

UW GME TOWN HALL

AY 2013 – 2014

Welcome

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UW Medicine Mission



To Improve the Health of the Public.

UW GME Vision

To Improve the Health of the Public,
One Resident and Fellow at a Time.



Who are we?

- More than 18,300 employees
- Approximately 2,000 employed faculty members and more than 4,600 clinical faculty across the WWAMI programs
- Approximately 4,500 students and trainees across a broad range of undergraduate, professional, and post-graduate programs.

Who are you?

- 1,297 total trainees
- 163 other graduate degrees
 - 57 PhD, 53 MPH, 3 MBA, and more...
- 51% female
- 88 international medical graduates



What do we expect of you?

- Commitment to Quality and Patient Safety
- Professionalism – you are representing UW Medicine
- Respectful and constructive feedback to others
- To become life-long self directed learners
- Wellness and balance for you
- To become competent physicians
 - ▣ Medical Knowledge, Patient Care
 - ▣ Interpersonal and Communication Skills, Professionalism
 - ▣ Practice Based Learning and Improvement, Systems Based Practice
- Have Fun!

What should you expect of us?

- Supervision and Teaching from the Faculty
- Educational Curriculum
- Timely and Constructive Feedback
- Ability to give us confidential evaluations safely
- Resources you need to learn and get your job done
- Supportive environment
- Regulatory compliance
- Competitive Package of Compensation and Benefits



Money matters

HMC and UWMC Financial Results

Year to Date as of May 2013

(\$ in 000's)

	HMC– Budgeted	HMC – Actual YTD	UWMC – Budgeted	UWMC – Actual YTD
Admissions	17,982	16,565	17,634	16,295
FTEs	4,760	4,755	4,631	4,568
Total Income	(-578)	(-11,471)	17,370	(-1,566)

Medicare DGME (Direct Graduate Medical Education) and Costs

Description	FYE 2010		FYE 2011		FYE 2012	
	HMC	UWMC	HMC	UWMC	HMC	UWMC
Total Budgeted Resident FTEs (From Allocation Agreements)	236	341	243	358	289	371
Total Funded DGME Cap Positions	185	262	184	262	185	262
DGME Reimbursement	4,917,877	6,929,938	5,189,018	6,947,574	5,537,968	7,290,582
Single Source Cost (Actual Resident Salary and Fringe)	15,958,059	20,849,311	16,524,392	21,619,502	19,374,717	24,858,533
Margin (Shortfall)	(11,040,182)	(13,919,373)	(11,335,374)	(14,671,928)	(13,836,749)	(17,567,951)

(Does not include 188 FTEs at VA, and 211 FTEs at SCH)

The hospitals also receive Indirect Medical Expense (IME) reimbursement. However, these dollars are also not nearly sufficient to cover the infrastructure and indirect costs of resident education including:

- Program director and administrator support,
- Clinical inefficiencies associated with resident participation in care,
- Higher hospital staffing levels required,
- Faculty teaching,
- Infrastructure for the GME office

Stipends & Benefits...

The TOTAL compensation package

Competitive trainee stipends

Context

- Average **9% increase** over the last 5 years despite salary freezes
- Average **25% increase** over the last 9 years

Calculation

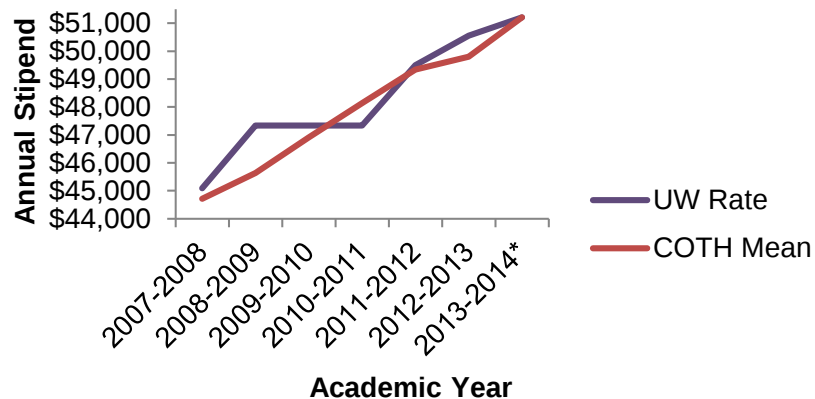
- Benchmarked against stipends paid by comparable Council of Teaching Hospitals (COTH) institutions
- Consideration is given to changes in the cost of living in King County

Raises for AY 2013 – 2014!

