow process will be developed in *i₃FAR* for faculty, supervisors, faculty promotions and awards committees for input, evaluation, nomination, and approval.

Results to-date and Subsequent Steps: we have completed the discovery phase of this project, including selection of a digital technology platform and identification of data sources. An institutional policy for *Faculty Effort and Overload* has been developed, and attestation for faculty effort and overload is being captured for all three missions. Existing institutional and HR databases are utilized to construct the scaffold of the *i₃FAR* platform. To complete implementation, we will automate data migration from outside sources (e.g., PubMed, ORCID, NIH RePORTER); system configuration; development of templates (e.g., CV, biosketch, portfolios); implementation pilot, and institution-wide training. During the next phase, *i³FAR* will be configured for annual faculty evaluations, assessment, nomination and approval for promotion, awards and career advancement, and creation of faculty reports. The system will alert the department chair if faculty years-at-rank exceeds institutional averages for promotion and tenure. Metrics of success will include faculty promotion rates and timeliness (years-at-rank), faculty satisfaction (e.g., AAMC StandPoint™ Faculty survey), faculty attrition and retention rates, and efficiency in FAR.

Conclusions and Impact: *i₃FAR* is envisioned to capture faculty activities and enhance faculty advancement, satisfaction, and success, and standardize and track faculty effort across multiple missions. It is expected to facilitate annual faculty evaluations; enhance compliance with reporting of faculty effort and overload; improve timeliness of promotions and career advancement by action triggers; enhance faculty retention; support institutional decision-making in resource allocation and prioritization across all missions in an integrated and simultaneous fashion.