Transforming the Culture of Healthcare: Doing Our Part

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*Photos included are from our 6 faculty practice sites

Health & Population Health
“state of complete physical, mental and social well-being & not merely the absence of disease or infirmity”
- WHO, 1948

“health outcomes of a group of individuals, including the distribution of such outcomes within the group”
- David Kindig, MD, PhD; http://healthaffairs.org

Community as our patient & partner!

The Triple Aim
1. Improve quality of care experience for patients, families, community & learners
2. Improve the health of populations & reduce disparities
3. Reduce per capita cost of healthcare

- ihi.org; ipec.org; nexusipe.org

Professional Education has Not Kept Up with These Aims!
• Glaring gaps
• Inequities
• New challenges

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“...same old routines are perfect ways to go nowhere. What worked before—professionally or personally—no longer gets results.”

A Vision for 21st Century Health Education Reform
Providers competent to participate in patient- & population-centered health systems as members of locally responsive & globally connected teams

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Our Collective Role: Invigorate Healthcare Education
Educational institutions are critical to transforming health systems through:
• Transformative learning (outcome of change in instructional design)
• Interdependence in education (institutional reform)

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Interdependence

A concept not unique to healthcare

Quote from *Shark Tank’s*, Lori Greiner:

“We’re all intertwined. We’re responsible to make the world a better place for each other.”


Interprofessional Practice, Education & Research (IPER)

IPER is an evidenced-based vehicle for improving healthcare, but it is not the “end game.”

The Goal: The End Game

Improving the culture of healthcare!

(*And Forgetting Politics*)

This is our responsibility.

- David Nash, MD, MBA, Dean, College of Population Health, Jefferson University, Philadelphia, PA

Barriers & Challenges

- Rigid, outdated, static curricula
- Accreditation issues (HPAC has 23 bodies)
- Competencies mismatched to patient & population needs
- Poor teamwork
- Lack of leadership to improve health-system performance & provide central coordination
- Reluctance to serve marginalized communities
- Narrow focus w/o broader context
- Personal agendas, professional turf & competition
- Time, resources, academic schedules
- Cost of education/student debt
- Unprepared faculty
- Clinician and faculty burnout
- Etc.

Can’t See Future of Healthcare, but Can See Trends

<table>
<thead>
<tr>
<th>CURRENT</th>
<th>TRENDING</th>
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<tbody>
<tr>
<td>Fee-for-Service</td>
<td>Value-based &amp; Bundled Payments</td>
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<tr>
<td>Acute Conditions</td>
<td>Chronic Conditions</td>
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<tr>
<td>Rural Population</td>
<td>Urban Population</td>
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<tr>
<td>Younger Population</td>
<td>Older Population</td>
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<tr>
<td>Assisted Living</td>
<td>Aging in Place</td>
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<td>Continuing Education</td>
<td>Performance-based Competencies</td>
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<tr>
<td>Hospitalization</td>
<td>Hospital at Home</td>
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<tr>
<td>Care of Individuals</td>
<td>Health of Populations</td>
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<tr>
<td>Diagnosis &amp; Treatment of Disorders</td>
<td>Preventing Disorders/Promoting Health</td>
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<tr>
<td>Episodic Care</td>
<td>Health happens at home, work, community environments</td>
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</tbody>
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Innovate!

“Change requires innovation. It is about crossing boundaries & connecting dots.”

“Clear goal, shared values, diverse opinions can drive curricular innovation & overcome barriers.”

- Jeff DeGraff, Clinical Professor, Business Administration, U Michigan, www.JeffDeGraff.com
Models of Team Healthcare

IPE is also **NOT**:
- Parallel
- Consultative
- Coordinated
- Multidisciplinary
- Interdisciplinary

**It IS:**
- Integrative!

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IPER Requires *Intentional* Learning

- Experiential
- Context relevant
- Competency- & Problem-based
- Patient, Learner & Population-centered
- Interactive & reflective
- Modeled
- Interprofessional & Team-based
- IT-empowered
- Policy & management leadership skills

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Collectively Doing Our Part:
The 10 C’s

- Care
- Communicate
- Contextualize
- Challenge
- Commit
- Champion
- Collaborate
- Coordinate
- Conceive
- Craft

Our new 21st Century Curriculum *with* our Collaborative Interprofessional Teams

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Our Charge; Our Focus

- Who we are
- What we have (*not what we don’t*)
- Where we are
  - Think broadly, *act locally*
  - Measure outcomes
  - Communicate results
  - Transform policy

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**ALONE WE ARE SMART. TOGETHER WE ARE BRILLIANT.**

Thank You