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## Introduction and Overview

One goal of the *Models that Work: The Nuts and Bolts of Faculty Development for General Internal Medicine, Family Medicine, and General Pediatrics* conference was to model faculty development for conference participants. As all faculty agree, faculty development does not just happen from attending a conference on the topic. One of the conference speakers, Dr. Robert D'Alessandri, Vice President for Health Services at the West Virginia University Health Sciences Center, states that the first requirement for any successful faculty development program is commitment from the top of the organization. The conference leadership believes that those institutions who sent a team of faculty to this conference demonstrated their evidence of commitment to faculty development.

The second requirement for success is that you have to know what you want to achieve. To help teams accomplish this goal, the conference leaders enlisted the expert assistance of Carole Bland, Ph.D, Wendy VanLoy, PhD, and Lisa Wersal, MA.

Prior to the conference, an invitation for teams to participate in a distance-based program on how to conduct an institutional needs assessment was sent out. The teams participated in a satellite broadcast program conducted two months prior to the conference. These teams were then offered continuing assistance through distance based consulting activities.

The paper that follows describes the process undertaken by these invited teams, the activities of the pilot sites and an evaluation of the effectiveness of this approach.

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