People Working Group

- Co-Chairs
  - Sana Loue
  - Marjorie Greenfield
- Members
  - David Bruckman
  - Fabio Cominelli
  - Trygve Dolber
  - Sonja Harris-Haywood
  - Robert Haynie
  - Vikas Jain
  - Barbara Juknialis
  - Sumita Khatri
  - William Merrick
  - Mireilla Astrid Moise
People Working Group
Sources of Data

- 2010 Faculty Climate Survey-SOM findings
- 2012 SOM Ideal Team Project Report
- Review of previous SOM Strategic Plan and accomplishments
- Issues brought to/raised by committee members
People Working Group

DRAFT

VISION, GOALS, AND STRATEGIES
People

Vision

• Develop strategies to increase faculty, staff, and student professional success and personal well-being
• Maximize engagement with and commitment to SOM across all groups: faculty, staff, students, postdoctoral fellows, and alumni
People Goals

- Align goals and vision of SOM and affiliate hospitals
- Align financial and non-monetary incentives with SOM expectations and standards
- Support faculty and staff growth and development
- Develop and nurture lines of communication across all units within SOM
- Develop systematic approach for pipeline support for underrepresented minorities
- Develop mechanisms to maximize engagement with SOM across all groups
People
Strategies to Align the Goals and Vision of SOM and Affiliate Hospitals

• Regular 360 degree evaluations of Chairs and other key leaders
• Measure Chairs’ academic success by reference to faculty academic success
People
Strategies to Align Financial and Non-monetary Incentives with SOM Expectations

- Prioritize strategic use of resources
- Develop clear metrics for assessment of collaborative research success
- Provide increased opportunities to demonstrate/quantify excellence in teaching
- Ensure and demonstrate transparency in promotion process
- Develop mechanisms to ensure routine appreciation of faculty and staff contributions
- Achieve median salaries for faculty and staff
People

Strategies to Support Faculty and Staff Growth and Development

• Identify career paths for faculty, staff, students, and postdoctoral fellows from early professional career through pre-retirement
• Develop creative job configurations and expectations
• Develop menu of career configurations that expand pre-retirement options
• Provide a flexible menu of benefits attuned to phases of faculty/staff members’ lives
• Create a culture of mentorship and sponsorship across all levels
• Support quality experiences in the workplace
• Support wellness in our community
People
Strategies to Develop and Nurture Lines of Communication Across All SOM Units

- Develop and encourage a culture of communication through regular town hall meetings, blogs, interactive website
- Provide for transparency in decision making and the use of resources
- Develop cross-institutional programs including faculty, staff, and students to foster communication/collaboration
People
Strategies to Develop a Systematic Approach for Pipeline Support to Achieve a Diverse SOM Community

• Increase student recruitment/retention from minority colleges
• Identify/encourage high achieving SOM students to maintain long-term ties
• Integrate postdoctoral fellows/residents into faculty functions/responsibilities
• Develop SOM-specific Diversity Strategic Action Plan
People
Strategies to Maximize Engagement with SOM Across All Groups

• Develop increased opportunities for alumni involvement
• Develop SOM-specific mechanisms for recognition of faculty and staff accomplishment