Training Level	AY 2013-14 Stipend
R1	\$51,216
R2	\$53,244
R3	\$55,416
R4	\$57,792
R5	\$60,216
R6	\$62,664
R7	\$65,604
R8	\$67,104

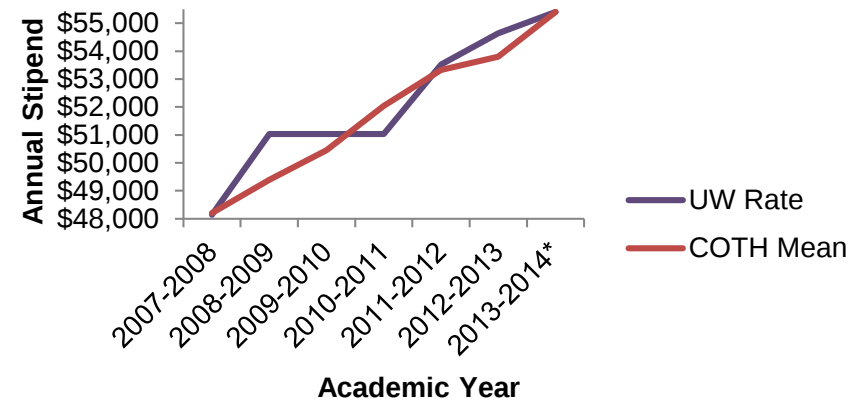
How we compare: R1s & R3s

R1 Stipend Comparison: UW and COTH



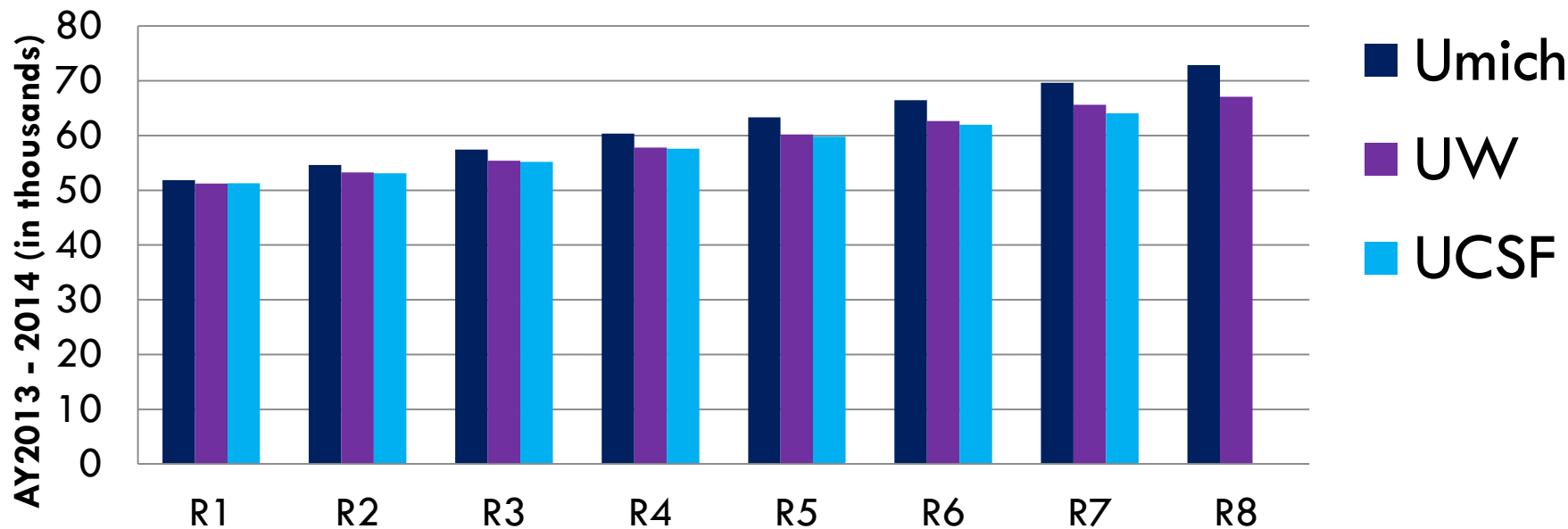
*(COTH mean for AY 2013-2014 is a projection)

