

Conversations That Matter

Supporting Faculty and Team Vitality in Academic Medicine

Promising Practices

This document details activities and practices supporting thriving in academic medicine that were shared by GFA and GCEC members during *Conversations that Matter – Flourishing in the Flux: Conversations on Thriving in Academic Medicine*, held on November 14, 2025

Insights and themes and a higher-level overview of ideas or promising practices shared within the conversations may be found in the accompanying *Summary Document*.

Community-building & relational connection

1. **Listening circles and restorative practices for trust-building**
Monthly facilitated spaces; safe dialogue; anonymized feedback
2. **Commensality groups**
Small, recurring groups (6–8 people); discussion of topics related to professional obligations, personal lives, and work-life integration.
3. **Wisdom Dinners**
Social meals using appreciative inquiry; adaptable to career stage or leadership level
4. **Scheduled networking events to reduce isolation and foster collaboration**
Consider timing for evenings 4:30–6:30 PM to accommodate different faculty schedules

Well-being, reflection & morale rituals

1. **Flourishing Fridays**
During weekly meetings or check-ins team members share well-being highlights and future goals.
2. **Discussion-based opportunities using short readings**
e.g., *Who Moved My Cheese* to support teams navigating change
3. **“Bad Joke Days”**
Designated days for humor and lightness to reinforce fun, informality, and team cohesion. Activities can be embedded in meetings or asynchronous channels

Recognition, celebration & affirmation of work

1. **Promotion & Tenure Ceremonies**
Highlight faculty contributions and the meaning of the work
2. **School of Medicine Awards Program**
Broad recognition across mission areas
3. **Departmental Grants for Seed Funding (celebratory use)**
e.g., grants support family-friendly celebrations and culture-building activities

Professional development & identity-building

1. **Faculty coaching and Gallup Strengths training**
Partner with certified coaches, consider all faculty stages - don't forget mid-career faculty. Measure outcomes via satisfaction surveys and retention metrics.
2. **Engage team with exploring Artificial Intelligence**
Support ways to work more efficiently and support professional development/future readiness

Asynchronous inspiration & micro-learning

1. **One Percent Campaign**
Weekly 1–2 minute videos featuring faculty champions. Content (supported by simple filming guidelines) is related to steps they or others can take to improve in small but meaningful ways.

Resource curation & leadership support

1. **Share Care “boxes” for department chairs**
Curated leadership, retirement, and well-being resources