



Orientation Day for New Faculty Program Evaluation: A Seven-Year Analysis (2013-2019)

Eulaine Ma^{1,2}; Wei Wei^{1,2}; Certina Ho^{1,2}; Elizabeth Si²; Yifan Zhou²; Shaheen Darani¹; Sanjeev Sockalingam¹; John Teshima¹

¹ Department of Psychiatry, University of Toronto

² Leslie Dan Faculty of Pharmacy, University of Toronto



INTRODUCTION

- The Department of Psychiatry introduced the Orientation Day for New Faculty (ODNF), a full-day workshop, to new faculty members in 2013.
- The purpose of ODNF is to:
 - Orient faculty to their academic roles and responsibilities
 - Highlight strategies for a successful academic career
 - Provide core skills for teaching and supervising learners
 - Provide tips for launching a successful research career
- The ODNF was offered as a full-day, in-person workshop every fall in 2013-2019.
- Due to the COVID-19 pandemic, the ODNF was delivered virtually as 3 half-day, and 4 half-day sessions, respectively, in fall 2020 and fall 2021.

OBJECTIVE

To conduct a trend and thematic analysis of the in-person ODNF full-day workshop evaluation in 2013-2019 (pre-pandemic) to inform future offerings of ODNF at the Department of Psychiatry (post-pandemic).

METHOD

- Post-workshop evaluation surveys were administered via email to all participants immediately after attendance.
- A thematic analysis on the participants' free-form responses to 4 questions on the evaluation survey questions was conducted.
- Qualitative responses were reviewed and coded by two independent analysts to identify common themes.

