

## **Faculty Forward Working Groups**

Through an analysis of the 2009 Faculty Forward survey data, the Faculty Forward team has identified three thematic areas that are strongly associated with medical school faculty job satisfaction. The Faculty Forward Working Groups will provide participants with a forum to share promising practices in each of the three thematic areas, collaborate to advance scholarship in faculty affairs, troubleshoot on shared challenges, and surface and disseminate powerful new ideas that can benefit all of academic medicine. A Faculty Forward team member will partner with each working group.

### **Recruitment and Retention of Top Talent in Academic Medicine**

- Discuss current needs and challenges in faculty recruitment and retention
- Share ideas for effectively recruiting and retaining leadership and faculty members
- Identify areas for scholarly contributions in faculty recruitment and retention

### **Developing Your Institution's Talent**

- Explore current practices in faculty/leadership development
- Discuss and investigate how to integrate faculty development initiatives and link them to institutional strategy and future needs
- Identify areas for scholarly contributions in faculty/leadership development

### **Evaluating Impact: Measuring Individual and Institutional Performance**

- Share challenges and questions about how to define and measure performance for individual faculty members and for the institution
- Discuss various approaches to performance assessment, including strategy-driven and competency-driven approaches
- Identify areas for scholarly contribution in performance measurement for individual faculty members and institutions

## **Possible Outcomes**

Each Working Group will set its own goals; possible projects include: developing a network of peers with whom to share ideas, capturing and reporting on current practices in a focus area, collaborating on publications, collaborating on conference sessions, and/or catalyzing national discussions on faculty development and faculty affairs.

### **Plenary Session Goals (April 29<sup>th</sup> and 30<sup>th</sup>, 2010)**

1. At the close of the Faculty Forward Spring Symposium, we ask that each Working Group identify and report out to others on 3-4 anticipated areas of focus
2. Propose a process for identifying key issues and potential solutions
3. Determine how the Working Groups would like to work together (self-directed communications, formalized monthly check-ins via conference call or email), and identify a point person among group members
4. Identify related research interests among group members
5. Partner with a Faculty Forward team member based on shared areas of research interest