Development of a Web-based Resource Repository to Launch Faculty to Success
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Background: Over the last few decades the value proposition of community based clinical educators has been consistent although influenced by different factors over time. Medical education is experiencing an increase in student numbers while clinical education opportunities seem to be decreasing through hospital closings, consolidating systems, and increasing pressure on physicians to meet targets to maintain compensation. As a medical education community, we need to effectively onboard and engage our clinical faculty educators and support and reward them to retain quality educators.

Purpose: To engage stakeholders to understand needs and create an accessible and robust web-based faculty resource repository to support faculty as educators and encourage engagement in personal professional development.

Methods: Key mission leaders at Drexel University College of Medicine were interviewed to understand their perspective regarding key resources for faculty. This information aided in the development of a survey for faculty. An anonymous Qualtrics survey was sent to regional deans, clerkship site directors, academic chairs, course directors (all phases), and adjunct faculty. 190 survey invitations were sent with a 46% response rate. The survey included questions regarding demographics, ease of access, resources available, and desired resources.

Results: Most of the faculty completing the needs assessment survey indicated affiliation with the college for greater than seven years with 74% of all respondents identifying as clinical educators and 19% as basic science educators. There was a wide range in the usage of the available resources with 42% accessing at least monthly while 31% accessing one time per year or not at all. Ease of use is an area for improvement with 84% of respondents indicating there could be improvement citing difficult navigation, multiple platforms, and lack of knowledge about resources available. Faculty were asked to identify resources they would use in the key mission areas. The most common desired resources were appointments & promotions, student performance evaluations, library resources, research collaboration, faculty development in the DEI space, and resources to help prepare letters of recommendation for students.

Discussion: Engaging mission leaders allowed for review and understanding their perspective of important content that should be available to faculty and internal review of actual content and accessibility. The faculty survey has elucidated areas for improvement in the broadcasting of critical information for the education program and engagement with faculty to support their professional growth and satisfaction with their educational role.

Summary: Faculty express a desire to be more effective educators and professionally satisfied. We will continue to strive to meet the varied needs of our faculty with ease of access to resources by creating a single website to serve as a repository and launch pad for faculty to access the resources they want and need to be successful, satisfied medical educators.