

Project Title

Creation of an Oversight Program for Faculty Institutional Mandatory Training

Fellow's name and institution

Elizabeth Grubbs, MD, MS, University of Texas MD Anderson Cancer Center

Names of collaborators and mentors

Elizabeth Travis, MD; Anne Tsao, MD; Carin Hagberg, MD

Background/Significance of the project

Institutional mandatory training (IMT) for faculty at our institution lacks structure and oversight, resulting in an uncoordinated and redundant didactic approach that often fails to reach the appropriate learners. This disorganization has led to frustration and dissatisfaction of faculty and leadership. Two previous attempts in the last five years to address the issue have been unsuccessful.

Purpose/Goal/Objectives of the project

The objectives are to perform an environmental scan of the current process and institutional issues surrounding IMT, create a sustainable strategic plan for oversight and propose a governance structure.

Methods/Approach/Evaluation Strategy

Dividing the current process into sources of educational content, oversight and operations, multiple associated stakeholders in each domain were interviewed and current policies and processes reviewed. Utilizing the knowledge gained and aligning with institutional core values of safety, discovery and stewardship, an oversight solution and governance structure were created and presented to the institution's Chief Academic Officer (CAO).

Outcomes/Results to date

Through the environmental scan, three successful current oversight structures at our institution (Nursing, Pharmacy, and Facilities Management) were identified and components of their operations and workforce composition were utilized in creating a proposal for a faculty counterpart [Mandatory Institutional Faculty Training Steering Committee (MIFTS)]. Challenges identified in discussions with educational content creators led to a governance structure proposal that aids their goals while balancing the concerns and needs of our faculty. Transparency for all stakeholders and implementation was assured by including a final review and ruling on MIFTS recommendations by members of the institutional leadership team. The CAO approved plan and will order implementation. Determination of application for an institutional administrative policy is pending.

Discussion - to include Interpretation of the results

Identification and mirroring of current successful programs at the institution provided justification for proposed program and business plan; precedent had already been set. Interaction with several stakeholders and recognizing and incorporating shared wins for multiple partners made the proposal attractive at the institutional level and led to approval. The impact of this work is ongoing; I will continue to lead the project through creation of bylaws for the MIFTS and hiring and oversight of the program manager.

Summary/Conclusion

Short term outcomes of creation and approval of a strategy plan and governance structure has been completed during this project. Intermediate outcomes will include implementation of the governance structure with all current and future didactics channeling through MIFTS. Longer term outcomes are successful collaboration with other parallel oversight committees in the institution to align training where appropriate and efficiently address shared challenges.