Abstract:
What metrics can be used to assess the work of faculty affairs professionals? TTUHSC implemented an institution-wide assessment management system in 2006. Known as WEAVE, the system is used to document effectiveness and continuous quality improvement. The Office of Faculty Affairs and Development has adopted this tool to assist in tracking our progress towards meeting the LCME accreditation standards for Faculty Affairs FA 2-14. WEAVE incorporates the Mission, Outcomes/Objectives, Measures, Achievement Targets, and Findings. Data are collated followed by an Achievement Summary/Analysis to promote improvement. The current challenge is identifying the best metrics to identify achievement for each of the LCME standards.

Problem:
Since the establishment of the Office of Faculty Affairs and Development (OFAD) the question has been raised as to how to demonstrate the value of the office. One potential measure of effectiveness might be the ability of a Medical School to adequately address the LCME standards for Faculty Affairs (FA 2-14).

WEAVE:
WEAVE identifies expected outcomes, assesses the extent to which outcomes are achieved, and provides evidence of improvement based on analysis of the results.

Objectives & LCME Standards:
- Faculty Recruitment and Retention
  - IS-16, FA-2
- Faculty Engagement-Development
  - FA-4, FA-10, FA-11
- Faculty Engagement-Governance
  - FA-6, FA-12, FA-13, FA-14
- Faculty Achievement
  - FA-3, FA-5
- Administrative Operations
  - FA-7, FA-8, FA-9

Assessment Format:
- Statement of OFAD Mission: The mission of the Office of Faculty Affairs and Development (OFAD) is to support School of Medicine faculty in their academic growth from recruitment to emeritus status. This mission is achieved through instituting and sustaining systems and processes related to faculty life, governance, development, and appreciation.
- Listing of Desired Outcomes/Objectives
- Relevant Associations, i.e., LCME Standards, School Policies, etc.
- Measures
- Targets
- Findings
- Analysis

O/O 2: Faculty Engagement-Development
To achieve faculty involvement in the life of the school through personal and professional development activities, and providing feedback and communication related to institutional improvement.

Relevant Associations:
LCME
FA 4-4. A member of the faculty in a medical education program must have the capability and continued commitment to be an effective teacher.
FA 10. A faculty member of a medical education program should receive regularly scheduled feedback on his or her academic performance and progress toward promotion and, when applicable, tenure.
FA 11. A medical education program must provide opportunities for professional development to each faculty member to enhance his or her skills and leadership abilities in education and research.

Measure 3: Faculty Database/CME & Development
OFAD offers courses for faculty through the School of Medicine (SOM), the Association of American Medical Colleges (AAMC) and other Continuing Medical Education (CME) related activities. Source of Evidence: Administrative measure - other

Example (2012-2013):

Target:
- The Faculty Development Courses will have an 85% graduation rate.
- The SOM will have 6 innovations in Medical Education (IME) exhibitors at the AAMC annual meeting.
- The SOM will financially assist 2 applicants each to the AAMC Early and Mid-Career Women Professional Development Seminars and the AAMC Minority Seminar.
- ELAM alumni will screen women applicants for the ELAM Fellowship, Mid-Career and Early Career Women Faculty Professional Development Seminars and recommend applicants to the Dean.

Findings (2012-2013) - Target: Partially Met
- The SOM had 8 IME exhibitors at the AAMC annual meeting, with over 20 SOM faculty and student authors.
- OFAD supported 10 faculty at AACM professional development seminars.
- One fellow was sent to the ELAM Program.
- Faculty Development Courses-Lubbock Campus:
  - 11# participants
  - 14 # graduated
  - 73.60% % graduated

Conclusions:
Use of an assessment management system has assisted the OFAD to track effectiveness of activities that help the School of Medicine meet LCME standards for Faculty. This approach is enabling the identification of programs beneficial to the School of Medicine meet LCME reaccreditation and refinement of measures to better demonstrate success of those activities.

Strengths of using WEAVE to Assess OFAD Effectiveness:
- Provides mechanism for alignment of programs to LCME standards
- Forces establishment of Objectives
- Forces evaluation of Measures
- Provides for establishment of “Targets” to measure success
- Documents effectiveness of activities
- Leads to critical evaluation of programs and ways for improvement

Weaknesses:
- Identifying and collecting adequate data that are quantifiable
- Refining the measures to LCME standards

See WEAVE template with revised LCME standards using QR code =>