Promotion of Faculty Development: What, Where, and How?
STFM Emerging Leaders Fellowship
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Challenge: Getting Faculty Development To a Widely Dispersed Medical Community

- Faculty development is challenging in a school with many geographically dispersed sites.
- This is an area of critical need, one where there is little centralized oversight or management.
- Developing and updating existing resources is a much needed "first step" in advancing faculty development activities.
- This also presents an opportunity to promote collaboration between many departments within the organization and develop leadership skills.

Goal of Leadership Practicum
Develop a school-wide faculty development resource for clinical faculty educators to augment existing programs.

Baseline Assessment
1. No Faculty Development Department
   - No central oversight or organization
   - One overworked Director of Primary Care Faculty Development who ran:
     - workshops (on demand)
     - Residents as Teacher workshops
     - monthly Medical Education Grand Rounds

2. Faculty Development done independently by all clerkship and residency program directors
   - Often reactive and problem-focused: curriculum updates, evaluations

3. Repository of materials located on password protected website
   - Scanned material difficult to read
   - Links outdated
   - Limited search capacity

Accomplishments
- Literature search completed
- New resources identified & articles compiled
- Review of website completed

What Didn’t Get Done & Why
- Committee was never formed.
  - Director of Primary Care Faculty Development was appointed Vice Dean of Faculty Development with a promise of staff & resources
  - Website update waylaid due to uncertainty of where it should be housed.
  - Current website not widely accessible (requires a login) and is difficult to navigate,
  - NYMC Webpage (unsecure) a possibility, but requires that the webmaster redesigns and maintains it

Next Steps
- Once the obstacle of the website was identified, we needed to regroup and modify our strategy.

Lessons Learned
1. Being a Backseat Driver Isn’t Easy.
   - This project put me in a difficult position, as I was not directly responsible for Faculty Development and it required finesse to negotiate the list of tasks. Ultimately, the only completed tasks were the ones I was in control of.

2. Deadlines (and Meetings) Drive Progress
   - I should have been more aggressive with scheduling follow-up meetings instead of waiting for a committee to be formed.

3. Sometimes You Need to Cut Your Losses and Move in a Different Direction.
   - After a fair amount of frustration regarding lack of resources, the scope of the project was narrowed which allowed for some progress

   - This project will take more time and significantly more resources.

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