

State of the School

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Themes

Faculty and Staff Leading to Exemplary Outcomes

Moving Forward Together

Faculty and Staff Leading to Exemplary Outcomes

Undergraduate Medical Education

- 75% active learning – moving toward goal of 80%
- Entrustable Professional Activities is ongoing
- Affordability: Tuition freeze (2015-2021)

Graduate Education

- Moved PhD and Master's degrees to SOM
- Established joint PhD-Master's program with McIntire
- Restructuring of BIMS admissions process
- First-ever white lab coat ceremony and first BIMS reunion this spring

Research

- **CTSA Funded!!**
 - VA Tech/Inova partnerships
- USN&WR: Research ranking - 26 (was 27)
- FY18 funding - \$223 million
 - Total funding trend up
 - Diversified sources

Research

- Clinical Research
 - CRO staff to help manage PI-initiated multi-site trials
 - ONCORE (clinical research reporting) expansion complete in FY19
- Hiring Initiatives
 - Strategic Hiring Initiative – high impact
 - Cluster hires across schools

Research

- Notable Awards
 - NIH Pioneer Awards: Kipnis (new), Ambati
 - AAAS Fellows: Brautigan, DeSimone, Minor, Tamm
- Pinn Scholars
 - 3rd class, full complement of 12 Scholars
 - 2019 class: Adli, Farber, Pornillos, Sequeira-Lopez

Clinical

- USN&WR:
 - #1 hospital in Virginia (three years in a row!)
 - SOM ranked 21st in Primary Care - 21 (was 24)
 - Nationally Ranked Specialties:
 - » 18 – Ear, Nose & Throat
 - » 30 – Urology
 - » 40 – Cancer
 - » 42 – Nephrology
 - » 44 – Cardiology & Heart Surgery

Clinical

- Becker's Hospital Review "100 Great" lists
 - Oncology
 - Orthopedic Programs
 - Heart Programs
 - Neurosurgery and Spine Programs
- Over 20% (195) of SOM physicians on the 2017-18 Best Doctors in America list

Clinical Program Highlights

- American College of Surgeons Bariatric Surgery Accreditation – highest marks
- College of American Pathologists, Laboratory Accreditation – highest marks
- GMP facility opens March 2019

Clinical Program Highlights

- Record numbers of solid organ transplants in 2018
- 20 transplants in the last 11 days
 - Liver – 9
 - Heart – 4
 - Lung – 3
 - Kidney - 4