RESULTS

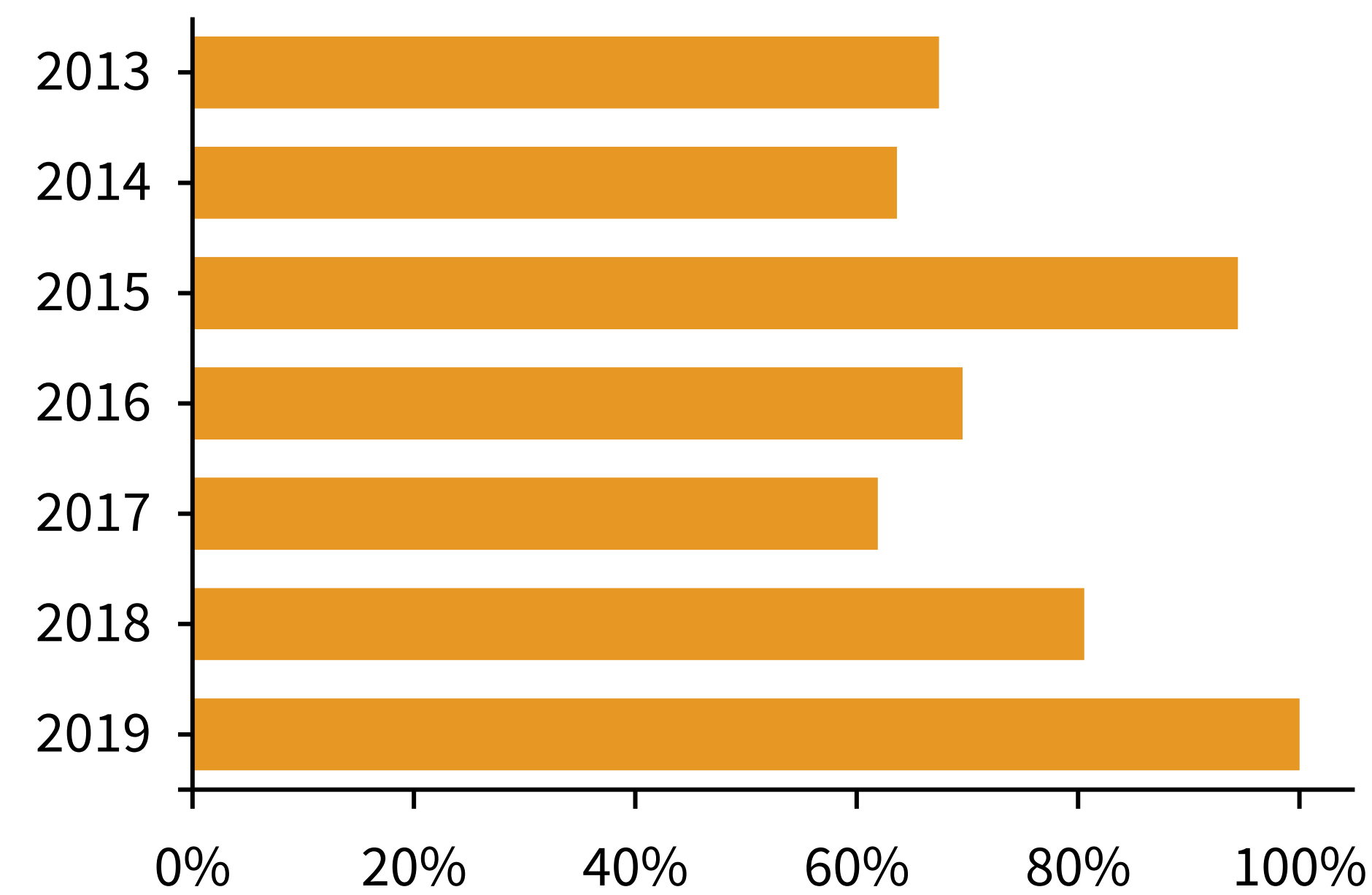


Figure 1. Post-ODNF response rates (%) between 2013-2019 (n=208).

