



Pascale Alard, PhD
Tom Altstadt, MD
Deb Kozik, DO
Jennifer Le, MD
Eli Pendleton, MD
Vikas Singh, MD

**LIAM Final
Project**

July 16, 2019



each other

the community

the institution



Researched employee engagement

**Survey to assess engagement amongst ULP
physicians**

Piloted with LIAM cohort

**Revised survey sent to ULP physicians Mar-Apr
'19**

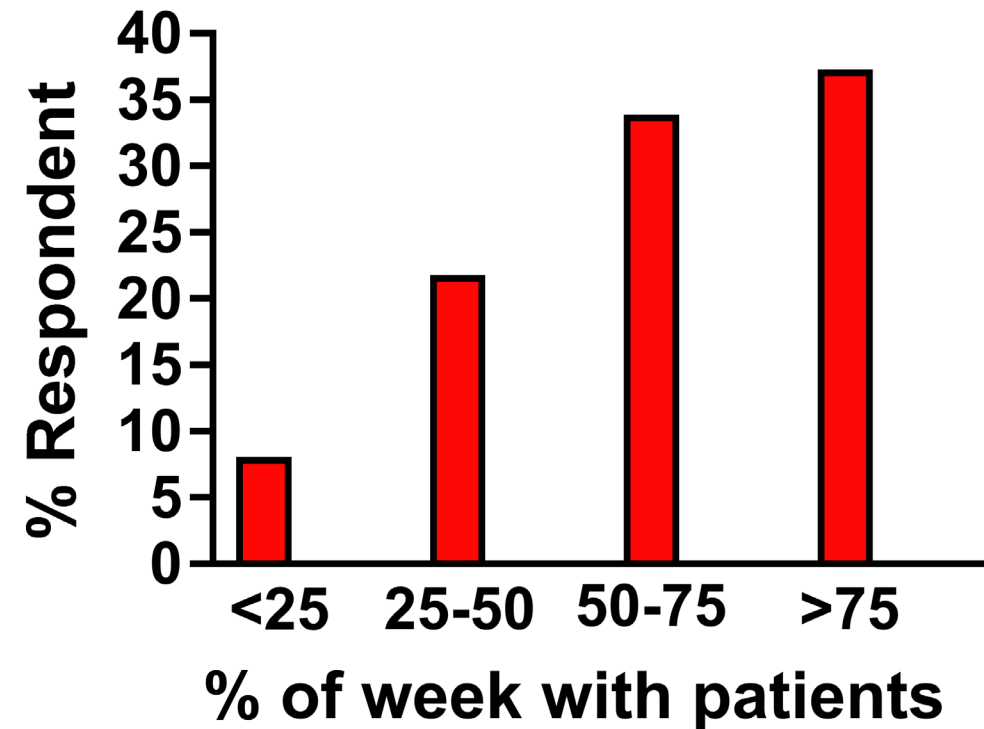
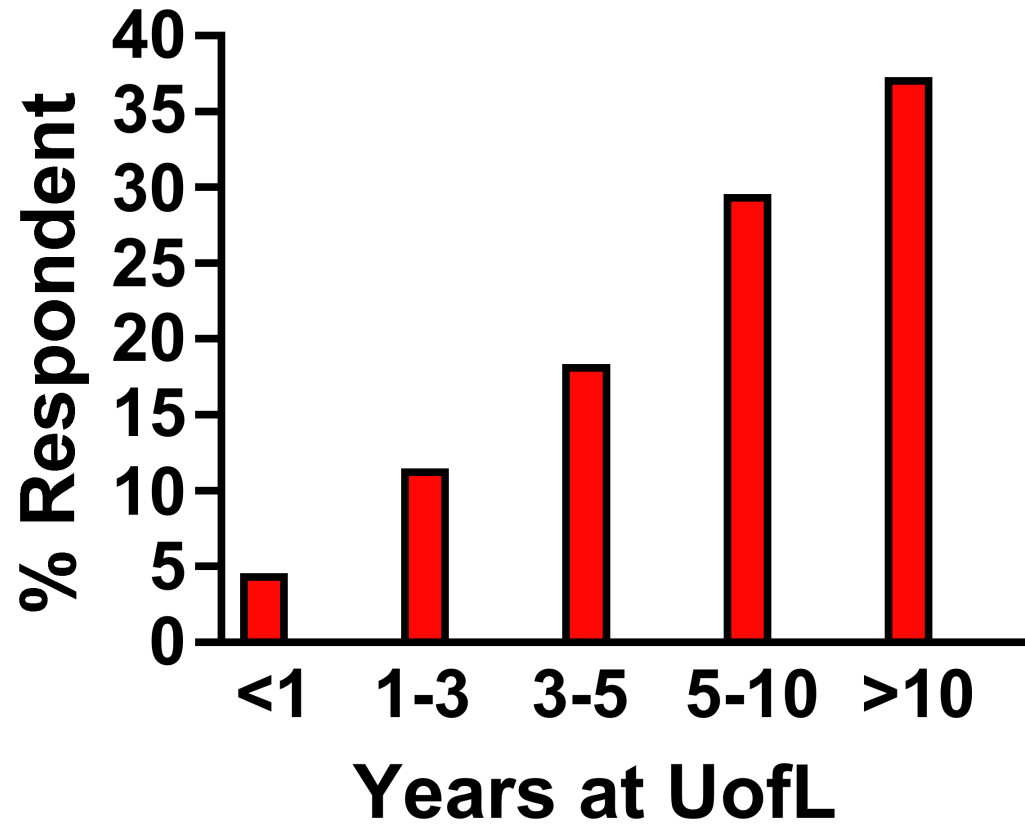
Results analyzed to propose solutions



