

2025

# Lessons Learned: Building a Thriving Research Ecosystem - Family Medicine Academic Department

## Research Directors and Chairs

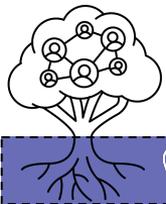


Family Medicine Research

A National Strategic Plan

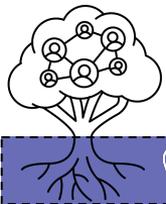
# Objectives

Explore how *Ecosystem, Culture and your Department's Goals for Research* can combine to make research thrive in your department.



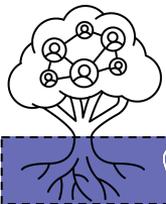
# Overview

1. Value of Primary Care research
2. Aligning with institutional priorities
3. Integrating research with practice & education
4. Cultivating research culture
5. Capacity-building & engagement
6. Training & mentorship
7. Promoting research culture
8. Advancing to the next level



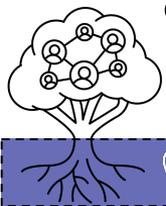
# The Value of Primary Care Research to Family Medicine & the Research Enterprise

- Strengthens patient care & informs health policy
- Enhances institutional reputation
- Leverage Practice-Based Research Networks (PBRNs)
- Embraces implementation science & health equity research
- Closes the research-practice gap
- Boosts institutional impact through funding & visibility



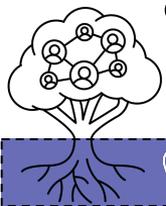
# Aligning Research with Institutional Priorities

- Integrate research into mission statements
  - Must align with institution's
- Engage leadership: Dean, university and health system executives
- Expand opportunities through collaboration
  - Other departments
  - Research centers
  - Hospitals / health systems
- Address policy barriers to reward research



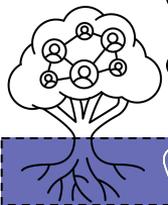
# Integrating Research with Practice & Education

- Recognize varying faculty engagement levels
- Embrace broad definitions of scholarship
  - “Traditional” academic work
  - QI
  - Practice-based studies
  - Applied research
- Frame research as professional growth
- Foster collaboration (MDs, PhDs, clinicians)
- Embed research in GME & UME training



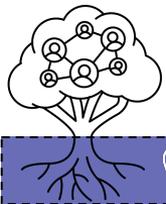
# Cultivating a Research Ecosystem & Culture

- Make research part of department's core identity
- Value all forms of scholarship
- Recruit strategically: experience + enthusiasm
  - Mix of experienced and early career faculty
- Include research in initial discussions with applicants of all levels
  - Faculty, GME, UME
- Define leadership roles (e.g., Vice Chair of Research)
- Prioritize mentorship
- Celebrate achievements



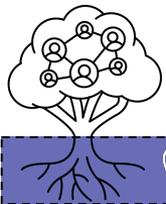
# Capacity Building & Engagement

- Fear of research is real
- Lower barriers to entry (start with QI projects)
- Build supportive infrastructure
- Offer structured training & fellowships
- Promote interdisciplinary collaboration
- Diversify funding sources



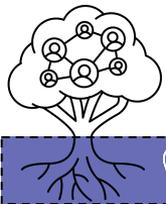
# The Role of Training & Mentorship

- Clearly define who can and should engage in research
- Provide structured mentorship
  - Study design
  - Grant writing
  - Publication
- Build research competencies through training
  - Literature review
  - Study design
  - Dissemination
- Encourage team-based approaches
- Guarantee protected research time



# Promoting a Research Culture

- Department leadership must visibly support research
- Set clear faculty expectations
  - Include scholarship in annual evaluations
- Use incentives to drive engagement
  - Utilize both time and compensation
- Amplify work through research networks & showcases
- Align success metrics with both institutional & faculty goals



# Advancing to the Next Level of the Research Ecosystem

- Invest in early-career faculty (50–75% protected time)
- Strengthen mentorship programs
- Build a diverse research portfolio
  - QI
  - Clinical trials
  - Health services research
  - Policy-driven studies
- Leverage institutional resources (CTSA, other grant mechanisms)
- Expand external collaborations

