

Developing Faculty to Enhance Wellness and Retention

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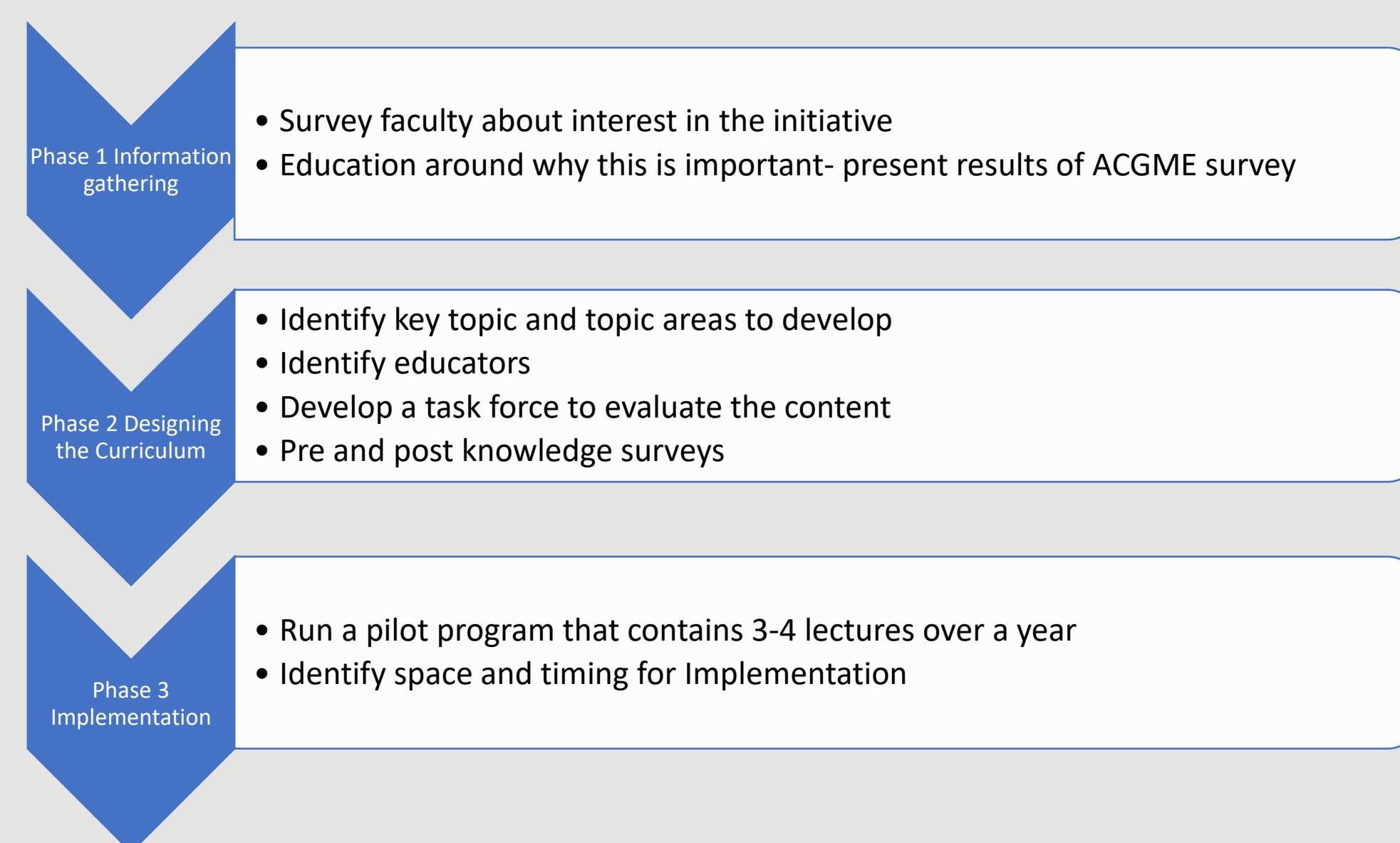
Abstract:

Intro: Graduate medical school surveys conducted yearly have **identified deficiencies** in pulmonary critical care faculty in areas related to teaching, procedure competency, engagement, and building a culture of inquiry among learners. This is resulting in poor outcomes in the training of future physicians, decreased retention at the institution, and decreased recruitment of highly sought-after fellowship candidates. The field of pulmonary and critical care medicine is ever-changing but due to its procedure as well as its knowledge demands keeping up can be a daunting task. **Proposed project:** To address these competencies, a **faculty development program** will be developed. This program will be based on a need assessment done by the faculty and the fellows. Duration and frequency will also be informed by the faculty surveys. **Outcomes:** Formative and summative assessments will reflect improvements in knowledge, procedure competency, improved wellness, and increased engagement with learners and academic peers. The program will result in increased **faculty retention, fellow recruitment, and allow for innovation and productivity** as well as divisional wellness. This will ultimately mean improved patient outcomes and improved quality of life for our faculty.