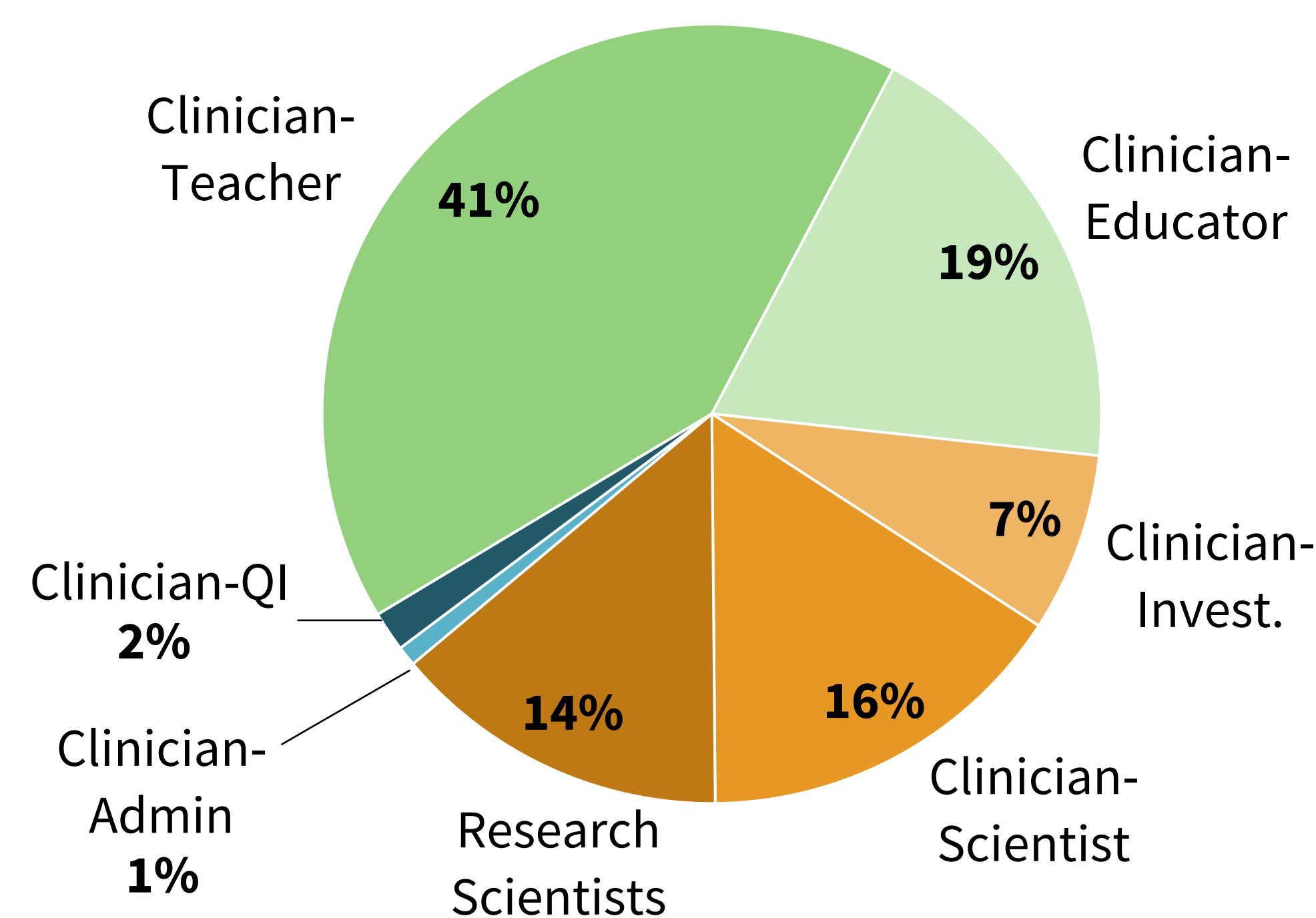


Figure 2. Job descriptions of participants, 2013-2019 (n=121). (Invest. = Investigator; Admin = Administrator; QI = Quality improvement). **Note:** Participants who did not answer this question nor state their job descriptions were excluded.

