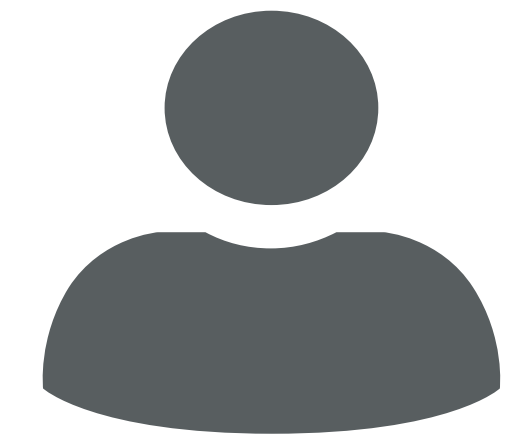


# New Faculty Foundations: Building for Success

## A new faculty orientation program in the School of Medicine at Oregon Health & Science University (OHSU)



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### BACKGROUND

A new faculty orientation (NFO) program can:

- Connect faculty to the institution.
- Provide opportunities for networking and collegiality across departments and missions
- Provide access to institutional resources.

Our current school of medicine orientation consists of materials accessed solely on-line, without a NFO. By adding this NFO, OHSU can communicate to new faculty that the SoM is committed to preparing them for their new roles and to their academic advancement and professional development.

### METHODS

- Inventory of current NFO landscape at OHSU.
- Needs assessment (conversations with project stakeholders and a survey of SoM department chairs).
- Literature review to assess scholarly work on the topic of NFO.
- Search of US schools of medicine with active NFO programs, providing potential topics and structure for OHSU's NFO.

We emphasized that a NFO program at the school of medicine level would synergize with ongoing programs. The analogy to a "baton race" was used to explain the goal of clarifying and enhancing what orientation activities should happen at what level.

## OHSU School of Medicine New Faculty Foundations: Building for Success September 2024 - February 2025

2<sup>nd</sup> Monday of the Month, options: 7 – 9 a.m., noon – 2 p.m., 4 – 6 p.m.

### September 2024: Welcome/Introduction to Leaders and Missions

- All Deans, Provost, President, Chief Medical Officer, Chief Research Officer, SoM P&T chairs
- Introduction to Faculty Development and Faculty Affairs Resources
- Professional Headshots
- Highlights from HR New Employee Orientation (Code of Conduct, Integrity)
- Homework: Campus Scavenger hunt

### October 2024: Well-Being at OHSU and Faculty Panels: “Wish I Knew Then What I Know Now”

- Community Building (1/2 hour)
- Well-Being at OHSU (1/2 hour)
- *Pathway 1:* Scientists/Researchers Panel
- *Pathway 2:* Clinician/Educator Panel (incl. scholarship of education)
- *Pathway 3:* Advanced Practice Provider Panel

### November 2024: Diving Deeper into your Faculty Role

- Community Building (1/2 hour)
- *Pathway 1:* Orientation to role as a medical staff member
- *Pathway 2:* Orientation to role as a scientist/researcher

### December 2024: Living the Values of Diversity Equity, Inclusion and Belonging

- Orientation to office of D/E/I/B and resources
- Opportunities to Engage with the greater Portland Community
- Cultural Humility Workshop
- Planning your Path:
  - *Pathway 1:* Personal Professional Development Plan
  - *Pathway 2:* Launching your Research Program

### January 2025: Focused Skill Development

- Community building activity (1/2 hour)
- *Pathway 1:* Resources for Lab Management
- *Pathway 2:* Tools for Teaching/Orientation to Clinical Learning Environment

### February 2025: Paths to Advancement: Making the Most of Your Annual Review / P&T Pearls

- Overview of the Annual Review and P&T Process - Templates and Resources
- Tailoring your annual review to meet your goals
- Tips for Developing your CV and Educator's Portfolio
- Next steps: Coaching and Mentoring Opportunities

### OUTCOMES/RESULTS TO DATE

- Chair survey results confirmed that orientation at the departmental level focused on “onboarding activities” such as EPIC training, pager and office access, and similar task oriented activities.
- Held a New Faculty Welcome reception and included resource tables to highlight faculty development opportunities.
- Developed topics and a schedule for **New Faculty Foundations (NFF)**.

### DISCUSSION

- The new faculty welcome was a success and solidified with the Dean the importance of holding more events to bring new faculty together.
- Stakeholders were very supportive of NFF and provided valuable feedback that informed the final content and format of NFF.
- Next steps include continued discussions with department chairs about faculty time allotment to attend all six NFF sessions.

### SUMMARY/CONCLUSION

**New Faculty Foundations: Building for Success** was developed to provide opportunities for community building, to introduce new faculty to their roles and responsibilities, and to provide resources to support professional development.

Program will launch in September 2024, and future evaluation of the program will be used to determine its impact, using pre-post survey assessments of new faculty participants, survey chairs and dean's office leadership.

### REFERENCES

1. Garielle E. Brown, Aleem Bharwani, Karmala D. Patel, Jane B. Lemaire An orientation to wellness for new faculty of medicine members: meeting a need in faculty development, *International Journal of Medical Education* 2016;7:255-260, DOI: 10.5116/ijme.578a.2064
2. Sheila W. Chauvin, William Anderson, Elza Mylona, Ruth Greenberg & Tong Yang (2013) New Faculty Orientation in North American Medical Schools, *Teaching and Learning in Medicine*, 25:3, 185-190, DOI: 10.1080/10401334.2013.797345
3. Mikel W Hand. Formalized New-Faculty Orientation Programs: Necessity or Luxury? *Nurse Educator* 2008;33(2):63-66