

Table 1-2015 Faculty Development Focus Group Summary

	Mentorship	P & T (Equitable opp.; transparent results & requirements)	Leadership training	Career planning	Communication skills training	Funding to attend national meetings	Collaboration across departments and schools	Research & Scholarly support (clinical-basic science collaboration & protected time)	Burnout prevention	Academic skills
SOM-Instructors & Assistant Professors	X	X						X	X	X
SOM-Associate Professors	X	X	X	X	X	X		X		
SOM- Professors	X						X	X	X	
SOM-Women	X	X				X	X	X		
SOM-Minority	X	X	X			X	X	X		X
SOD	X	X					X	X		
SON	X	X				X		X		X
SHRP	X	X						X		X

1 st Priority	
2 nd Priority	
3 rd Priority	

Table 2- 2015 Faculty Development Needs Assessment Summary

	Mentorship	P & T (Equitable opp.; transparent results & requirements)	Leadership training	Career planning	Communication skills training (& conflict resolution skills)	Funding to attend national meetings	Collaboration across departments and schools	Research & Scholarly support (clinical-basic science collaboration & protected time)	Burnout prevention/ Work life balance	Academic skills training	Professionalism	Management/ Organizational skills
Focus Groups	X	X	X	X	X	X	X	X	X	X		
Faculty Forward Data	X	X	X	X	X		X		X	X	X	X
ACGME Surveys	X				X						X	
Literature Review	X	X	X	X			X		X	X		
UMMC Faculty Development Leaders	X	X					X					

1 st Priority	
2 nd Priority	
3 rd Priority	