each other

the community

the institution

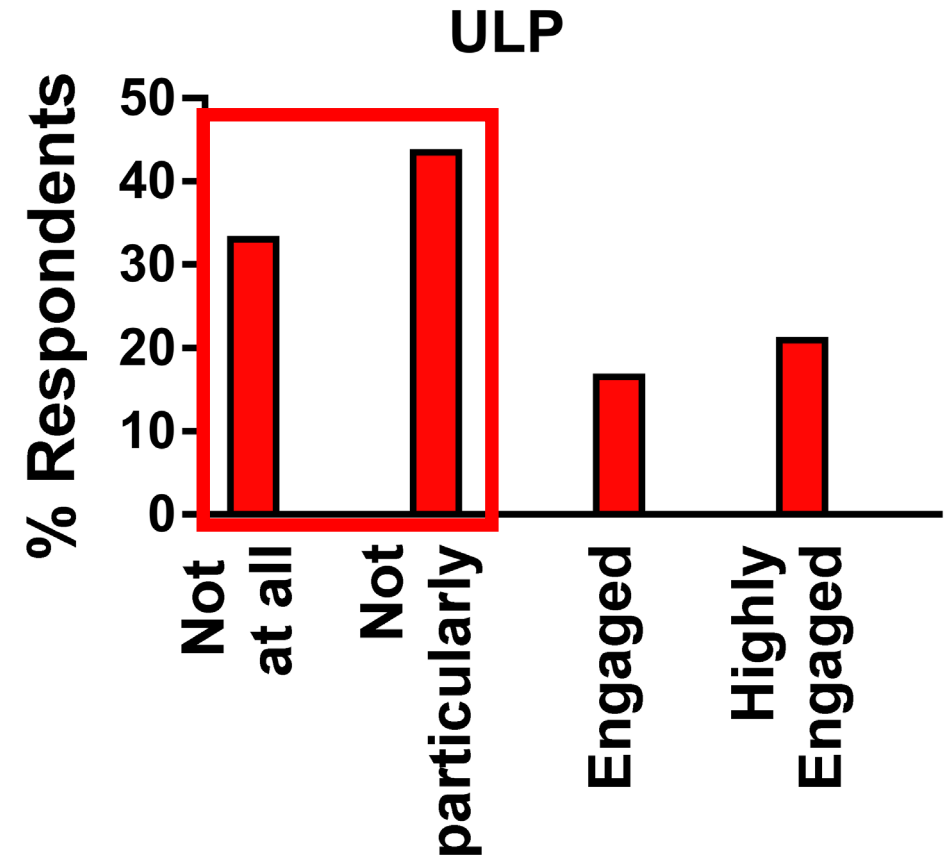
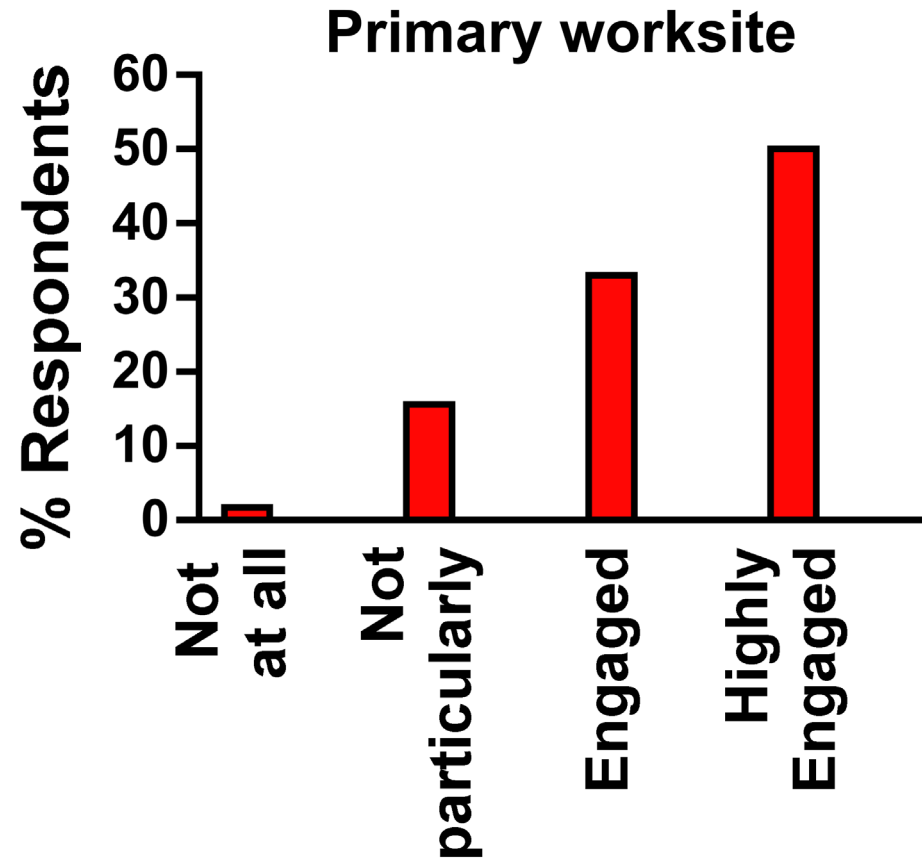




