Group 4 – Recruiting Additional Faculty

Problem Statement:
A major challenge of substantial residency expansion is expansion of faculty—and this is an issue not just of quantity but also of quality and diversity of faculty types. Faculty play a critical role in recruiting, training and supporting residents. They also require ongoing development, even as resources for faculty development in residencies and departments are decreasing.

Focus Question:
How should we recruit the additional residency faculty necessary to train double the numbers of residents, and what should they look like?

Pre-Reading:
- Informal surveys from AFMRD, STFM, and ADFM leadership about challenges and opportunities for recruiting and supporting large numbers of new faculty.

Group Charge:
Identify the three most important challenges and three most cost-effective solutions for recruiting the additional faculty that major residency expansion will require.

Questions for Consideration:
1. What is the role of core residency faculty? What will their job descriptions be?
2. Will doubling the number of residents require double the number of residency faculty?
3. Beyond core residency faculty, who are the important teachers of family medicine residents that we need to consider to fully round out training?
4. What are the most important barriers to recruiting large numbers of faculty?
5. What are the most promising strategies to recruit and develop new faculty?
6. How can we make faculty recruitment and development most cost effective?
7. How can national organizations support faculty development, much of which must take place at the residency, department or regional levels?