

Project Title: Developing a Division of Academic Medical Education

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Mission Area: Education

Background/Significance:

Models for expanding class size at existing medical schools have increasingly involved the addition of regional campuses. In 2018 and 2019, the University of Kentucky College of Medicine added two new regional campuses in Bowling Green and Northern Kentucky. The Division of Academic Medical Education (AME) was established to provide an academic home for our regional campus faculty. While the division has facilitated faculty appointments, due to various factors involving leadership changes and COVID, it has an underdeveloped infrastructure to support faculty development and promotion. As we work to create comparability across our four campuses, we must ensure that students can access engaged faculty who support our educational mission. The college supports a variety of faculty development opportunities and sponsors numerous awards and recognitions. However, our regional faculty are at risk of being overlooked. As regional faculty may not receive additional compensation for their teaching roles, we need to build a culture and community that demonstrates appreciation for their contributions and provides opportunities for academic advancement.

Goals/Objectives: To further develop and build a sustainability model for the AME to better serve the needs of our regional campus faculty and to broadly support faculty interested in advancing medical education. The division will facilitate community building, faculty development, and recognition to support faculty advancement and promotion.

Methods/Approach:

- Conduct a SWOT analysis of the division's function
- Synthesize SWOT analysis to prioritize short- and long-term goals.
- Develop an organizational structure and plan that builds upon strengths and addresses weaknesses
- Develop an implementation plan and timeline based on the proposed plan
- Present proposal to the dean and secure necessary resources

Outcomes:

The SWOT analysis highlighted several successes of AME. There are 570 faculty within the division, 461 of which were added in the past two years. Our regional faculty are increasingly recognized for their teaching; 18% of faculty recognized were from a regional campus in 2020 compared to 41% in 2022. The psychometric analysis demonstrates that our new regional campuses are as reliable, if not better, at providing clinical evaluation feedback to our medical students.

Weaknesses and opportunities identified include updating the onboarding process to increase engagement, ensuring faculty receive performance feedback, and supporting faculty through promotion and professional development. The approved plan includes the realignment of medical education offerings and the appointment of a division chief for AME to ensure the division's continued success.

Discussion/Impact: Our regional campus structure allows us to train 77 more students per year. If we can provide support, stimulate an interest in advancing teaching skills, facilitate academic promotion, and provide recognition for faculty efforts, our students will reap the benefits and we will help address the physician shortages in Kentucky. Additionally, an often-overlooked essential component of our livelihood is our staff. Process improvement and clarity decreases staff frustration, facilitates retention, and allows us to promote a collaborative environment in which faculty and staff jointly support student success.