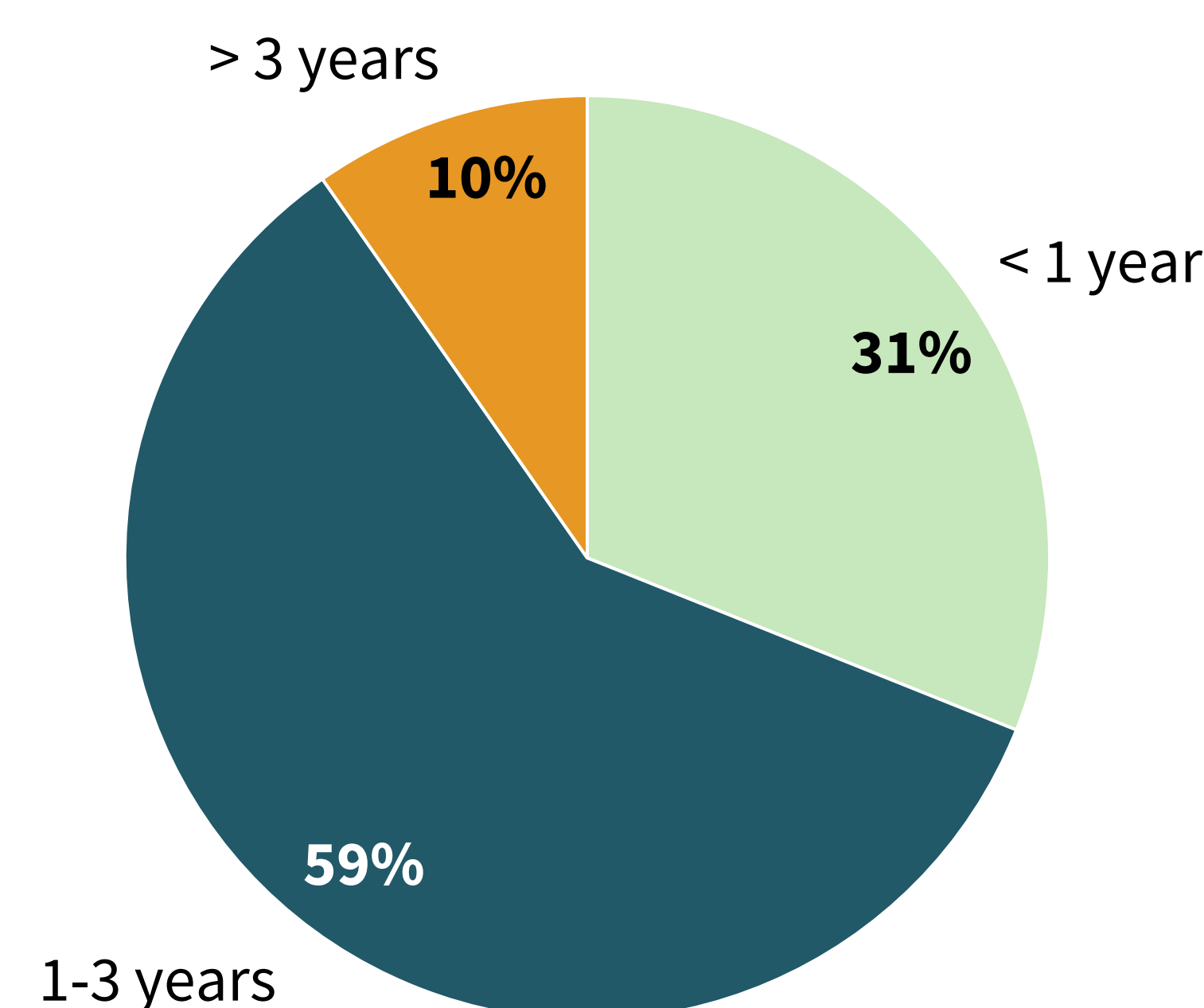
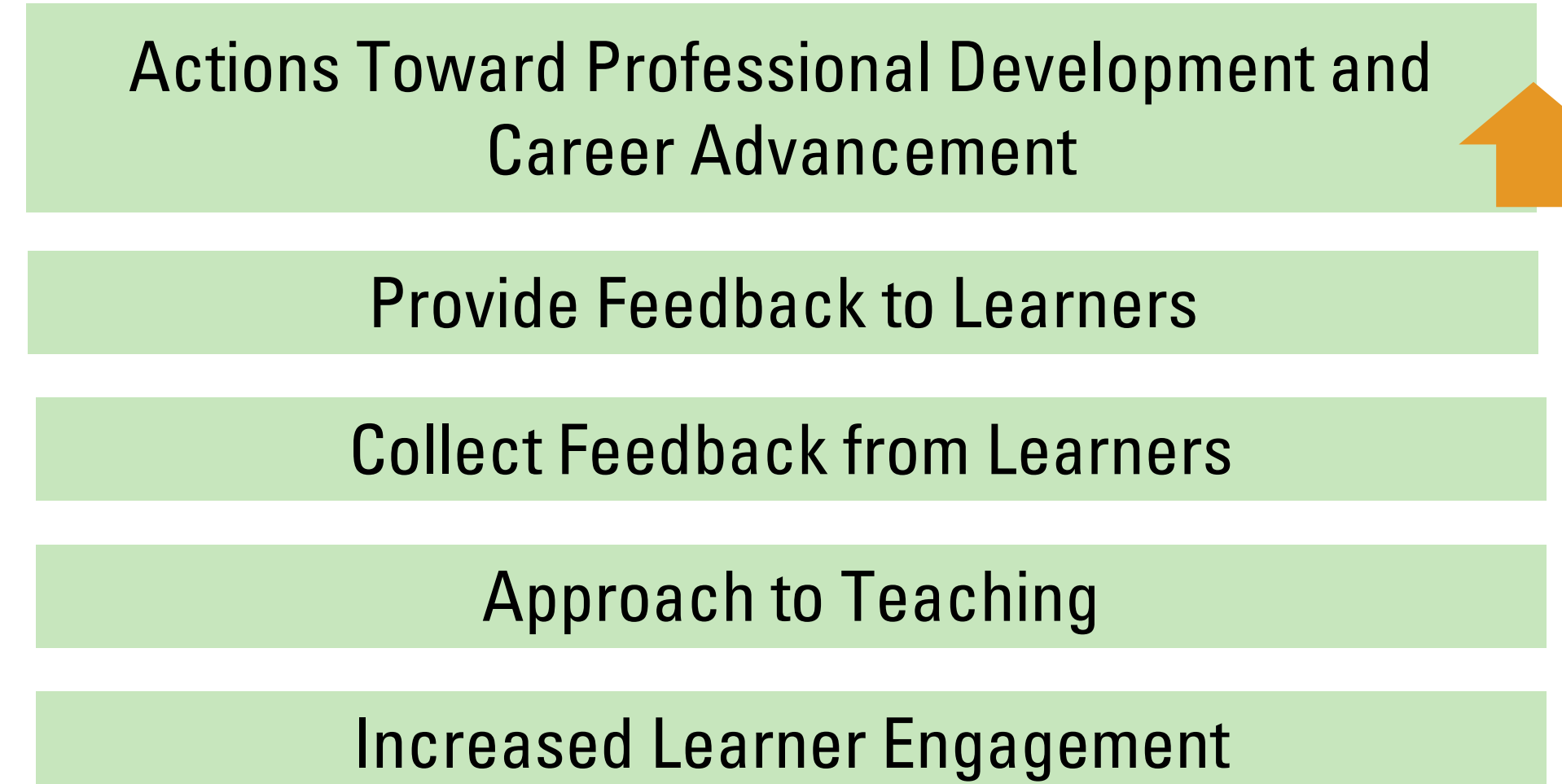