each other

the community

the institution

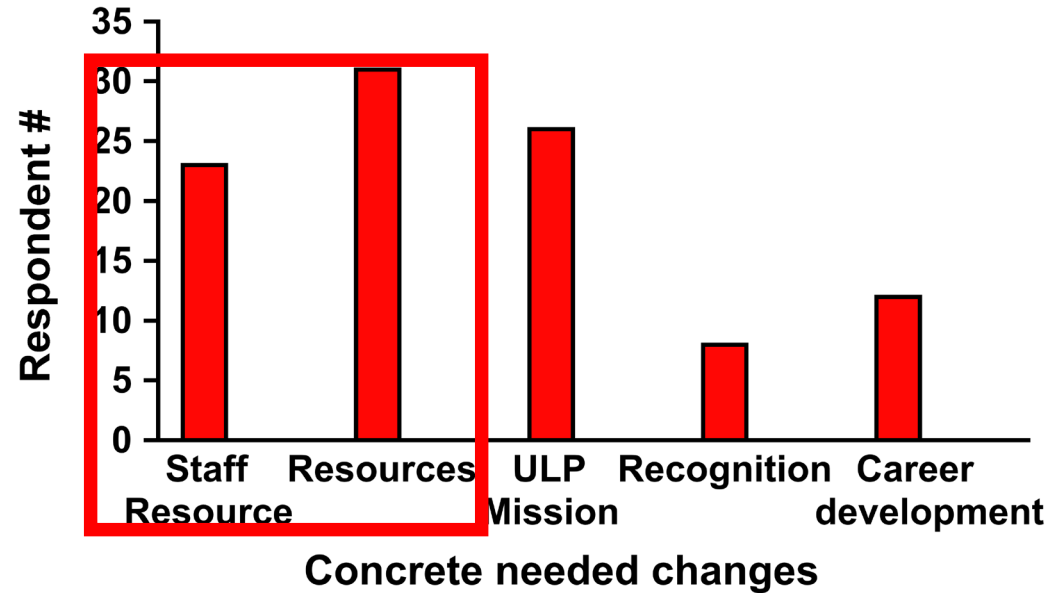
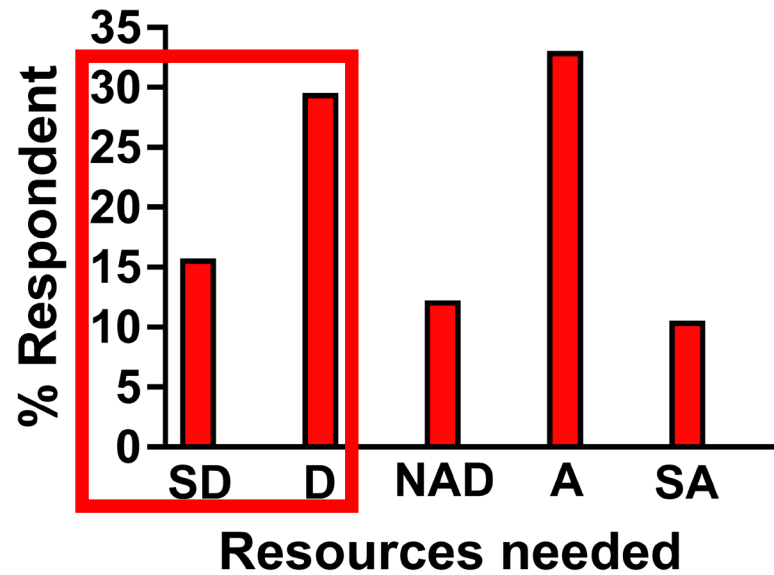




each other

the community

the institution



...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.

