

SCHOOL OF MEDICINE

IDEA Survey Results



SCHOOL OF MEDICINE

The University of Alabama at Birmingham

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Areas of Opportunity

- Increased access to the Dean
- Enhanced communication and transparency
- Shared governance
- Balanced focus across all three mission areas

Increased access to the Dean

GOAL

Create more touchpoints for faculty members.

HOW TO MEET THIS GOAL

Rounding. I will implement “Vickers Visits” in which I plan to visit SOM buildings annually in order to familiarize myself with the environments, meet faculty, and host informal Q&A’s.

Faculty social hours. These opportunities for social interaction among faculty and with the Dean have been increased from one to four per year based on positive response from attendees.

Quarterly breakfast with department chairs. These open dialogue forums give department chairs the opportunity to provide me with feedback and engage in conversations surrounding current initiatives. Faculty members are encouraged to bring their concerns to their chairs, so they may relay them to me.

Quarterly dinner with vice chairs and division directors. These open dialogue forums give vice chairs and division directors the opportunity to provide feedback to Dr. William Ferniany and me and engage in conversations surrounding current initiatives. Vice chairs and division directors will be invited with the intent to provide each person the opportunity to attend once over an 18-month period.

Annual visits to department faculty meetings. Annual visits to each department allow me to provide relevant updates regarding the School and engage the faculty in a meaningful dialogue based on important topics for them and questions received from faculty.

Enhanced communication and transparency

GOAL

Develop and enhance communication efforts between leadership and faculty/staff

HOW TO MEET THIS GOAL

Disseminate quarterly presentation materials. A summary of meeting topics and initiatives discussed during the monthly School of Medicine Executive Committee meeting will be created along with updates from the Joint Operating Leadership Council when appropriate. This summary document will be given to chairs/directors to disseminate among their faculty/staff. These materials will also be included in the SOM Newsletter once it has been shared with chairs and directors.

Ask the Dean form. My communications team will drive more attention to the “Ask the Dean” form through the use of communications, such as the SOM newsletter. I will review every submission and respond accordingly.

Podcasts. A new monthly podcast will give me more opportunities to speak about upcoming changes and transitions, strategic priorities, plans for the future of the SOM, leadership development, challenges we face, and much more.

Social media. Our communications team will utilize social media (Facebook, Twitter, and Instagram) to share more messages/touchpoints from myself and my leadership team. This will give me the opportunity to share brief, in-the-moment messages on an assortment of topics.

Shared governance

GOAL

Develop and continue established methods of engagement to increase decision making, transparency and involvement.

HOW TO MEET THIS GOAL

Faculty Experience Group. We will work to ensure that the faculty council has at least one junior/senior rep from each department, and I will attend these council meetings quarterly. Members of my leadership team will also attend these meetings.

Junior faculty involvement. I will work to ensure that junior faculty are represented not just on the faculty council but also in various committees, councils, and task forces.

Strategic planning. I will work to garner insight on my upcoming five-year strategic plan through focus groups and faculty meetings before finalizing it.

Share JOLC updates. I will work with my communications team to ensure that recent Joint Operating Leadership Committee information is shared with faculty regularly.

Balancing the focus on education, research, and clinical efforts

GOAL

Equally acknowledge and recognize contributions made in all three mission areas: education, research, and clinical care.

HOW TO MEET THIS GOAL

External storytelling. I will work closely with my communications team and the central UAB media relations team to ensure that we're sharing information about how UAB is leading in each of our three mission areas.

Setting expectations in performance evaluations. Goals in performance evaluations of senior leaders and annual department reviews will reflect an expectation to balance and enhance all mission areas.

Dean's Messages. I will utilize my monthly Dean's Messages to address topics that affect all three mission areas.

HSF communication. I will work closely with Dr. Tony Jones to regularly share updates regarding the Health Services Foundation.