



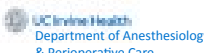
The UC Irvine Faculty Development Program

Zeev N. Kain, MD, MBA
 Chancellor's Professor
 Associate Dean for Clinical Operations
 Chair, Department of Anesthesiology & Perioperative Care



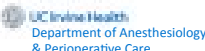
"MENTORING IS LARGELY THE ART OF MAKING THE MOST OF A GIVEN SITUATION"

GORDON SHEA


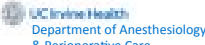
Faculty Development Program: Outline

1. Selection process of your faculty
2. Integration process of your faculty
3. Ongoing mentorship program of your faculty




Selection process of new faculty

	Innovation	Technology	Wellness
Discover			
Teach			
Heal			
Service			
SOM			
Hospital			

Anesthesiology in Hospital & SOM Leadership (6 years of work)

 Suzanne Strom, MD Assistant Dean of CLER/UCI	 Douglas Merrill, MD Chief Medical Officer Senior Associate Dean
 Danielle Perret, MD Associate Dean of GME/DIO	 Padma Gulur, MD Director of Pain Management Services UC Irvine Health
 Cameron Ricks, MD Director of Simulation Center UC Irvine Health	 William Wilson, MD Director of Critical Care Services UC Irvine Health



Department Service – UIC Irvine

Anesthesia Faculty serve on over 45* different UCI/UC, SOM, and Main Campus Committees, including

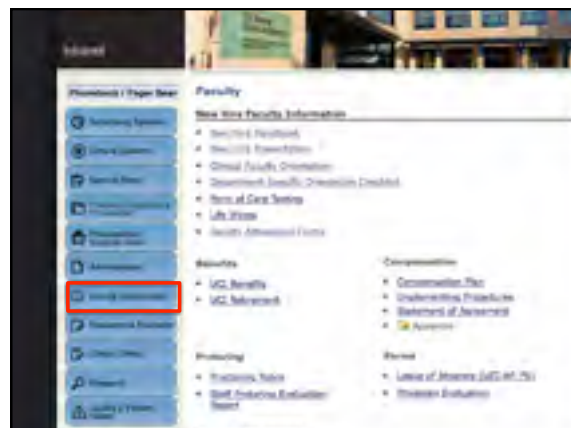
- ↳ GME Executive Committee
- ↳ UCI Research Council
- ↳ UCI/UCS-10 Task Force
- ↳ LGBT Medical Student Support Group
- ↳ Credentialing Committee
- ↳ UCI/UC Clinical Ethics Committee
- ↳ OR Block Committee
- ↳ Planning, Budget and Facilities Committee
- ↳ CSOC
- ↳ School of Medicine Medical Student Admissions Committee
- ↳ IRB A
- ↳ Academic Senate Rules, Jurisdiction, and Organization Committee
- ↳ Program in Ethics, Medical Humanities, and Spiritual Care
- ↳ ESCRD

*Over 45 committees (in Faculty Committee)


Faculty Development Program: Outline

1. Selection process of your faculty
2. Integration process of your faculty
3. Ongoing mentorship program of your faculty

UIC Irvine Health
Department of Anesthesiology & Perioperative Care



NEW HIRE PRESENTATION
Department of Anesthesiology & Perioperative Care



333 CITY BOULEVARD WEST, SUITE 2128
ORANGE, CA 92668
WWW.ANESTHESIOLOGY.UCI.EDU

MENTORSHIP



The Department is invested in having our new faculty transition as smoothly as possible and become engaged members of our community as quickly as possible. To do this, we have a Mentor Program, where a current faculty welcomes and works with a new faculty. We believe that by providing new attending's with a person they can turn to and learn from on joining the Department, their long-term satisfaction will be enhanced.

MISSION & STRATEGY

Mission

To provide a continuum of exceptional clinical care throughout the perioperative period, train the next generation of anesthesiologists in a dynamic environment, support research programs dedicated to both basic and translational projects and be a leader in the market place.

Vision

To achieve excellence in perioperative medicine through superior clinical care and advance knowledge through cutting edge research and world-class education by establishing a fiscally responsible, positive culture within the department and through collaborative efforts within the University of California School of Medicine and New University Hospital. This vision will be fostered by focusing on 5 Core Goals: Excellence in Clinical Care, Excellence in Education, Excellence in Research, Positive Identity and Culture, and Fiscal Strength.

