



VANDERBILT UNIVERSITY
MEDICAL CENTER

Graduate Medical Education's Response to Reform: The Vanderbilt Experience

Innovations in Health Care Reform:
Experience of Academic Medical Centers

New York Presbyterian Hospital

October 28, 2011

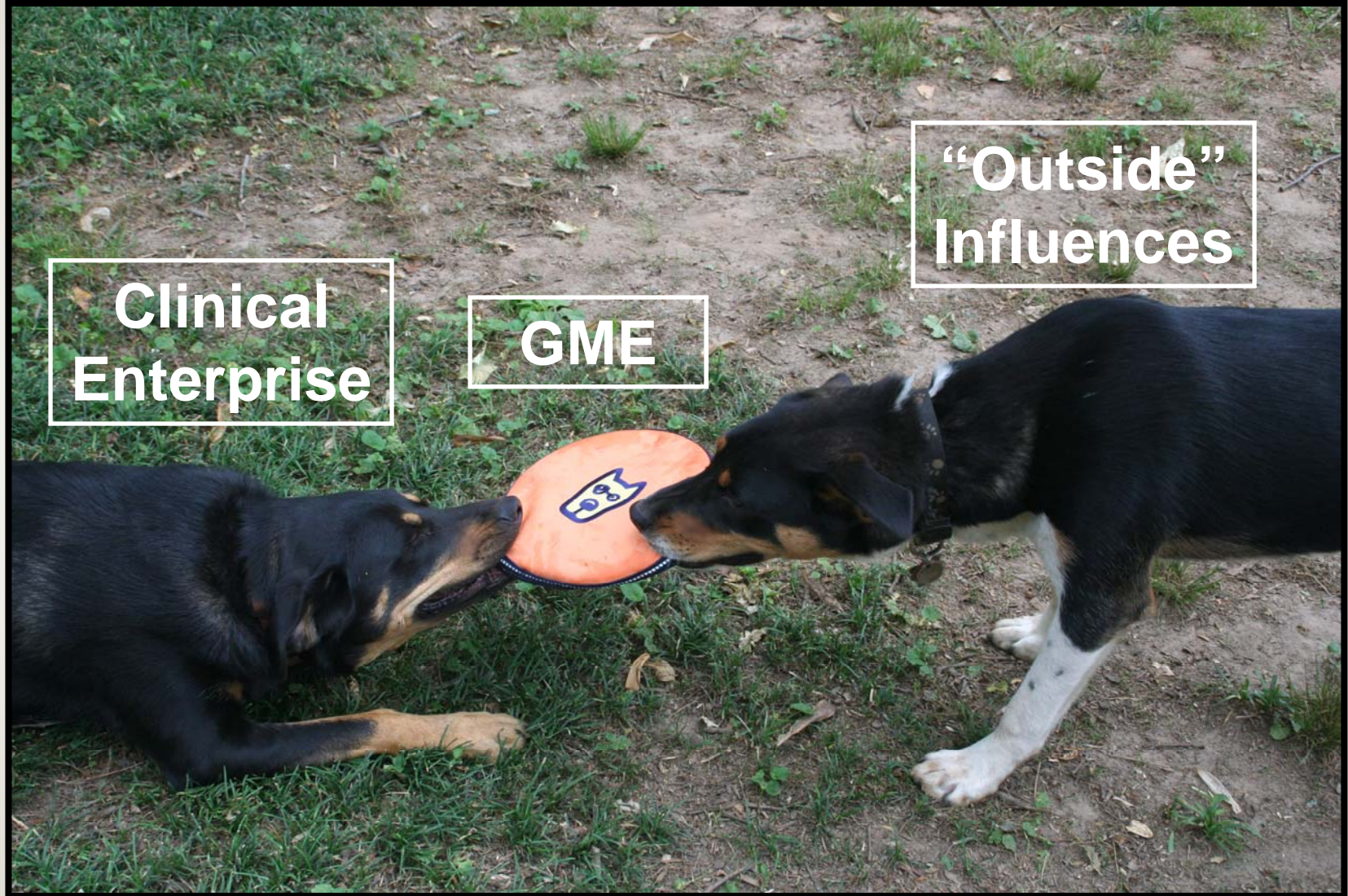


VANDERBILT UNIVERSITY
MEDICAL CENTER





VANDERBILT UNIVERSITY
MEDICAL CENTER



Clinical
Enterprise

GME

“Outside”
Influences



VANDERBILT UNIVERSITY
MEDICAL CENTER

Where is GME (or am I) on This Totem Pole?