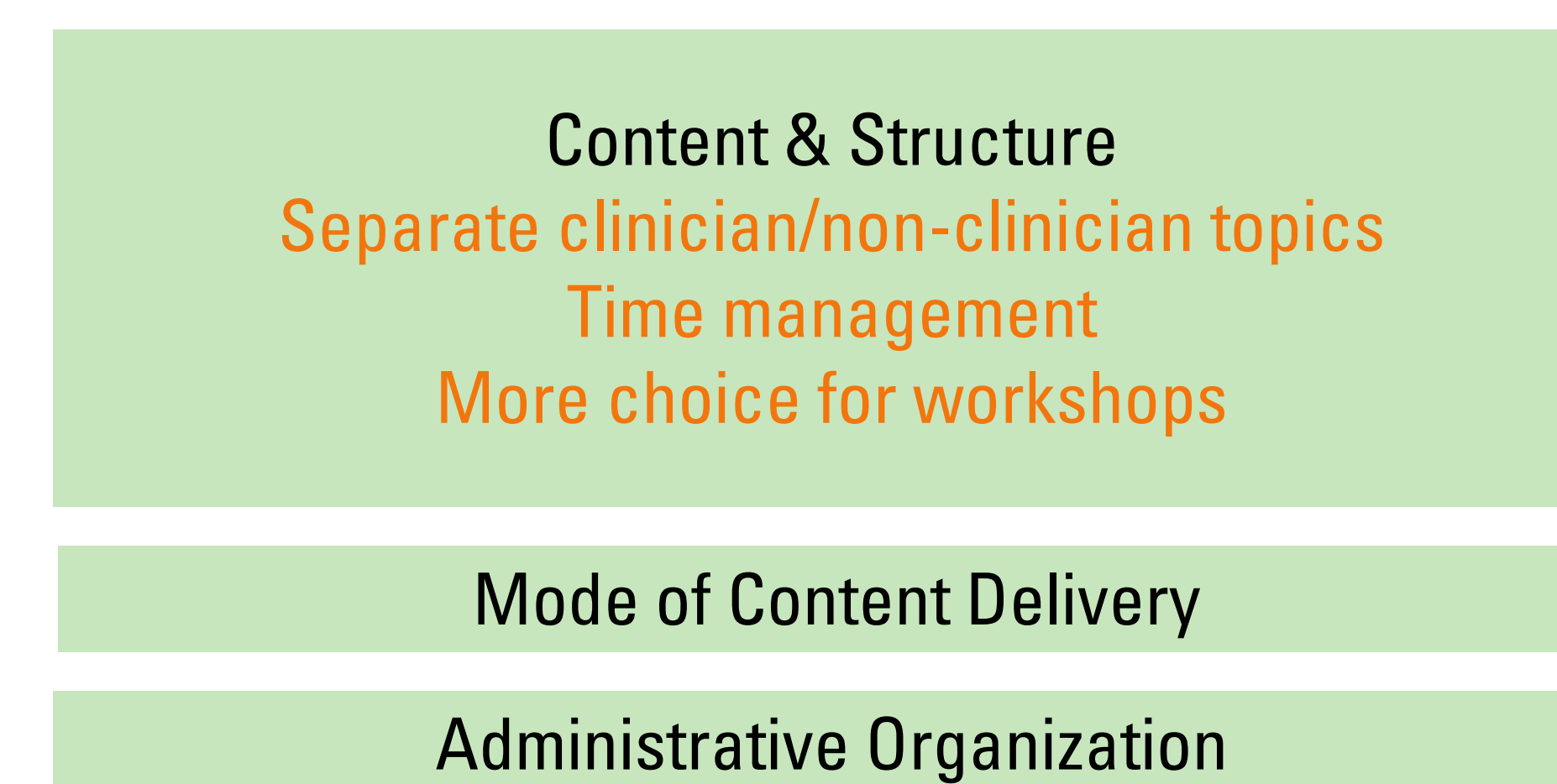
Figure 3. Participants' years as faculty at the Department of Psychiatry, 2013-2019 (n=102). **Note:** Participants who did not answer this question nor share their number of years as faculty were excluded.