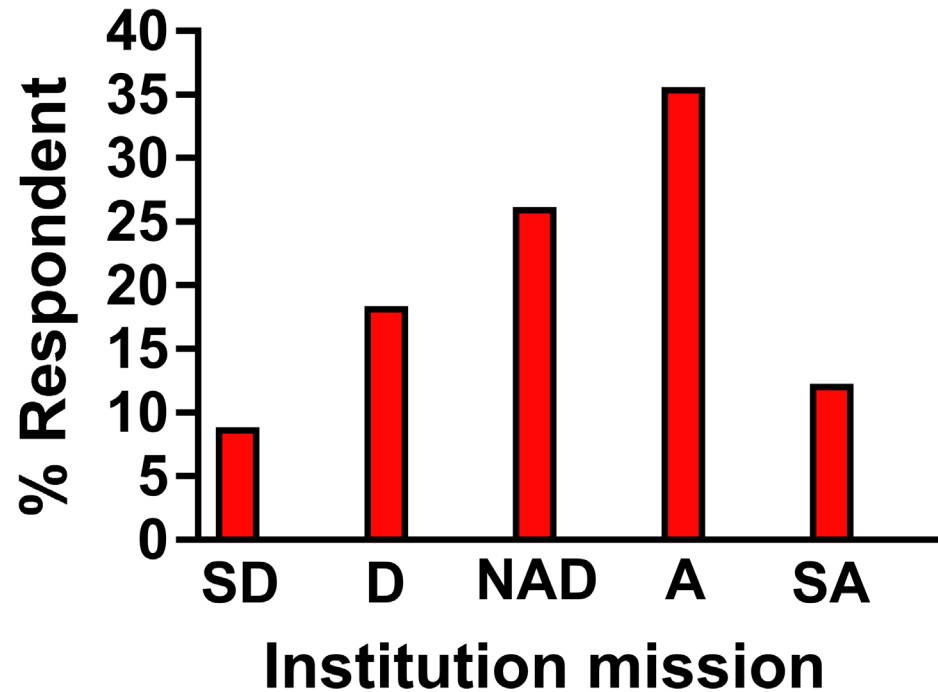
Transparency and Communication, not just to the chairs, but to everyone. Get rid of the silos and share information and best practices.



