U.S. EMPLOYEES

33% vs. 70%

ARE ENGAGED AT WORK

WORLD'S BEST ORGANIZATIONS
Researched employee engagement

Survey to assess engagement amongst ULP physicians
  - Piloted with LIAM cohort
  - Revised survey sent to ULP physicians Mar-Apr ‘19

Results analyzed to propose solutions
…increase support staff and improve retention of staff.

…improve the communication systems within hospitals.

I cannot possibly work any more or spend any less!! I AM ALREADY DOING ALL THE THINGS.

Transparency and Communication, not just to the chairs, but to everyone. Get rid of the silos and share information and best practices.
We HAVE to have a vision. We HAVE to commit to an identity.

Focus on excellent patient care, teaching our medical students, and teaching of residents rather than the new push for just doing a lot of work.
Junior Faculty Forum
Encourage networking

Faculty Social Club
Exploration of ideas
New opportunities

Engage each other
Improve engagement
Have fun!
Peer Mentorship

Improved pairings
Structure and education
Awards
Improve engagement
Have fun!
Engagement Website

- Effective communication
- Discussion board
- Event planning
- Improve engagement
- Have fun!
Community Engagement
Leadership (never) communicates with me directly; tons of disseminated information.
Engage ULP faculty in decision making.
Get rid of the silos and share information and best practices.

Platform for general faculty input into institutional policies, procedures, decisions and strategies

Key mechanism for representing faculty

Faculty Advisory Board

Non-voting liaison to governing board
U of Chicago, Emory, NYU, UCLA, Brown, Penn State, Notre Dame, U of Illinois, Northwestern
Physician-focused interactive site to improve communication with administration

Communication from Faculty Advisory Board to the faculty

Interactive to allow questions and feedback with the organization

President’s corner
Have you looked for a new job in the last 12 months?

<table>
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<tr>
<th>% Respondents</th>
<th>Yes</th>
<th>No</th>
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<tbody>
<tr>
<td></td>
<td>60</td>
<td>40</td>
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John Walden

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Tiffany Nugent, ULP HR

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