

# Faculty Competencies Version 2

Domain — category

Competency — sub-category

Behaviors — skill targets

**Domains: Teaching, Education, Leadership, Communication, Scholarship, Anti-Racism, Professionalism**

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## Domain 3: Leadership

### Competencies

1. Values Clarification
2. Safety, Diversity, Equity, Inclusion, and Belonging
3. Setting Standards
4. Compliance and Accreditation
5. System Improvement
6. Financial Stewardship
7. Collaboration and Teamwork
8. Human Resource Management
9. Leadership Continuity

*Left to right: Increasing skill level*

Competency	Level A (Behaviors)	Level B	Level C	Level D
<a href="#"><u>Values Clarification</u></a>	Demonstrates knowledge of program history, mission and vision	Consistently role models values and action congruent with mission	Advocates to influence culture to align and strengthen program mission	Leads and evaluates initiatives for value-based outcomes that support program mission
<a href="#"><u>Safety, Diversity, Equity, Inclusion, and Belonging</u></a>	Articulates value of safety, diversity, equity, inclusion and belonging in order to build	Demonstrates organizational commitment to culture of safety, diversity, equity, inclusion, and	Builds systems to ensure culture of safety, diversity, equity, inclusion, and belonging in	Provides leadership to achieve a culture of safety, diversity, equity, inclusion, and

	trust	belonging in order to build trust	order to build trust	belonging in order to build trust
<a href="#"><u>Setting Standards</u></a>	Describes organizational goals and standards	Identifies organizational strengths and areas of improvement	Evaluates identified organizational goals and standards	Leads initiatives to achieve organizational goals and standards
<a href="#"><u>Compliance and Accreditation</u></a>	Demonstrates knowledge of relevant standards	Effects improvements to meet or exceed compliance standards	Analyzes regional and national trends to anticipate opportunities for improvement	Leads regional/national changes in compliance standards to address professional and societal needs
<a href="#"><u>System Improvement</u></a>	Identifies relevant process improvement projects in department	Successfully completes system process improvement	Serves as subject matter expert in process improvement for organization	Leads process improvement initiatives
<a href="#"><u>Financial Stewardship</u></a>	Describes basic principles of resource allocation	Manages funds and budgets in alignment with program mission and values	Collaborates with others to anticipate needs and plan for resourcing	Leads initiatives to ensure long-term program sustainability
<a href="#"><u>Collaboration and Teamwork</u></a>	Acknowledges and makes use of unique values, strengths, and styles among peers and stakeholders  Identifies key drivers of effective teamwork	Facilitates integration of unique values, strengths, and styles among peers and stakeholders  Applies principles of teamwork to promote positive team dynamics	Ensures that peers and stakeholders remain open to alternative perspectives, approaches, and styles  Implements and sustains team performance	Teaches and role models interprofessional collaboration, respecting unique values, strengths, and styles among peers and stakeholders  Acts as a resource to the team to develop trust and coach members
<a href="#"><u>Human</u></a>	Describes	Successfully	Identifies gaps in	Teaches and

<a href="#"><u>Resource Management</u></a>	principles of effective HR management	manages human resources to fulfill the mission, vision and values of the organization	human resource management skills in department and contributes to addressing them	mentors others in HR management
<a href="#"><u>Leadership Continuity</u></a>	Identifies options for leadership succession	Analyzes succession options to ensure leadership continuity	Implements succession plans to ensure leadership continuity	Institutes program infrastructure to ensure leadership continuity

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