each other

the community

the institution



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



Faculty Social Club

Encourage networking

Exploration of ideas

New opportunities

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

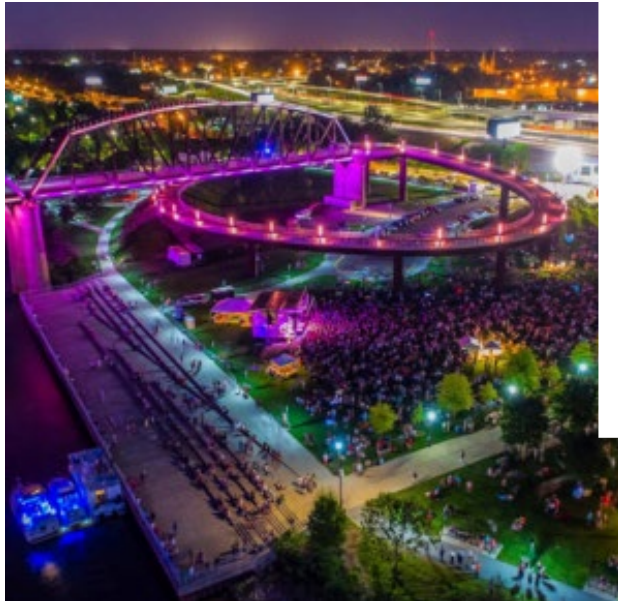
Have fun!

Community Engagement





the community



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

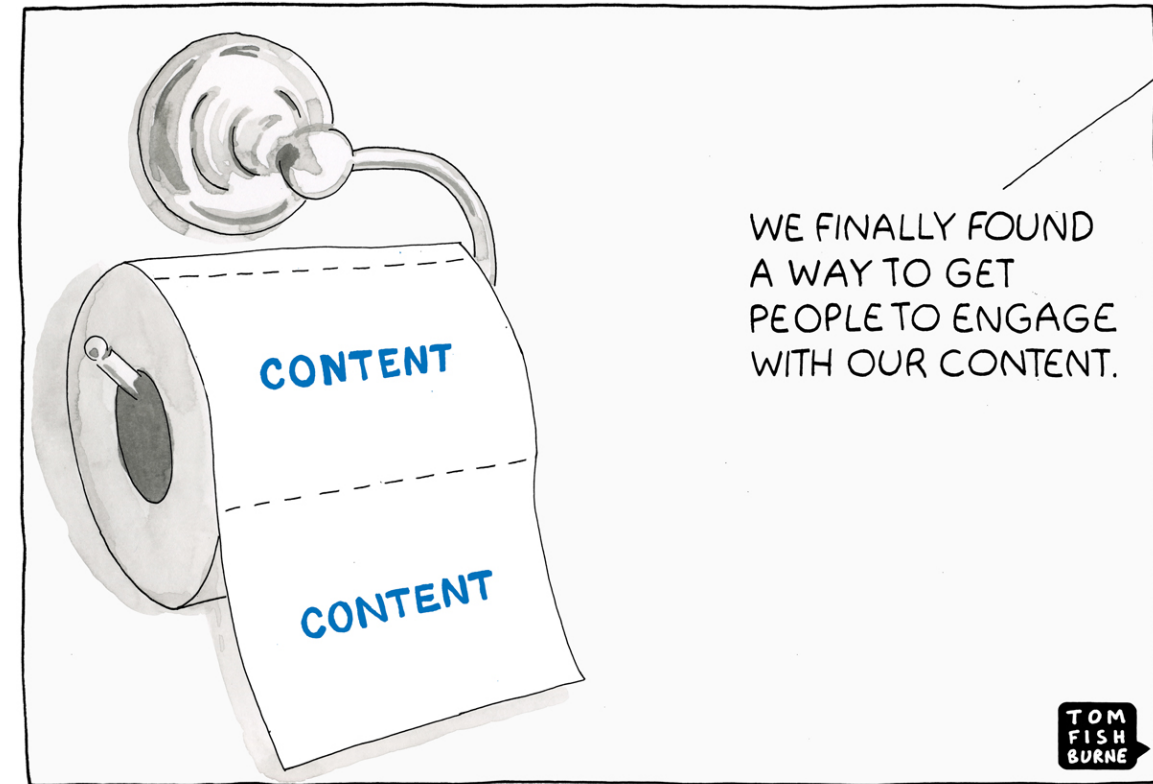
Physician-focused interactive site to improve communication with administration

