

# 2015 Faculty Forward Engagement Survey

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# Goals of the Survey

- Recommended by Dean of Med School
- Completed prior to LCME accreditation visit
- Survey focuses specifically on the experiences of faculty (support for education/research, promotion, etc)
- Comparison to other medical schools
- Complementary to other surveys conducted in the medical center (staff & faculty commitment survey)

# Logistics of the Survey

- Administered in June 2015
- Conducted through online portal from AAMC
- AAMC performed analyses on the data and presented results in early September 2015
- Task force conducted two town hall meetings in September 2015
- Identified 5 areas of focus
- Task force met with med school and med center leadership and with each department

# 5 Areas of Focus

- Loss of retirement match
- Lack of faculty input into decision making
- Strict 75% salary support requirement
- Need for more focus on teaching and research
- Lack of support for clinical operations

# Change Since Survey

- Loss of retirement match:
  - This was full reinstated in February 2016
- Lack of faculty input into decision making:
  - Additional department representatives added to Faculty Rep Council (FRC)
  - Advisory subcommittees added to FRC
  - Faculty Comp Committee activated

# Change Since Survey

- Strict 75% salary support requirement:
  - FCAC looking into ways to better support faculty affected by this requirement
- Need for more focus on teaching and research:
  - Faculty development courses added
  - Support for research faculty
- Lack of support for clinical operations:
  - Clinical operations has hired ~200 FTE since June 2015

# Follow-up

- Update town hall meeting May 17<sup>th</sup>
- Pulse survey (5-10 critical questions) in June
- Blend Faculty Forward Task Force work into FRC
- Repeat full AAMC Faculty Forward Survey in 2 years