CORE GOALS

I. Excellence in Clinical Care
Provide superior compassionate perioperative clinical care in effective and efficient partnership with our colleagues in the UC Irvine School of Medicine in conjunction with the Medical Center.

II. Excellence in Education
To develop progressive educational programs for residents, fellows, and medical students that yield significant breadth and depth of knowledge, for faculty that provide best practice enrichment, and for the public to enhance well being.

III. Excellence in Research
Establish robust research programs in focused areas of basic and clinical sciences through campus, state, national and international collaborations, providing resources and support for multidisciplinary approaches in both animal and human models.

IV. Positive Identity and Culture
Promote a positive public identity and a culture of teamwork and respect within the Department and University of California, Irvine School of Medicine.


V. Fiscal Strength
Establish rigorous fiscal practices to bring the department to profitability thereby allowing for the generation and support of exceptional clinical, educational and research initiatives.

DEPARTMENT RESOURCES ON THE WEB

DEPARTMENT INTRANET – can be accessed through <http://www.anesthesiologyuci.edu/>, click on Intranet, and login with your UCI-netID and password.

The department intranet contains useful links and information on:

- Clinical Schedule
- Staff Schedule
- Policy & Procedures
- Resident Policies & Procedures
- Rotation Goals & Objectives
- Supplemental Rotation Goals & Objectives
- Sharepoint
- Evaluations
- Email WebAccess
- Clocking
- SIS Web
- Weekly Bulletins

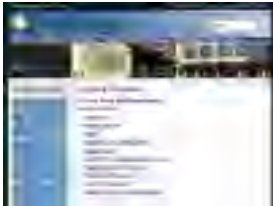


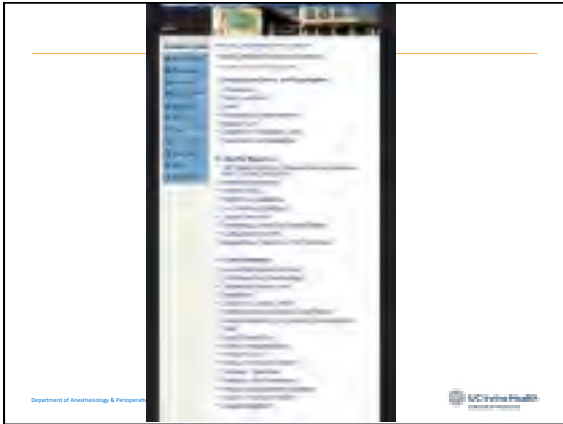
DEPARTMENTAL POLICIES & PROCEDURES

The Policies and Procedures in the Manual of the Department of Anesthesiology & Perioperative Care establish standards and guidelines for clinical care, continuous quality improvement and compliance, clinical administration, and staff health and safety.

The Department of Anesthesiology & Perioperative Care has established standards and guidelines for the administration of anesthetics at UC Irvine Medical Center to facilitate the effective and safe practice of anesthesia. They are meant to serve as a framework within which good anesthesia care can be delivered. The standards and guidelines described in the Policies and Procedures Manual are based upon the recommendations of the ASA and what is considered safe and common practice in the anesthesia community.

- I . Intro, Aims, & Organizations
- II . Quality Assurance
- III. Administration
- IV. Clinical
 - Peri-Op
 - Pre-Op/CPCC
 - Intra-Op
 - Post-Op
- V. Other Anesthesia Services
- VI. Acute Pain & Regional
- VII. OS
- VIII. Infection Control
- IX. Safety Guidelines
- X. Equipment





FACULTY NEW HIRE CHECKLIST COMPLETION

This checklist will be provided by Human Resources as a guide to have all documents signed and completed, necessary required training, and applicable computer access assigned.

DEPARTMENT OF ANESTHESIOLOGY & PERIOPERATIVE CARE - ON BOARDING INFORMATION

UCI FACULTY ADMINISTRATION POLICIES

NEW HIRE EVALUATION PROCESS
 There are two required evaluations in which you will be evaluated based on your communication and professionalism.