Communication from Faculty Advisory Board to the faculty

Interactive to allow questions and feedback with the organization

President's corner

Engagement Website



© marketoonist.com

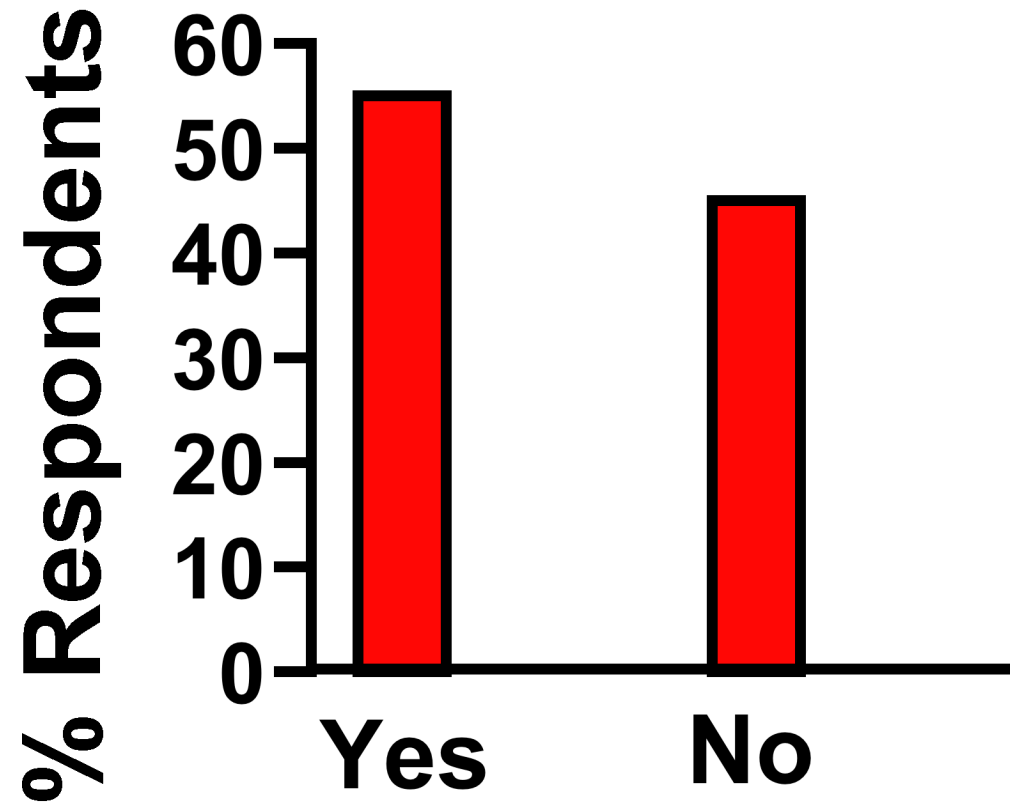


each other

the community

the institution

Have you looked for a new job in the last 12 months?



engage each other the community the institution







each other

the community

the institution

John Walden

Jerry Rabalais and Staci Saner

**Gregg Dedrick and Charles St Clair,
oGoLEAD**

Tiffany Nugent, ULP HR

Jacob Shreffler, Medical Education Office