RESULTS (continued)

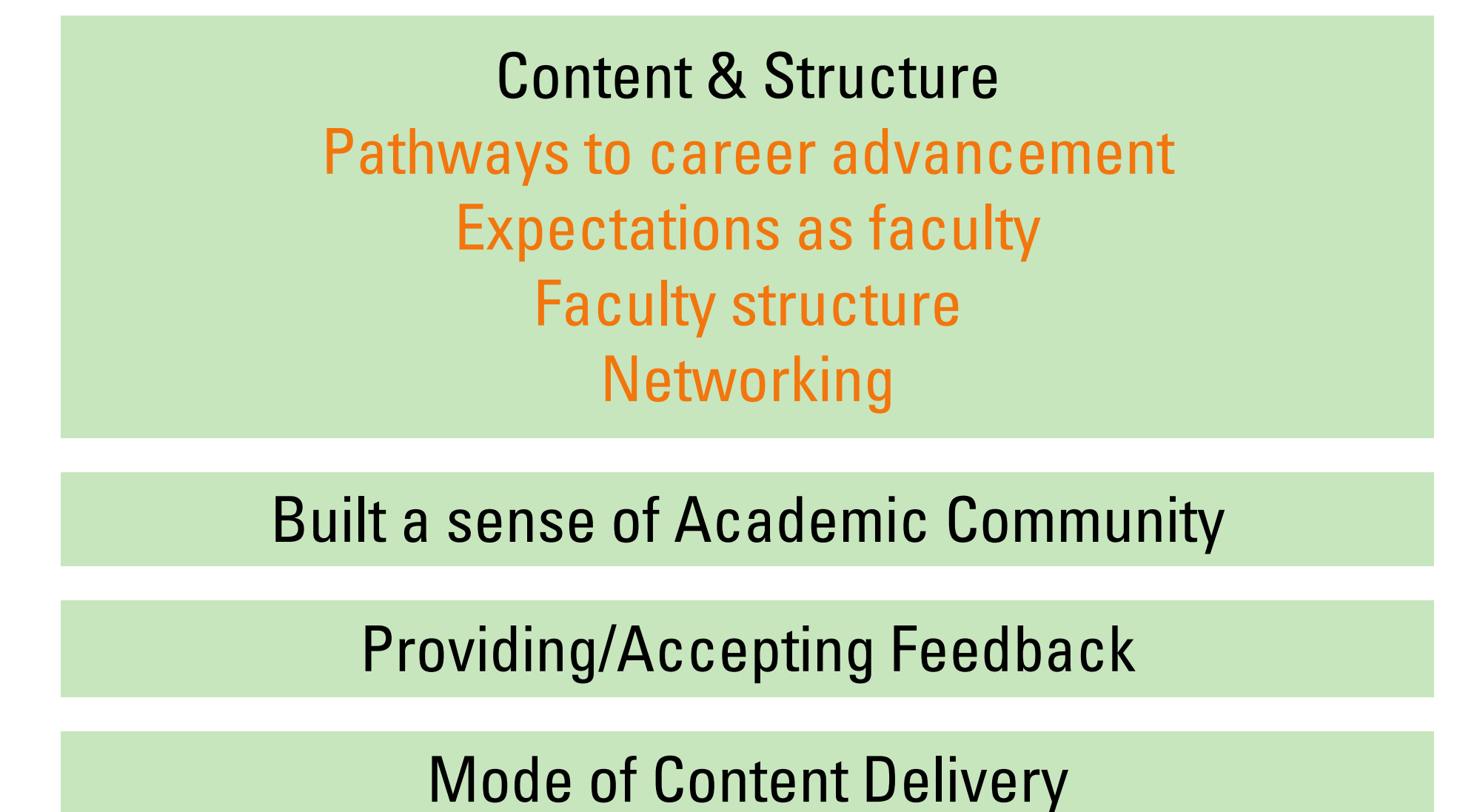
(a) What will you do differently in your practice or was reinforced to continue as a result of this program?



(c) In what ways could this program be improved?



(b) What did you value the most about this program?



(d) What topics or experiences should be included in future orientation programs?