30 DAY EVALUATION

60 DAY EVALUATION

DEPARTMENT OF ANESTHESIOLOGY & PERIOPERATIVE CARE - ON BOARDING INFORMATION

DEPARTMENT OF ANESTHESIOLOGY & PERIOPERATIVE CARE - ON BOARDING INFORMATION

- 132 pages
- Many months
- Adopted by SOM

YOUR CAREER IS YOUR RESPONSIBILITY. THE MENTORING PROGRAM IS DESIGNED TO HELP YOU BE SUCCESSFUL IN MAKING THE APPROPRIATE DECISIONS TO ADVANCE YOUR CAREER.

YOUR MERIT, ADVANCEMENT AND/OR PROMOTION ARE ASSESSED ACCORDING TO THE MISSION CRITERIA OF YOUR ACADEMIC SERIES

Department of Anesthesiology & Perioperative Care | October 20, 2014

Table 2: Comments	
1. Mentoring and Mentoring Program	100%
2. Department Support	100%
3. Department Governance	100%
4. Faculty Recruitment and Retention	100%
5. Compensation and Benefits	100%
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299. Compensation and Benefits	100%
300. Clinical Practice Environment	100%

Agreements for the mentee & mentors

Faculty Development Program

Feedback is an important of faculty development and feedback starts on the department level.



 Department of Anesthesiology & Perioperative Care

2012 AAMC Faculty Forward Survey: Department of Anesthesiology & Perioperative Care Results





Global Satisfaction

Nature of Work

Focus on Medical School Mission

Department Governance

Medical School Governance

Relationship with Supervisor

Opportunities for Professional Growth

Collegiality and Collaboration

Compensation and Benefits

Faculty Recruitment and Retention

Clinical Practice Environment

Growth Opportunities at UC Irvine Health

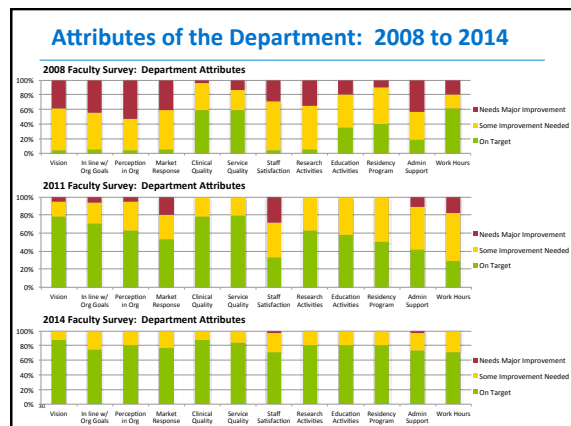
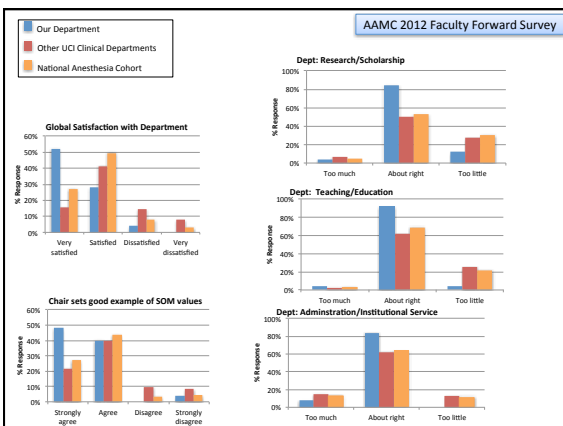
Q27a. **Teaching/education:** To be promoted in rank, what I must do in this mission area is clear to me

Q27d. **Research:** To be promoted in rank, what I must do in this mission area is reasonable to me

Q27e. **Patient care:** To be promoted in rank, what I must do in this mission area is clear to me

Q27f. **Patient care/client services:** To be promoted in rank, what I must do in this mission area is reasonable to me

Q27g. **Administration/institutional service:** To be promoted in rank, what I must do in this mission area is clear to me



Faculty Development: Getting feedback

- ❑ Self report
- ❑ Peer to Peer
- ❑ Residents
- ❑ CRNAs
- ❑ Staff
- ❑ Executive Leadership Team
- ❑ Operation Officers