VANDERBILT UNIVERSITY
MEDICAL CENTER

Vanderbilt University Medical Center



“One University”

Integrated SOM and Medical Center



VANDERBILT UNIVERSITY
MEDICAL CENTER

Vanderbilt GME



74+ ACGME
Training
Programs

980 Residents
and Clinical
Fellows

50 non-ACGME
Clinical
Fellowships



Vanderbilt Clinical Growth & GME

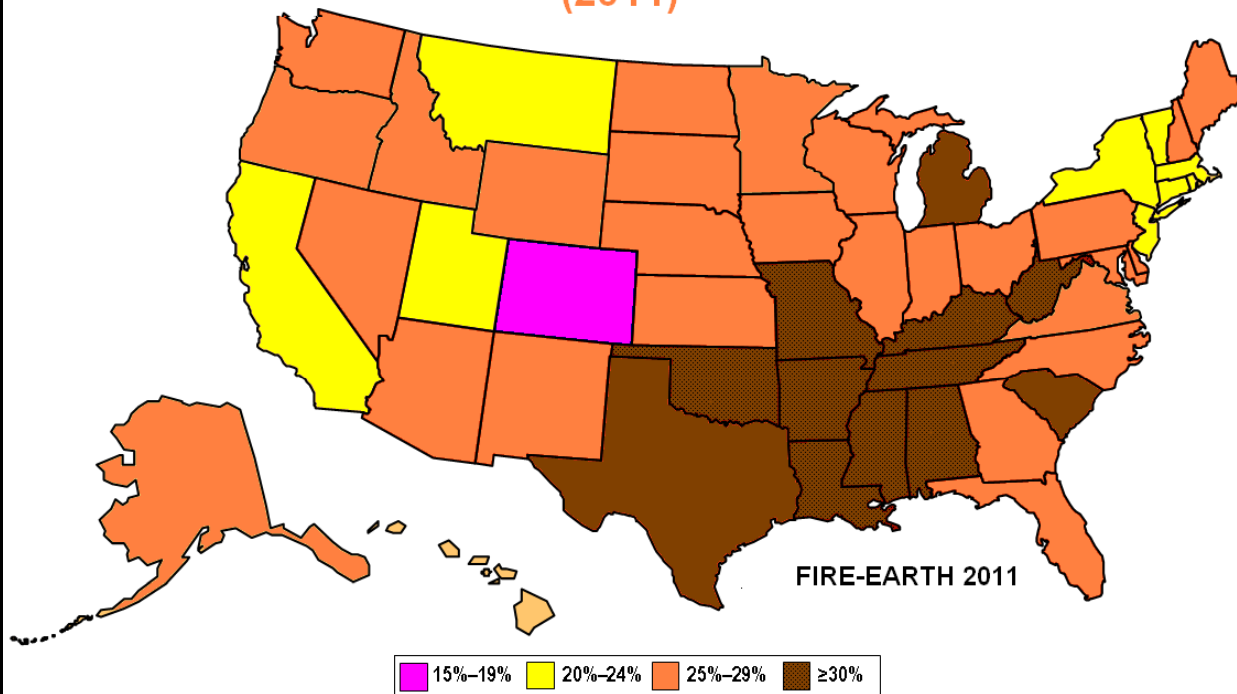
	2000-2001	2010-2011	% increase
Licensed Beds	631	916	45%
Admissions	31,590	51,874	64%
Pt Days	159,524	271,747	70%
ED Visits	57,604	108,398	88%
Outpatient visits	Approx. 600,000	1,586,000	164%
Number of ACGME Programs	59	74	25%
Number of Residents	545	658	20%
Number of Fellows	136	261	92%



Tennessee Medical Statistics

Obesity Trends Among U.S. Adults

Percent of Obese (BMI > 30) in U.S. Adults
(2011)



- 4th highest in rate of adult obesity (31.9%)
- 5th highest in % of obese /overweight children (age 10-17)
- 8th lowest in life expectancy (76.2 yrs vs 78.6 US avg)



VANDERBILT UNIVERSITY
MEDICAL CENTER

We cannot divorce the value of training our next generation of physicians from the value of our house staff to the current clinical enterprise.