Faculty Affairs/Development

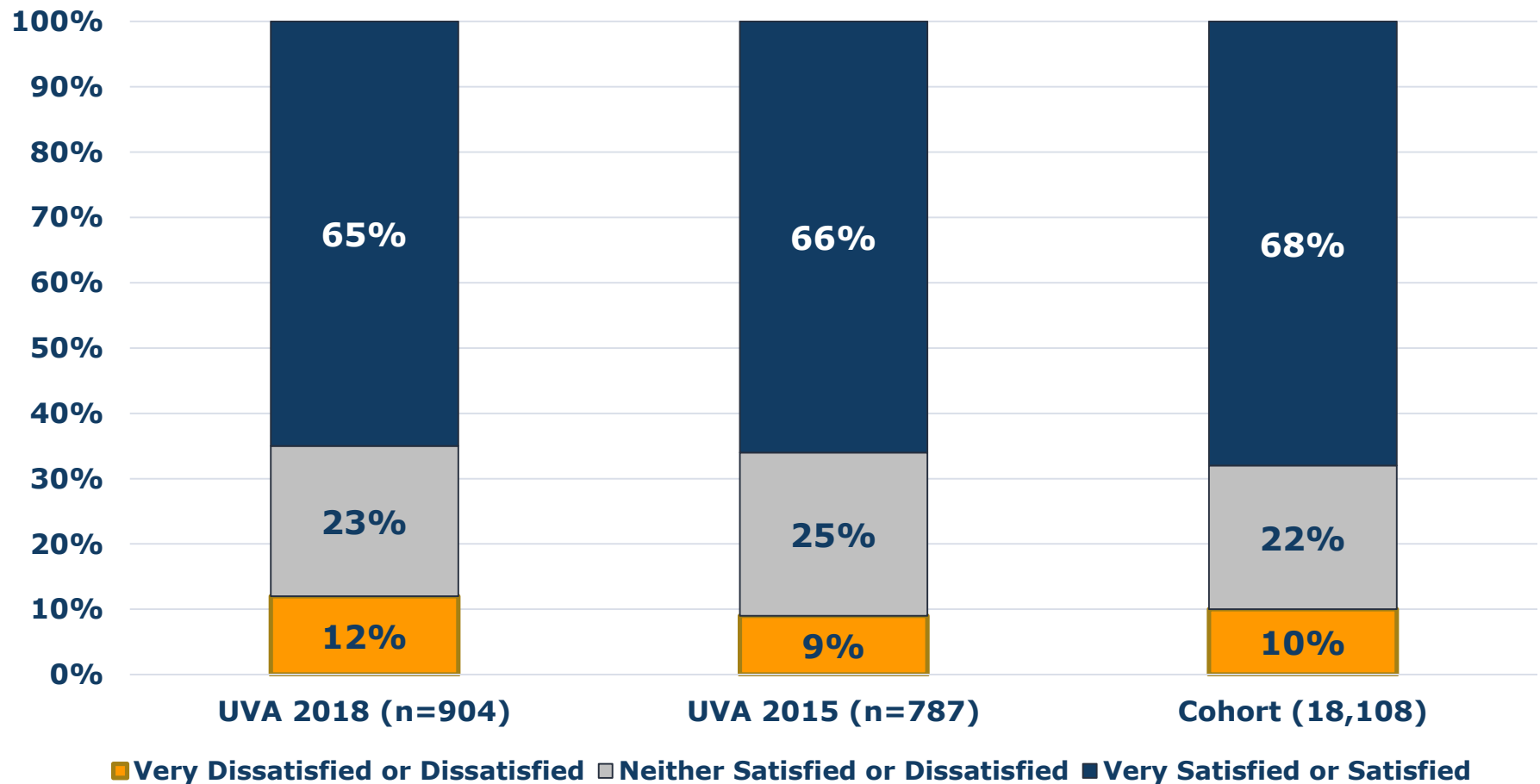
AAMC StandPoint Survey

AAMC STANDPOINT FACULTY ENGAGEMENT SURVEY

- Association of American Medical Colleges (AAMC) Standpoint Faculty Engagement Survey (originally called "Faculty Forward") was developed in 2008 in collaboration between AAMC and Harvard School of Graduate Education's Collaboration on Academic Career in Higher Education (COACHE)
- 2018 Survey measured faculty satisfaction and engagement along 14 domains
- 70 AAMC member institutions have participated providing responses from over 50,000 faculty members
- In general, a summary score difference of 3% is statistically significant

FACULTY SATISFACTION

“All things considered, how satisfied or dissatisfied are you with your medical school as a place to work?”



Burnout (All Faculty)

- 26% of faculty in “danger zone” of emotional exhaustion component of burnout
- Existing resources include FEAP, Faculty Wellness
- Developing preventive strategies for those under stress but not feeling burned out
- Developing interventional and preventive strategies at department and institutional levels

StandPoint Key Takeaways

- Improvements in every survey dimension between the two survey periods
- Improvements reflect action plans developed to address 2015 data . . . but, there is still work to do

TOWARD AN INCLUSIVE CULTURE: ACTING AGAINST DISRESPECT



How often, in the course of your work,
have you witnessed discriminatory behavior
toward another member of your health care team, or a patient?

The Health System has created a workshop that will explore your duty to act
in situations where you witness bigotry or discrimination.
You will feel empowered to address discriminatory behavior when it occurs.

FACILITATED BY:
Peggy Plews-Ogan, MD & Greg Townsend, MD

To register for a class, check out the
School of Medicine's Diversity page at:
<https://med.virginia.edu/diversity/>