An annual process
Meetings with the Chair
and CAO

11



Area	Rating
Your level of skill and knowledge as it relates to your position. Take into account effort to keep current or keep developments.	
Your level of responsibility. Consider such things as your availability, punctuality and commitment to colleagues and staff.	
Your accuracy with documentation.	
Your skills in patient relations. Take into account the effectiveness of your communications, your courtesy and how promptly you respond to patient needs.	
Your efficiency and ability to organize your work. Take into account managing time, meeting deadlines, prioritizing and integrating changes.	
Integration of clinical guidelines into your clinical care.	
Level that you remain current in your field/specialty, including new technologies.	
Patient satisfaction with your clinical care.	95.00 Excellent
Communication skills with patients, staff and referring physicians.	85.89 Above Average
Participation in improving practice operations.	75.73 Average
The overall quality you deliver in the workplace. Consider such attributes as thoroughness and accuracy as well as efforts to implement quality improvement.	69.88 Below Average
Your clinical productivity.	6.58 Inadequate
Your academic productivity.	
Your level of teamwork. Take into account your contributions to a positive team effort, openness to others' input, and commitment to team success as opposed to individual success.	
Your ability to get along with support staff within the department practice and hospital, including administrative staff and other support staff.	

DEPARTMENT OF ANESTHESIOLOGY & PERIOPERATIVE CARE

FACULTY BY FACULTY EVALUATION

Name of Attending You are Evaluating: _____

All information provided is strictly confidential.

1. Please score Attending on the following:
 1: unsatisfactory 2: needs improvement 3: needs improvement 4: excellent requirements 5: outstanding

	1	2	3	4	5
Clinical expertise					
Flexibility					
Management abilities					
Team Player/Ability to work in a Team (Reflects in timely response)					
Communication with peers, patients, staff and referring physicians					
Dependability (in terms of reporting and general punctuality)					
Accuracy (pages in a timely manner)					
Ability to treat peers with dignity and respect					
Ability to treat residents and support staff with dignity and respect					

Physician Self-Evaluation Questions

- Please describe new strategies or methods you have employed to improve your teaching, including those you have implemented (used in) assessments of student learning.
- In what areas of your job performance do you feel that you have been particularly successful? What are your strengths?
- Please describe your plans for improving your job performance for next year. In what areas have you been dissatisfied with your performance? Offer specific plans for improvement. How do you - succeed? What could the department do to assist you in improving your effectiveness?
- Are there barriers within the department, school of medicine and/or hospital that complicate your work? Do they affect everyone in the same way, or just you? If so, what? What specific plans for removing or addressing barriers have you considered? What could the department do to assist you with the barriers?
- Does your current major contribution to department/department activities include some explanation of specific work you have done for your department/department?
- Please describe how you view your professional relationship with your colleagues, including your strengths and outputs, as well as your relationship with management in the department and the hospital.
- What are some of the greatest obstacles you bring to your work?

CRNA Evaluation of Faculty 2014

Item	Average	Min Value	Max Value	Dept Average	Quartile Deviation
1. Respects authority when verbally supervising CRNAs	91.82	80	100	92.70	8.02
2. Demonstrates flexibility	91.82	80	100	90.80	5.80
3. Responds to input in a timely fashion	94.29	80	100	94.17	4.99
4. Functions as an effective team player	91.82	80	100	91.50	4.99
5. Communicates effectively in writing	94.29	80	100	92.70	7.52
6. Communicates effectively with CRNAs	94.29	80	100	93.89	4.49
7. Communicates effectively with Support and CR support staff	94.29	80	100	94.00	4.75
8. Is consistently respectful and courteous in his/her interactions with CRNAs	94.29	80	100	94.00	4.00
9. Functions effectively with multiple assignments	94.29	80	100	92.50	7.04
10. Takes responsibility for his/her actions, does not blame others or become defensive	94.29	80	100	92.80	5.14

Executive Leadership Team Evaluation 2014

Area	Average	Dept Average	SD
Your level of skill and knowledge as it relates to your position. Take into account effort to keep current or keep developments.	95	94	11
Your level of responsibility. Consider such things as your availability, punctuality and commitment to colleagues and staff.	94	91	10
Your accuracy with documentation.	91	91	10
Your skills in patient relations. Take into account the effectiveness of your communications, your courtesy and how promptly you respond to patient needs.	93	93	11
Your efficiency and ability to organize your work. Take into account managing time, meeting deadlines, prioritizing and integrating changes.	93	93	11
Integration of clinical guidelines into your clinical care.	93	94	10
Level that you remain current in your field/specialty, including new technologies.	90	90	10
Patient satisfaction with your clinical care.	94	94	11
Communication skills with patients, staff and other physicians.	91	91	11

