ACGIM Summit: Academic Hospital Medicine
Challenges and Opportunities

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Overview

• What are the key issues?
• What has been done so far?
• What is the plan for today?
Academic Hospitalists

• Major Teaching Hospitals (AHA Survey)
  – 66%-75% have hospitalist programs
  – Average 17 hospitalists / program

• Chiefs of GIM
  – 95% have hospitalists
  – Median Size: 12 (range 1-50+)
  – Years on faculty: 4 (range 1-12)
  – >80% planning for growth
Key Issues

Barriers to Success

• Clinical issues trump academic issues

• Scholarly activities not well supported
  – By Depts, Divisions, Hospitals

• Academic GIM slow to embrace hospitalists

• Lack of leadership / guidance to support academic missions
  – Hospitalist directors, division chiefs, chairs

SGIM, ACGIM, SHM
Work to Date

Academic Hospitalist Working Groups

• ACGIM / SGIM Taskforce
• SHM Taskforce
• Involvement with APM, AAIM, APDIM
• ACGIM / SGIM / Hospitalist Leaders Summit 12/06
• Joint ACGIM, SGIM, SHM Summit 6/07
Work to Date

SGIM Taskforce Recommendations

• Hospitalists need to be embraced
• Create Sustainable Jobs
• Provide resources to support academic pursuits
• Leadership to support / negotiate
• Build resources for mentorship
• Promotion should value education / QI work
Work to Date

ACGIM / SGIM / SHM Summit 6/07

• Professional society leadership
  – ACGIM
  – SGIM
  – SHM
  – APDIM
  – AIM
  – APM

• Department Chairs, GIM Chiefs, Hospitalist leaders, Researchers, Teachers, Clinicians
Work to Date

June 2007; Summit Working Groups

- Clinical Services / Financial Issues Group
- Education / Teaching Group
- Academic Promotion and Research Group
Work to Date

Clinical Services / Financial Issues Group

• Problems
  – Lack of data (RVUs, clinical volume, margins, etc.)
  – Negotiating with hospital; hospital vs. academic values
  – What is a sustainable job; high turnover
  – Integrating academic / clinical roles

• Proposed Solutions
  – Collect data: to negotiate, to compare, to understand
  – Develop “ideal” job descriptions or parameters
Work to Date

Education / Teaching

• Problems
  – Clinician educators lack skills / mentors
  – Clinicians lack teaching opportunities
  – Lack of opportunities for scholarly activities

• Proposed Solutions
  – Academic Hospitalist Boot Camp
Work to Date

Promotion / Research

• Problems
  – Chairs lack understanding of academic hospitalists
  – Lack of academic opportunities / funding sources
  – Lack of training opportunities / too few pursue them
  – Institutional leadership and QI / Safety research not valued in promotion

• Proposed Solutions
  – Educate chairs: via publications
  – Advocacy for hospital medicine research
  – Support for research / researchers; Foundation
  – QI academic portfolio
Today’s Goals

• Disseminate work to date
• Advance work / discussion in key areas
  – How to?
  – What next?
  – How will we know we are there?
• Incorporate / Address cross-cutting issues and new ideas
  – Mentorship / leadership
  – Workforce shortages
  – Divisions of Hospital Medicine
Today’s Goals

Working Groups

Clinical / Financial
(Vikas Parekh, U of M, Niraj Sehgal, UCSF)

- ACGIM survey results; job descriptions / metrics
- Non-resident service structures
- Integrating non-resident / resident roles
- Using data to negotiate with hospitals, chairs, deans
- Recruitment and retention
Today’s Goals

Working Groups

Education and Academic Hospitalists
(Jeff Glasheen, U of Colorado)

• Enhancing education / academic skills for non-researchers
• Building teaching opportunities
• Financial support for education
• Education scholarship
• Support for Clinician Educator Boot Camp?
Today’s Goals

Working Groups

Promotion / Scholarly work
(Chad Whelan, U of Chicago, Andrew Auerbach, UCSF)

• Quality / Safety work as a promotable activity
• Guidelines / expectations for promotion
• How do we enhance hospitalist scholarly work?
Academic Hospital Medicine

The Bottom Line

• Clinical Needs
  – Sustainable jobs
  – Intelligently designed inpatient services

• Academic Needs
  – Put the academic back in academic hospitalist
  – Prepare faculty, provide opportunities

• Cross-cutting Needs
  – Leadership / mentoring
  – Workforce issues; we need generalists