

## Bridging the Gap: Examining the Implications of Implementing Universal Developmental Milestones for Faculty



Tina Kenyon, ACSW, Brian Johnson, MD,  
John Boltri, MD

## Presentation Objectives

- 1) Ascertain SWOT content for implementing a universal Milestone structure for faculty
- 2) Explore strategies to address weaknesses and threats, optimize strengths and opportunities
- 3) Identify venues to expand this dialogue with broader STFM membership



## Talk about a “focused” review....

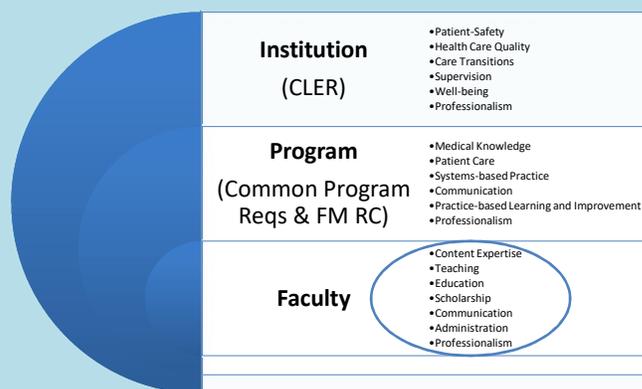


## What's Going On Now?

- Do you have clear performance expectations?
- Do you have defined aspirational goals?
- How do you and your supervisor measure your growth and progress? How often?
- How well is your peer group progressing toward strategic goals?
- What performance evaluation data do you receive and how often?



## Faculty Milestones in Context



## What if.....

- department chairs and residency directors had a universal framework to facilitate individual and group faculty development?
- faculty had clear, consistent performance targets tailored to their responsibilities?
- faculty could see measurable progress over time in specific areas, both individually and collectively?



## Small Group Wisdom - A

### Explore dimensions of implementing faculty Milestones using SWOT

- Each group of 3-4 focuses on 2 quadrants for 5 minutes each (10 min)
- Large group – summarize into master SWOT (10 min)
- Redistribute small groups – identify strategies for one quadrant (10 min)
- Large group – session summary, next steps (10 min)



## Small Group Wisdom - B

### Explore dimensions of implementing faculty Milestones using SWOT

- Individually, participants identify 3 items for each SWOT quadrant (5 min)
- In small groups – collectively identify top 5 items in each category (10 min)
- Each group places the 5 items on Post-It notes on the master chart (5 min)
- Generate strategies for W&T (10 min)
- Large group – session summary, next steps (10 min)



## Summary of Data from PDW

### Next Steps



- Aggregate data
- Begin draft of faculty Milestone structure
- Share with focus group members and STFM membership for feedback
- Evolve/improve structure
- Invite interested “early adopters” to pilot using structure and provide feedback
- Refine structure and invite STFM review
- Future conference presentations/articles

Tina Kenyon, ACSW

[tkenyon@crhc.org](mailto:tkenyon@crhc.org)



**THANK YOU FOR YOUR PARTICIPATION!**