Operations Officer Evaluation of Faculty 2014

Bob Dow	Average	Min Value	Max Value	Goal Average	Standard Deviation
Completes all work and assignments reliably	96.75	90	100	95.51	2.97
Willingness to assist colleagues	96.75	90	100	95.94	3.49
Demonstrates flexibility with work changes	91.5	80	100	89.3	10.24
Responds to pages in a timely fashion	89	55	100	92.89	9.41
Functions as an effective team player	94	86	100	93.18	10.73
Communicates effectively in crisis	89	77	100	88.94	5.28
Communicates effectively with Outpatient, URMAs and OII support staff	89.75	80	100	93.36	6.97
Is consistently respectful and considerate in day-to-day interactions	98.25	90	95	93.62	9.31
Functions effectively with multiple assignments	96.5	88	100	95.21	13.84


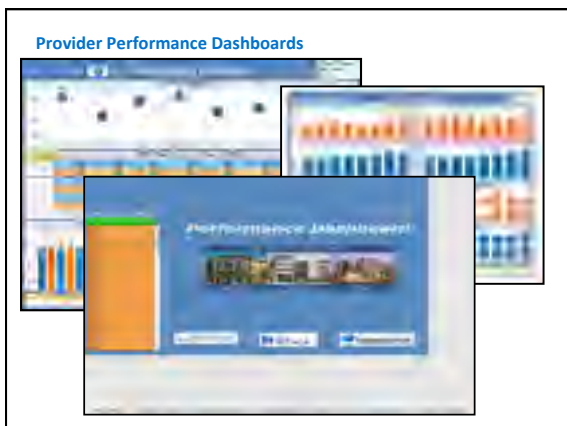
Staff Evaluation of Faculty 2014

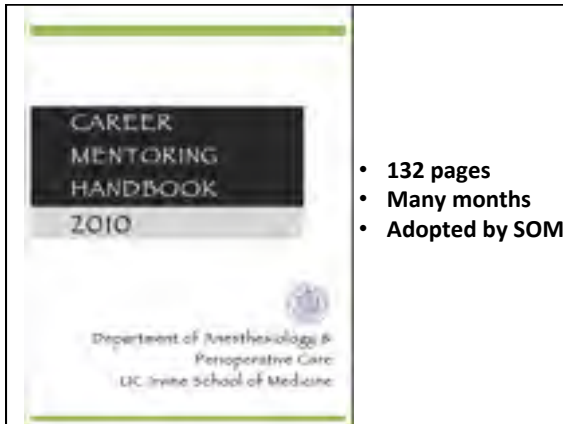
John Dow	Average	Min Value	Max Value	Goal Average	Standard Deviation
Faculty responds to pages, messages, emails, calls and requests from the administrative staff in a timely manner	98.89	90	100	99.54	4.80
Faculty is professional and appropriate when communicating verbally with administrative staff	98.50	70	100	95.44	5.70
Faculty is thorough and clear, as well as, an effective and courteous, when communicating via email with administrative staff	99.20	70	100	95.00	5.34
Faculty follows through with department and departmental requests as requested without multiple reminders	97.71	70	100	98.47	6.75
Faculty takes responsibility for their actions (for example, does not place blame on others or become defensive)	98.50	70	100	96.1	6.40
Faculty is respectful and courteous in their interactions with administrative staff	95.84	70	100	93.08	11.00
Faculty ability to get along with administrative staff	98.20	70	100	93.11	8.00

