WORK-LIFE SUPPORT

Work-life conflicts and work-work conflicts are major factors in lack of self-care, burnout, and faculty retention. The Office of Faculty Development and Diversity (OFDD) has recently completed a two-year pilot project proactively addressing these issues that resulted in measurable improvements in faculty engagement and collegiality, increased grant approval rates, and increased rates of faculty actually taking their allotted vacations among other significant improvements. Two components of the pilot program are discussed below. Although the pilot has been completed, the OFDD is willing to work with departments that are interested in pursuing utilization of this program.

One valuable component of the program is Career Customization, in which a faculty member completes a self-reflection guide, has a conversation with OFDD program staff, and then talks with their division chief about pathways toward career goals. An electronic, interactive version of the guide is available on the project website; personalized career guidance from OFDD staff can be arranged by contacting the program director, Magali Fassiotto, PhD.

A second component is Flex Support, in which departments can individually define credit-earning activities such as working a clinical shift on short notice, doing hospital committee work, mentoring, etc. Such credits can be redeemed for a menu of support items such as aid with grant writing, personal coaching, meal delivery, or housecleaning. This banking system was highly popular in the pilot study. Flex Support services were so well received and financially viable that the Emergency Medicine Division, one of the pilot areas, has continued the program using division funds.

To learn more about utilizing this program, departments can contact OFDD Senior Associate Dean for Faculty Development and Diversity, Bonnie Maldonado, MD.

Recent Research:


From interviews with 24 medical schools, there was noted a perceived wide spectrum in gender climate; lack of parity in rank and leadership by gender; lack of retention of women in academic medicine; lack of gender equity in compensation; and a disproportionate burden of family responsibilities and work-life balance on women's career progression.


Both male and female younger physicians place more value on workplace flexibility, leading to possible intergenerational conflict. Of physicians in general, 2/3 of those under age 50 would not be willing to work longer hours for more pay.