COMMUNITY BASED AND VOLUNTEER FACULTY

THE 4 R’s

RECRUITMENT
RETENTION
REWARDS
RECOGNITION
THE RRRR’s

- Difficult to look at the 4 R’s in isolation
- Clearly inter-related, especially:
  - Recruitment and Retention
  - Rewards and Recognition
- Community-based education has always been important, and is becoming more important (and challenging) in today’s dynamic healthcare environment
THE RRRR’s

- There are many issues, challenges, and barriers on a day-to-day basis....some common, some unique.
- Opportunities/Challenges/Definitions are being discussed in various venues at AAMC (GRMC, GFA, CFAS, COD, GEA, etc.), specialty groups (especially primary care), interest groups/consortiums (Community Faculty Consortium), etc.
- Important to understand from a main and from a regional campus perspective.
Institutional Case
Example: University of Mississippi Medical Center
THE RRRR’s
Some Factors to Consider

- Community/Volunteer Faculty Factors
  - Desire to teach
  - Ability to teach
  - Time to teach
  - Commitment to teaching
  - Confidence in teaching
THE RRRR’s
Some Factors to Consider

- Community/Local Medical System Factors
  - Ownership in process (helping community?)
  - Future physician recruitment for the community/hospital/practice
  - Community buy-in (is it ‘their medical school’?)
  - Systems / hospital relationships
THE RRRR’s
Some Factors to Consider

- Medical School/Health Systems Factors
  - Financial support/other tangible ways of recognizing and rewarding community faculty
  - Departmental relationships
  - Faculty title
  - CME credit
  - Income tax breaks

- Misperceptions
- Others……
Regional Campus Survey
Penn State COM - University Park

- Modified by Jeff Wong from Johns Hopkins survey (Maura McGuire, M.D.)
- Distributed to non-PSU employed community physicians
- 40/141 responded
Survey: How important are the following types of recognition for teaching efforts?
(Five-point scale, with "1" meaning not important and "5" meaning very important-weighted avg.)

- Receiving Electronic COM Newsletter: 2.5
- Recognition at Banquet/Reception: 3
- Recognition at Graduation Ceremonies: 2.5
- Opportunity for Academic Advancement: 3
- Appreciation Letters: 3.5
- Teaching Awards: 3.5
- Formal Faculty Development-teaching: 3.5
- Formal Faculty Development-clinical: 3.5
- Accessing CME from COM Depts: 3.5
- Internet Access to Library Resources: 3.5
- Academic Appointment: 3.5
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Common issues across the spectrum of medical education, including other health-related fields.

Challenges (and therefore solutions) are often shared, but many are variable from institution to institution and from time to time.

Challenges are not going away.

Innovative common and specific/unique approaches are needed.

In order to be effective and sustainable, everything must be done in the context of positive relationships and mutual respect.
RRmm’s
SMALL GROUP DISCUSSIONS

- You know the challenges
- You have some solutions
- You are the experts
- Small group discussions
COMMUNITY BASED AND VOLUNTEER FACULTY

THE 6 R’s

RECRUITMENT
RETENTION
REWARDS
RECOGNITION

RELATIONSHIPS
RESPECT