

Sustaining Support for the Academic Mission with Increasing Clinical Demands

ADFM Annual Conference, June 2022

Friday | June 10 | 9:30 am - 10:45 am

Small Group Problem-Solving

9:50 - 10:10AM

Each table will have handouts to take notes, and will elect a scribe and reporter.

Room facilitators will assign half the tables in the room to problem solve item #1 and half to problem solve item #2.

Tables should discuss the challenge presented and create a list of possible solutions, then prioritize these solutions to share back the top 3 with the larger group in the room

<p>#1 - Problem Solving: “managing up” How can we, as Department Chairs, manage the expectations of the health system on what the department can and should deliver clinically given the system and the department’s academic mission? AND/OR expectations of the Dean/medical school and what we can and should deliver academically</p> <p>Things to consider:</p> <ul style="list-style-type: none">a) Mission-based budgetingb) Needs of not-for-profit institutionsc) Positioning - how to take advantage of recent change in academic medicine to focus on equity, family, communityd) Accounting at institutional level vs departmental level/department autonomy over budgetse) Who are our partners and allies (or who should be)? How to work toward alignmentf) The “great resignation” - what happens when the person you were negotiating with is gone?g) Voice advocating for clinical programs you can provide vs what is “offered” to you (or what you are voluntold to do)	<p>#2 - Problem solving: “managing down” How can we, as Department Chairs, create a rewarding (and equitable) workplace for faculty that addresses both the clinical and academic missions?</p> <p>Things to consider:</p> <ul style="list-style-type: none">a) Volunteer faculty, GME faculty, UME facultyb) Fairness and exceptions to the rulec) Compensation plans that rewards academics (educational RVUs?)d) "Myth of protected time"e) Supporting scholarship and teachingf) Opportunities for addressing areas of passion (that are also of interest to the system), e.g. equity, family, communityg) Individual faculty autonomy to choose work structure and what they are most interested in (teaching, research, clinical care)h) The “great resignation” - what happens when the person you were negotiating with is gone?
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IDEAS FOR POSSIBLE SOLUTIONS

TOP 3 IDEAS TO SHARE WITH ROOM

- 1.
- 2.
- 3.

Small Group Action Plans

10:20 - 10:30AM

Again, each table will elect a scribe and reporter. Tables should brainstorm possible action steps for departments or ADFM or STFM, then prioritize them to share back with the larger group in the room.

Taking Action:

Based on this brainstorming and creative idea-sharing, what can ADFM and STFM do to advance or to help you advance the academic missions in your institutions?

IDEAS FOR POSSIBLE ACTIONS

TOP 3 IDEAS TO SHARE WITH ROOM

- 1.**
- 2.**
- 3.**