Primary Stakeholders:

- Faculty
- Fellows/ Residents/Medical Students- Department Chair/ Administration- Hospital- Improved health outcomes/decreased mortality/length of stay/more equitable care
- Patients
- Families/Community

Key Steps/Activities:



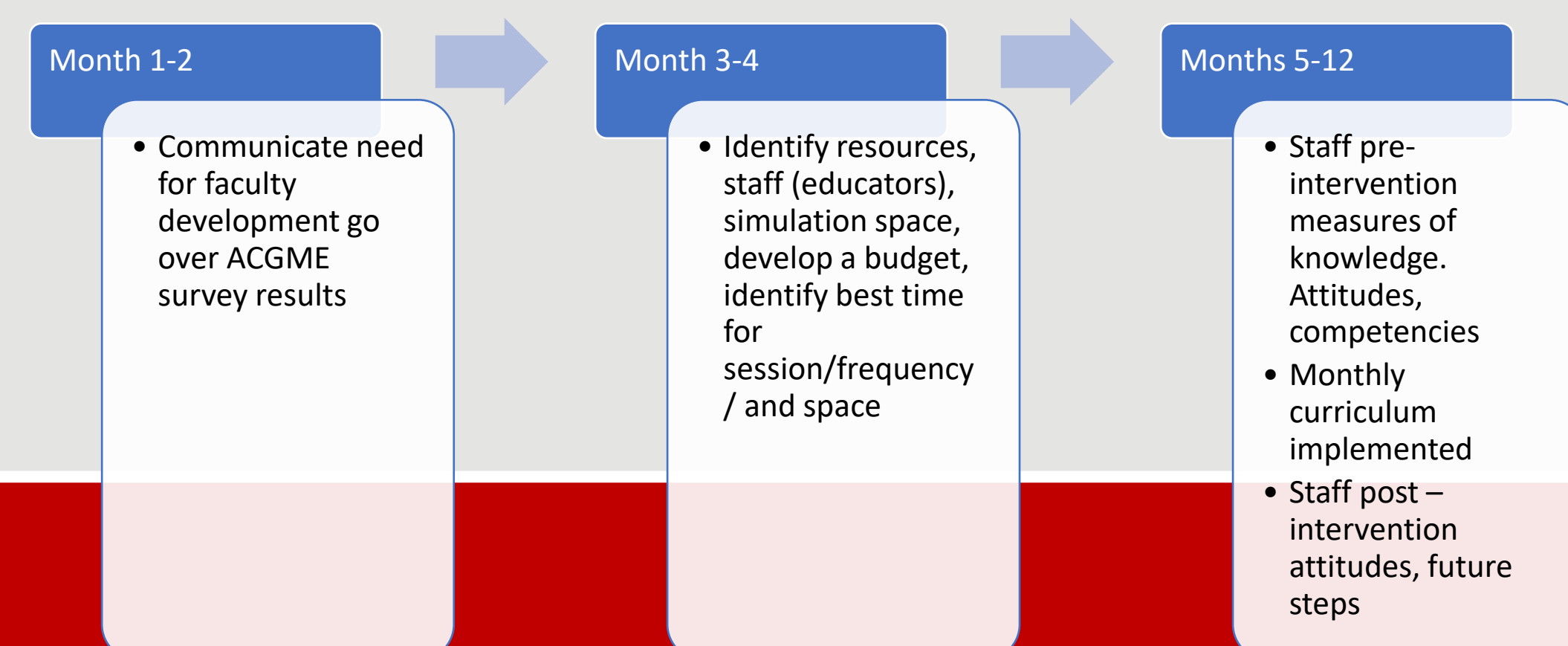
Effectiveness Measures:

- Number of individuals that fill out the needs assessment.
 - Number of individuals that attend the sessions..
- We will survey the fellows and faculty:**
- Faculty about sense of comfort with certain topics as well as procedural skills
 - Questions related to wellness and contentment in the job. Ease with supervision.
 - Fellows will be surveyed about faculty approachability, competency, their ability to foster a culture of inquiry.

Communication/Engagement:

- Biweekly Faculty Meetings
- Deans Newsletter
- Wellness sessions connected to learning
- (Pizza and drink events)

Proposed Timeline:



Current Status/Future Directions:

Curriculum in place- Sessions completed- Advances in Mechanical Ventilation
Simulation session for difficult airways
Epic optimization to make workflow more efficient

Future direction- Invited speaker- being supported by Division – May 17th- Noninvasive ventilation