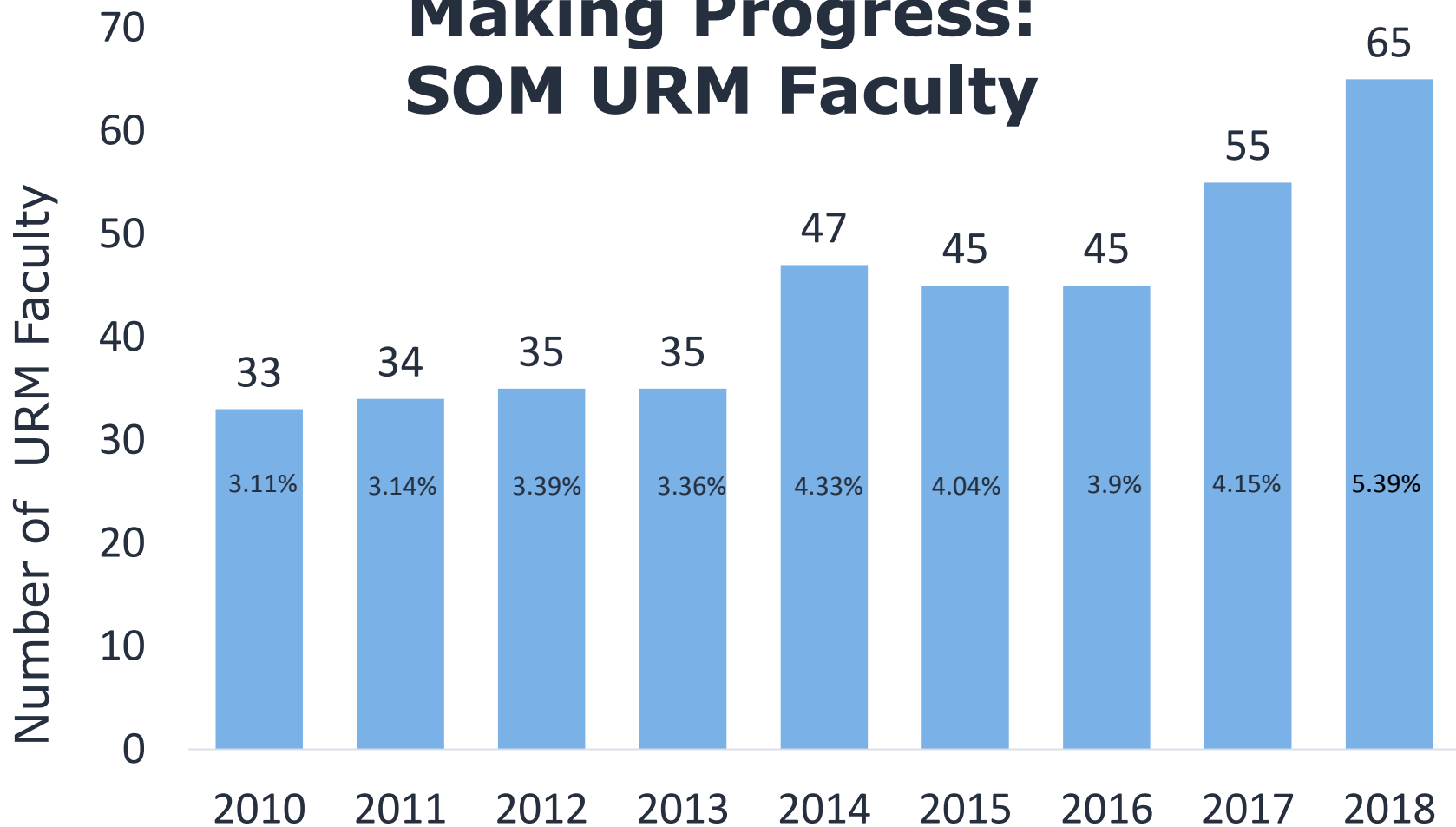
How Do We Help Our Learners and Care Givers?

<https://www.dropbox.com/s/frobk6j55v3n64w/Scenario%204%20Doctor%20All%20UVA%20Board%20Meeting%20v02.mp4?dl=0>