Outcomes: Survey Vitals

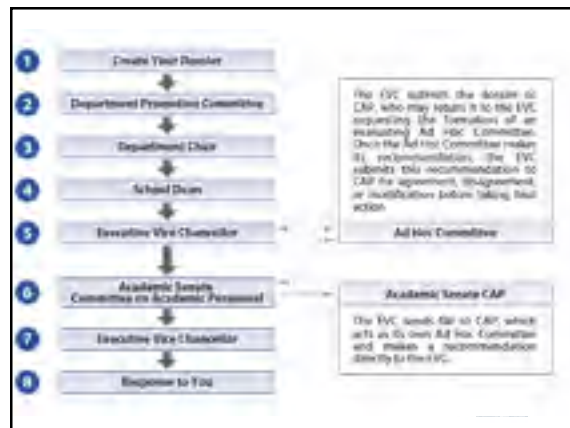
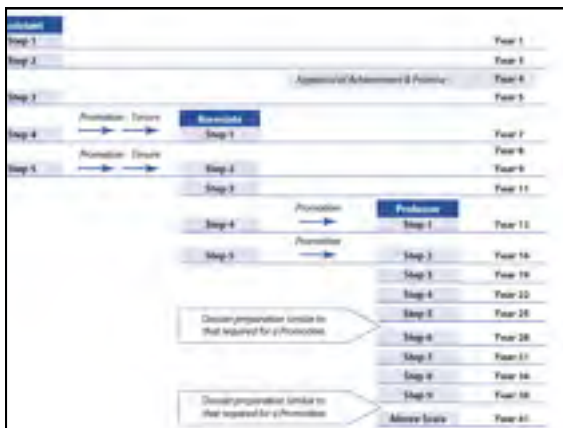
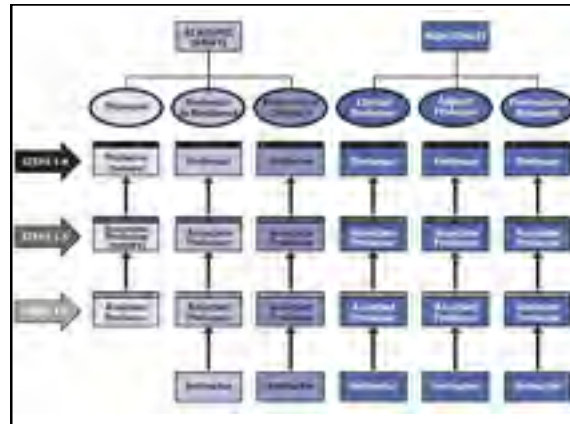
Survey of patient perception

- Low chance for bias
 - Surveys conducted by the company
 - No more phone calls by UCI providers
- Interfaces with billing system
 - Simple combination of email and voice system PPM
 - Surveys by email, text message and phone
- Comparative results at multiple levels
 - National
 - Organization
 - Individual

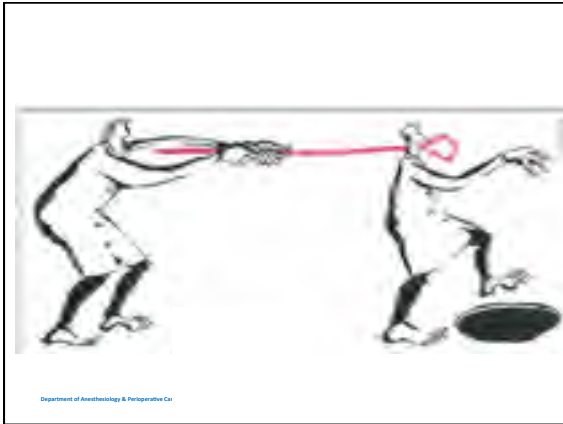


- 132 pages
- Many months
- Adopted by SOM



- Departmental Process (Merits & Promotion)**
- The committee is made of senior and junior faculty in all tracks
 - The committee took over the responsibility of making sure faculty know where they are in the cycle
 - The committee makes sure that faculty are mentored on the requirements for the next step
 - Members of the committee write all promotion support letters
 - All letters and promotions are presented in a faculty meeting and all faculty votes on the proposed promotion
 - Celebration ☺
- Department of Anesthesiology & Perioperative Care | 2014





UC Irvine Health
Department of Anesthesiology & Perioperative Care

University of California
Anesthesiology

ANNUAL PERIOPERATIVE SURGICAL HOME SUMMIT 2015

JUNE 26-28 | HYATT REGENCY | HUNTINGTON BEACH, CA

Save the date!
Pre-conference: Friday, June 26
Main Conference: Saturday, June 27 - Sunday, June 28