

Faculty Forward at USF
The Importance of Leadership and
Ownership
Information Sharing and Request for Your
Input



Faculty Forward

The Alliance for Advancing the
Academic Medicine Workplace



Faculty Town Hall
Meetings
Stephen K. Klasko, Dean
John Curran for SMT

New Directions with New Dean The Beginning of a New “Business” Era

- History as a community medical school (1971 – 2004 – 10 Deans – 5 external (incl founding) and 5 Internal)
- Community Hospital Need dominated
- 2004 New Dean VP – New Ambitious Aspirational Goals
 - Achieve top 50 in Research Expenditures
 - Be recognized for national leadership in Education
 - Restructuring Basic Science Depts
 - Repackage Mission Based Management to AIMS
 - Develop Brand for the College of Med with Pub Hlth and Nursing
 - Reward entrepreneurial activity
 - Either achieve mutual efforts with hospitals or build one
 - Assist University in achieving AAU status
 - Unconventional efforts – LVHN etc.

- Economic Conditions in medical schools
- Cultural transformations in workforce
 - Lifestyle
 - Time, Space, \$
 - Gender, Minority, Diversity
 - Organizational model could need evolution for our times
- Mission Pressures, Competition, Redefinition

Faculty Forward Steering Committee

- Dr. John Curran – Committee Chair/Facilitator
- Dr. Rossitza Chichkova
- Dr. Javier Cuevas
- Dr. Robert Deschenes
- Dr. Patricia Emmanuel
- Dr. Huntington Potter
- Dr. Charles Preuss
- Dr. Lynn Ringenberg
- Dr. Frazier Stevenson
- Ms. Joann Strobbe
- Ms. Olga Joanow
- Ms. Diane Laya
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Faculty Forward 2009

- Dean Klasko supported USF involvement with Group 23
- Commitment to address identified issues
- Realization that could be multi year
- Active participation
 - Techniques used
 - Faculty Forward Steering Committee
 - Chair Presentation
- 65.4% Total response Basic > Clinical
- Results relative to peers – All Faculty
 - 18 Areas of Strength
 - 76 Areas of Potential Challenge for Improvement

USF Faculty Forward Steering Committee

- Four Broad Themes
 - Collegiality & Environment
 - Communications/Opportunities for Input
 - Compensation and Bonus issues
 - Space & Facilities

USF Faculty Forward Steering Committee

Collegiality and Academic Environment (ACE)

| | Statement | USF Avg | Peer Avg | Peer Rank | Ntl Rank |
|-------|---|---------|----------|-----------|----------|
| 39D | My medical school is successful in retaining high quality faculty members | 2.84 | 3.06 | 4 | 14 |
| 42D | I have the administrative support I need to do my job well. | 2.87 | 3.23 | 5 | 22 |
| 44C | Opportunities for physician input in management decisions [BASE: Q43A = Yes] | 2.96 | 3.12 | 5 | 21 |
| 34A | Criteria for promotion are consistently applied to faculty across comparable positions | 3.00 | 3.11 | 4 | 19 |
| 42A | Faculty can express their opinions about the medical school without fear of retribution. | 3.04 | 3.28 | 5 | 22 |
| 25B | Opportunities to collaborate with faculty in other schools/colleges in your university | 3.10 | 3.31 | 5 | 21 |
| 25A_B | Opportunities to collaborate with faculty in other schools/colleges in your university [BASE: Q25A = Very important or Important] | 3.12 | 3.43 | 5 | 21 |
| 21E | The workplace culture at this medical school cultivates: A supportive climate for balancing work and home responsibility | 3.13 | 3.26 | 4 | 20 |
| 13A_A | Value your medical school places on: Teaching/education | 3.28 | 3.45 | 5 | 18 |
| 21D | The workplace culture at this medical school cultivates: Excellence | 3.31 | 3.55 | 5 | 18 |

USF Faculty Forward Steering Committee

Communication and Opportunities for Improvement

| | Statement | USF Avg | Peer Avg | Peer Rank | Ntl Rank |
|-----|---|---------|----------|-----------|----------|
| 44D | Communication to physician about this location's financial status | 2.87 | 3.04 | 4 | 20 |
| 44F | Communication between physicians and senior administrators | 2.93 | 2.99 | 4 | 20 |

USF Faculty Forward Steering Committee

Compensation and Benefits

| | Statement | USF Avg | Peer Avg | Peer Rank | Ntl Rank |
|-----|---|---------|----------|-----------|----------|
| 36B | Incentive compensation, such as bonuses | 2.60 | 2.92 | 5 | 21 |
| 42B | This medical school does a good job explaining its overall finances to faculty. | 2.71 | 2.98 | 4 | 17 |
| 36D | Your salary compared to colleagues with similar qualifications in other departments | 2.77 | 2.96 | 5 | 19 |
| 36C | Your salary compared to colleagues with similar qualifications in your department | 3.00 | 3.25 | 5 | 22 |

USF Faculty Forward Steering Committee

Space and Finance

| | Statement | USF Avg | Peer Avg | Peer Rank | Ntl Rank |
|-----|--|---------|----------|-----------|----------|
| 41K | The equity in distribution of research space among faculty | 3.07 | 3.22 | 5 | 20 |

Partial List of Stakeholders

- Board of Trustees
- University Leadership
- Dean
- Mission Deans
- Senior Management Team
- Department Chairs / Center Directors
- Faculty Governance (Faculty Council)
- Faculty at all levels
- Staff Employees
- Alumni - Patients

- Brain Storming vs Consultant Assistance
- Internal vs External Recommendations
- Changing culture and expectations, very dynamic field of change
- Solicitation of input from all stakeholders with prioritization developed by: ??
- Time Frame
- Resurvey 2.5 years proposed by AAMC

Thank you for your comments and participation

Visit:

[http://www.hsc.usf.edu/medicine/
faculty_council/index.htm](http://www.hsc.usf.edu/medicine/faculty_council/index.htm) for
access to the Executive Summary