General Outline of Vanderbilt Initiatives

- Patient Safety & Quality Initiatives
- Interprofessional Training
- Professional Development
- Bioinformatics
- GME “sizing”
- Generational Issues
- Social Media
- Resident Wellness



Intern Boot Camp



- Began 2008:
Anesthesia, Surgery
- 2010: added EM & IM
- Common Topics
 - Code Simulation
(teamwork)
 - Vascular Access
 - Hands on
 - Ultrasound
 - Airway management



Intern Boot Camp



- Additional Anesthesia/Surgery topics
 - Knots & Sutures
 - Fluids/Pressors
 - Common Calls to the Floor
 - Consents (pre-op/pre-procedure)



Patient Safety

- Training – multi-pronged
 - Central
 - Online
 - Orientation workshop
 - Disseminated (Patient Safety Officers)
- Veritas
 - Resident portal?
- Coordinated with quality



Quality & Improvement

“We want residents to realize that they are so close to the teeth of the gears, where the rubber meets the road, they know better than anyone what’s going on and have great insight.”

Waldon Garriss, MD
Associate PD, Internal Medicine



Efforts in Quality Improvement

- Internal Medicine: Group QI Initiatives
 - 8 week seminar series during ambulatory block
 - Effective group projects
 - CAP & antibiotics timing
 - Timing of STAT portable radiology results
- Emergency Medicine: Kaizen Toyota model
 - 1100 suggestions as of 7/10
 - 80% implemented
 - Began as resident project



QI: Need for Cross Fertilization

- “Best Practice” QI Initiative Sharing in PD mtgs
- DIO on Quality Council
- Education Director from Quality Office on GMEC
- PD Quality Challenge Cycle
 - Chief Quality Officer
 - Chief of Staff
 - CME Director



VPIL: Vanderbilt Program in Interprofessional Learning

- Pilot began July 2010
- Crosses the continuum (UME, GME, CME)
- Medical, Nursing, Pharmacy, & Social Work
 - 32 students per year
 - 5 different colleges
- Portion embedded in resident continuity clinics



Ongoing Professional Development

- GME-Specific
 - Program Directors' Series
 - New Program Director Series
 - Quarterly PD series
 - Chief Resident Leadership Series
 - Program Coordinator Series
- General Medical Education
 - Medical Education Grand Rounds
 - Med Ed Journal Club
 - Dean's Lecture Series



Bioinformatics

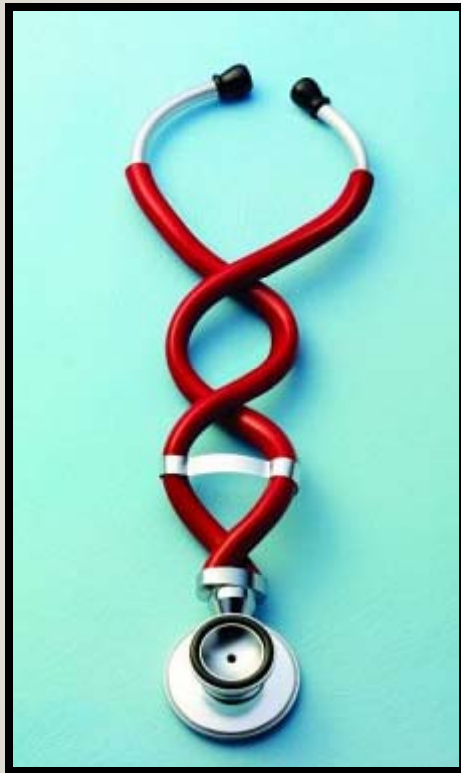
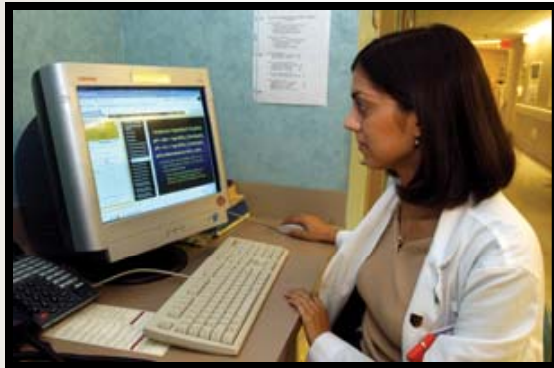


