Junior faculty exchange program assists mid-career clinician-educators increase scholarly activity and meet promotion requirements

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**BACKGROUND**

Our institution requires peer-review scholarly products and an extramural reputation for promotion of clinician-educators to Associate Professor. Given a lack of robust research skill training during residency and a paucity of research mentors in our Division of Hospital Medicine, meeting these two promotion requirements has been especially challenging for many of our hospitalist faculty. We established a faculty exchange with other institutions in order to assist individual faculty members to gain a reputation outside of their home institutions, to develop external mentorship and career advice relationships with early career faculty, and to enhance networking and project collaborations.

**PROGRAM GOALS**

1. Assist individual faculty promotion by gaining reputation outside of home institutions.
2. Development of external mentorship and career advice relationships for junior faculty.
3. Enhance intra-institutional networking and project collaborations.

**PROGRAM OUTLINE**

Faculty at the late Assistant Professor level or recently promoted Associate Professors are the target population to participate in this program. Visiting Professors are not expected to be senior or accomplished faculty but rather mid-career faculty who would gain the maximal career benefit from delivering an invited visit to an external institution and who have sufficient track record to deliver effective mentoring advice to early career hospitalists. The program is reciprocal with one faculty member visiting an institution in exchange for that institution hosting a faculty member for a similar invited visit and didactic presentation. Each institution covers the cost of the travel and hotel accommodations for their faculty members when they visit an outside academic medical center.

**RESULTS**

Over the first two years, four junior academic hospitalists were exchanged between three institutions. There was a high degree of satisfaction among surveyed visiting and visited junior faculty. Two ongoing collaborative relationships and one jointly authored paper have resulted to date. Two of the visiting faculty have been promoted to the Associate Professor level at their institution.

**ACTIVITIES DURING VISIT**

1. Dinner the night before with selected faculty.
2. Attend Morning Report or other scheduled student/resident conference(s).
3. Visiting faculty deliver one hour didactic presentation.
4. Meeting with 2-3 junior faculty to provide external input and career advice. Visiting faculty will review visited faculty CV, answer specific career questions, provide tips from their own experience on getting started to a successful career as an academic hospitalist.
5. Meeting with Section Leadership
6. A highlight of one program or initiative that the institution being visited does particularly well and would like to showcase.

**CONCLUSIONS**

A junior faculty exchange program assisted mid-career academic hospitalists establish extramural collaborations and meet promotion requirements that have been problematic at our institution.