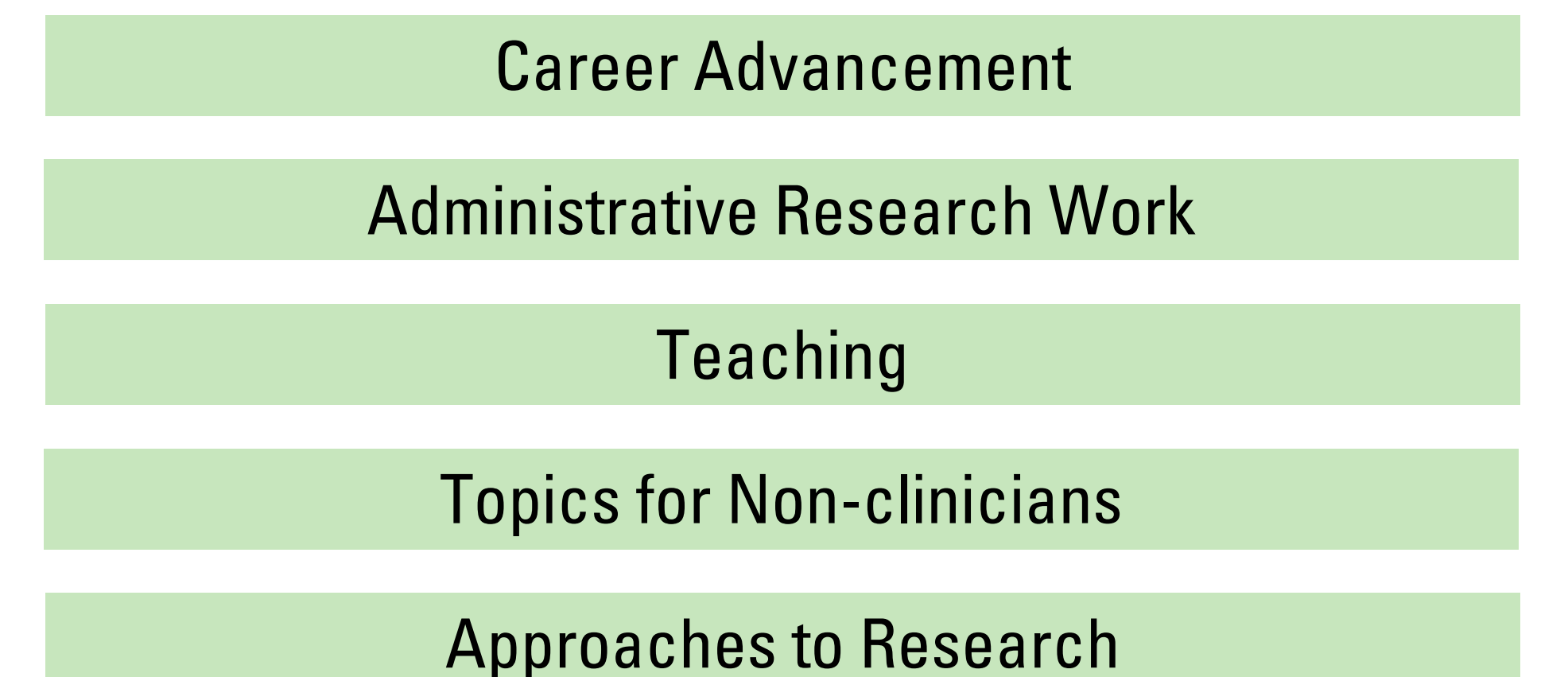


Figure 4 (a-d). Themes identified from free-text responses to selected questions on the post-ODNF workshop survey.

- In 2013-2019, a total of 208 faculty members attended the ODNF in-person workshop.
 - Response rate to the post-workshop evaluation surveys was relatively high. (**Fig. 1**)
 - Majority of the participants were Clinician-Teachers. (**Fig. 2**)
 - Most were within their first 3 years of faculty appointment at the Department of Psychiatry. (**Fig. 3**)
- Participants reported a desire to change their current teaching practice to incorporate goal setting and providing feedback to learners (**Fig. 4a**). Since 2015, we identified an increase in participant feedback post-workshop regarding taking steps towards continuing professional development and career advancement (**Fig. 4a**). They appreciated the opportunity to network with colleagues and be part of an academic community (**Fig. 4b**) and provided some suggestions for continuous quality improvement of the ODNF (**Fig. 4c**).
- For future ODNF workshops, they would like to see more content addressing career advancement (**Fig. 4d**).

CONCLUSION

- New faculty members valued the sense of community built from attending ODNF workshops (**Fig. 4b**).
- Expectations of career-oriented topics, such as continuing professional development, implied more attention on self-development and career advancement among new faculty in addition to the traditional emphasis on teaching and research (**Fig. 4a-4d**).
- Going forward, it will be of interest to compare the virtual ODNF workshop evaluations (in 2020-2021) with our findings to identify further quality improvement opportunities and better understand the impact of the pandemic on the effectiveness and user experience of the ODNF.