Illustration by Pete MacArthur

- Largest academic DBMI in US
- Many links to GME
 - KnowledgeMap/Portfolio
 - Decision support
 - PREDICT (Pharmacogenomic Resource for Enhanced Decision in Care and Treatment)
 - MTeHC
 - EMR Handover Tool
 - Fellowships



Bioinformatics Utilization



- KnowledgeMap/Portfolio

- Trainees' documents from EMR

- Medicine

- Ophthalmology

- Med-Peds

- Psychiatry

- OBGYN

- etc

- Log trainees' clinical exposures

- Tag to core learning objectives

- Competency-based training?



ACGME DIO Survey: Estimated National Impact of Proposed GME Funding Reductions

		33% Reduction		50% Reduction	
2011 ACGME	Number	Reduction #(%)	Remaining	Reduction #(%)	Remaining
Accredited Programs	8,887	1,639 (18.4)	7,248	2,551 (28.7)	6,336
Residents/Fellows in Accredited Programs (Occupied Positions)	113,132	19,879 (17.6)	93,253	33,023 (29.2)	80,109
Residents Occupying 1 st Yr Pipeline Residency Positions	26,107	Not est.	Not est.	6,396 (24.5)	19,711

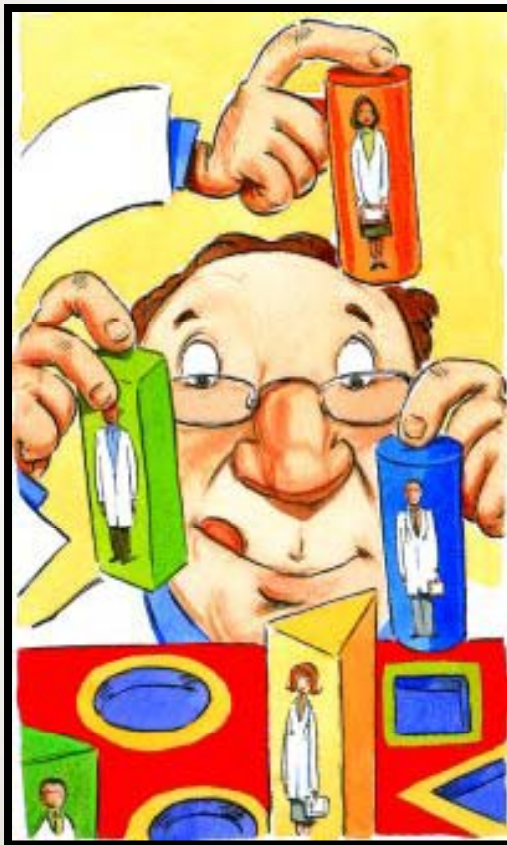
Source for Number: ACGME Data Resource Book, 2010-2011.

Pipeline Positions – Residency Positions leading to initial eligibility for primary specialty board certification

Now: >2500 osteopath grads, > 7100 IMGs [3500 US citizens] in pipeline positions
2020-2021 = projected 20,222 1st yr matriculants across all LCME accredited SOMs





GME Rightsizing?



- Right size relative to:
 - Enterprise needs?
 - Enterprise capabilities?
 - Local/regional national needs?



Expansion Process

<u>GROUP</u>	<u>RESPONSIBILITY</u>	<u>COMPOSITION</u>
GMEC (incl Expansion Subcommittee)	Review of educational components; basic plan for funding included	PDs, Residents, Administrators, Finance Officers
		
CCC (Clinical Coverage Committee)	Initial review of funding request; service coverage options	CNOs, CMOs, Assistant VCs for Adult/Pediatric Affairs, Finance
		
CEEC (Clinical Enterprise Executive Committee)	Final approval; integration of all components	VUMC leadership across clinical enterprise