Diversity and Inclusion in the Health System

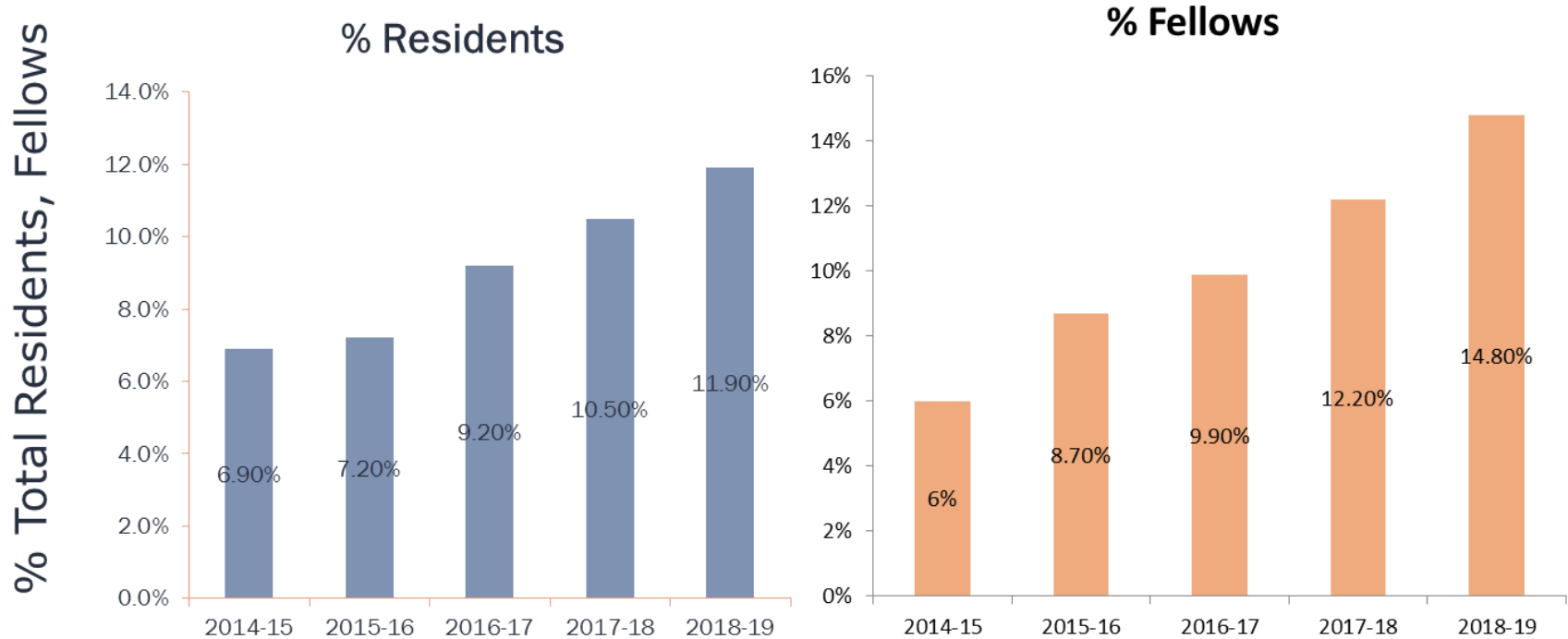
- Higher Education Excellence in Diversity Award – 7 years in a row
- 2018 - one of 60 “Top Hospitals for Diversity”
BlackDoctor.org

Making Progress: SOM URM Faculty



2018 national average = 7.39%

URM Residents, Fellows – Increasing!



Administration

- [Business Intelligence Portal](#)
- SharePoint – central repository for administrators to find information
- Be Smart (lean) methodology and practices to streamline dean's office operations
- Enhancements to financial reporting

Moving Forward Together

President Ryan's Three Themes:

Community

Discovery

Service

UVA Strategic Planning

- Charge from President Ryan
- Partnership: School of Medicine, Medical Center, UPG
- External facilitation
- Cross Grounds collaborative research strategy
- Time frame – now for Health System

Blue Sky – Big Ideas!

<https://ourstoshape.virginia.edu/>²⁶

Education

- Undergraduate Medical Education
 - Curriculum enhancement
 - Incorporate informatics content
 - Create MS degree option for students leaving medical school prior to the MD degree
- Operationalize UVA-Inova Fairfax Campus: 2021

Care of Vulnerable Populations

- Charlottesville Free Clinic experience
- Full-spectrum experience:
 - How clinics run
 - Continuity of care
 - Effects of social determinants of health
 - Process improvement (access, care)
- Preceptors: Drs. Alan Binder, Danny Becker
- “[This] will grow into great things for the entire community.” *Colleen Keller, Executive Director*

Education

- Graduate Medical Education
 - Collaborative fellowships with the NIH
- Interprofessional leadership programs
 - Interprofessional healthcare leadership
 - GME/Faculty certificate (2019-20)
 - MS program (2020-21)
 - MS in Commerce
 - PhD/MS (2020)
 - MD/MS (TBD)

Research

- Research IT
 - Criteria for data sharing and governance
 - Assistant Dean for Biomedical Data Sciences
- Research space
 - Pinn Hall renovations
 - Fontaine transdisciplinary building planning
- Vision for UVA STEM strategy
 - Partnership: SOM, CAS, Curry, SEAS, Provost

Clinical

- Pamela Sutton-Wallace: *Modern Healthcare* 2019 list of “Top 25 Women in Healthcare”
- Reorganization of Medical Center
 - Increased physician role in governance
 - Arturo Saavedra, MD, PhD, MBA – lead physician for Ambulatory Optimization

Faculty Affairs / Development

- StandPoint data identified needs, opportunities:
 - Mentoring
 - Career development
 - Medical School governance
 - Involvement of Faculty Senate

Administration

- Increase data in Business Intelligence portal
- Provide departments with greater financial transparency and analytics
- Plan for Be Smart (lean) roll-out to entire School

UVA Capital Campaign “Honor the Future”

- \$5 billion University goal
- \$1 billion Health System goal
- Program for faculty / development officer joint coaching
 - Basic Scientists
 - Clinicians
 - Physician-Scientists
 - Educators

Thank you!

Questions?