VANDERBILT UNIVERSITY
MEDICAL CENTER

The Power of 4: Generational Differences and Postgraduate Medical Education

Dr. Rebecca Swan, Program Director, Pediatrics

Dr. Donald Brady, DIO/Assoc Dean for Graduate Medical Education

Vanderbilt University

International Conference on Residency Education

September 24, 2011

Quebec City, QC Canada

Appreciation and acknowledgment to Dr . Breda Bova, Professor at UNM, author of Workplace Learning and Generation X



Changing World, Changing Education



- By 2020 in the US,
 - 30 million person “worker” deficit
 - key employee age group (25-44) shrinks 3%,
 - that over 65 grows 54%
 - those 55-64 grow 73%
- By 2016 in the US, women
 - 60% Bachelor’s, 63% Master’s, 54% Doctorates
- By 2050 in China,
 - More people over age 65 than rest of world combined



Key Generational Differences

- Communication styles and expectations
- Work styles
- Attitudes toward work/life balance
- Comfort with technology
- Views regarding loyalty and authority
- Acceptance of change



Implications for Education

- Duty hours
 - Boomers: “Slackers”
 - Gen Y’ers: “Work to live”
- **Competency-based training**
 - **“Value for expertise” vs time spent**
- Education leadership potentially caught in gap
 - Program Director
 - Chief fellow/resident
- **Gen Y reaction to**
 - **Forced residencies?**
 - **Limited specialty slots?**



Implications for Academic Medical Centers

- Workload and compensation
- Recruitment and retention
 - Retirement
 - Real
 - Delayed
 - “Power” positions
- Performance evaluation and requirements for advancement (Competency-based?)
- Attendance at required meetings

Play



Jackpot Is **\$75 Million!**
Over

All you need is a dollar and a dream.

nylottery.org
Please Play Responsibly © 2009 New York Lottery
Buy tickets at 11pm or later to purchase a Lottery ticket.

TODAY'S WEATHER

DETAILS | PAGE B-12

PLENTY OF SUN, BUT CHILLY



68 41

DOW JONES

BUSINESS | PAGE A-11

9,707.44

-41.11 ▼

NATION



AP

G-20 Summit:

President Barack Obama and his fellow heads of state gathered in Pittsburgh Thursday for the G-20 summit to discuss strategies for economic recovery. Meanwhile, rowdy protesters riot in the streets, and First Lady Michelle Obama...

MAFFEI: PATERSON SHOULD NOT RUN A-5



The Post-Standard
syracuse.com

INSIDE
TEACHER ORDERS
YANKEES SHIRT
INSIDE
OUT

A-4



FH HICKEY FREEMAN
WAREHOUSE SALE starts Today!
Savings of up to **80%** off retail prices
See our ad in today's Sports Section page B-3

DOCTOR POSTED
PHOTO OF BRAIN
ON FACEBOOK A-3

FRIDAY, SEPTEMBER 25, 2009

FINAL EDITION | 75 CENTS

ERIN MAXWELL TRIAL



JURORS SAY
JONES DID IT

THEY FIND HIM GUILTY OF SECOND-DEGREE MURDER BY DEPRAVED INDIFFERENCE BASED ON MEDICAL EXAMINER'S FINDINGS

People

Procedures

Communication

Medical Students

Orientation

Dual relationships

Residents

Intended Audience

Faculty

Ongoing Education

Boundaries

**Adverse Outcome or
Positive Outcome : ???**

Public nature of social
networking sites

Social Media Policy

Professionalism

Ubiquity of computers

Patient Privacy

Environment

Policies

Other

Professionalism 2.0

- Discuss professionalism
- Review institutional policies
- Recognize the evolving nature of communication
- Explore the intersection of personal and professional responsibility
- Listen and teach

Resident Wellness

- House Staff Advisory Council
- WorkLife Connections – EAP
- House Staff Alliance (VHA)
- Vanderbilt Valet
- MHAMA, GSA
- Gym memberships
- “Rock Away the Blahs”





VANDERBILT UNIVERSITY
MEDICAL CENTER





VANDERBILT UNIVERSITY
MEDICAL CENTER

Are We Ready to Run With This?





“Excellence is the result of caring more than others think is wise, risking more than others think is safe, dreaming more than others think is practical, and expecting more than others think is possible.”