R3 Stipend Comparison: UW and COTH



*(COTH mean for AY 2013-2014 is a projection)

How We Compare: UCSF & UMich



UMich	(624)	(1,368)	(2,012)	(2,557)	(3,121)	(3,791)	(4,054)	(5,788)	
UCSF	(73)	119	198	202	433	693	1,552		
#@UW	259	266	253	198	150	111	28	18	1,283

Your compensation package

Benefits

- Health care insurance (including dental)
- Disability insurance
- 100% matched retirement plan
- Vacation and sick leave
- Professional liability coverage
- Workers' Compensation
- Bloodborne pathogens program

Your compensation package (cont.)

Perks

- ❑ Free counseling, psychiatry
- ❑ Discounted massages
- ❑ Meals Policy
- ❑ Moonlighting Policy
- ❑ Emergency/Safe Ride Home Program
- ❑ Hometown Home Loan program
- ❑ Discounted and free transportation options (U-PASS, shuttles)

Your compensation package (cont.)

UW CareLink

- Financial consultation (first 30 min. free)
- Legal consultation (first 30 min. free, 25% fee reduction w/ network attorney)
- Confidential counseling (**no cost**)
- Childcare & adult/elder care consultation and referral (**no cost**)
- Critical & traumatic incident response (**no cost**)

Parking

UWMC & HMC

- Paid parking during normal hours
- Programs pay for second-site parking
 - ▣ For required conferences, meetings, clinic, or call when based at another site
- Hospital pay for on-call (from home) parking

SCH & VA

- FREE at all times

Childcare

On-site childcare

- Four centers serving 264 children – waitlists exist
 - 3 on/near campus (managed by Haggard Nelson)
 - 1 at HMC (managed by Bright Horizons)

Priority childcare access (with Bright Horizons)

- UW staff and faculty are eligible for priority enrollment at Western Washington Bright Horizons centers.

Childcare (cont.)

Sick childcare

- Tender Loving Care (TLC) at Virginia Mason Medical Center
 - ▣ Serving mildly ill children one to 12 years of age
 - ▣ **University pays the entire daily fee**
 - ▣ Registered nurse on-site

Emergency back-up care (with Bright Horizons)

- Most centers accept children 6 weeks – 5 years old
- Costs \$100 per day, paid by the UW employee

Continuous improvements...

□ AY06

- ▣ **Stipends increased on average 3.2%**
- ▣ Eligible for **paid civil leave**
- ▣ **Crow's Nest (UWMC housestaff lounge) makeover**

□ AY07

- ▣ **Stipends increased on average 3.1%**
- ▣ Reimbursement for second-site **parking at additional sites**
- ▣ Pay for **program and UW Medicine orientation days**

□ AY08

- ▣ **Stipends increased on average 3.9%**
- ▣ No longer required to return compensation received for **jury duty**

Continuous improvements...

□ AY09

- ▣ **Stipends increased on average 3.7%**
- ▣ Eligible for **UW Retirement Plan** benefit
- ▣ Stipends ensured for approved **extensions of training**

□ AY10

- ▣ **Paid educational leave** provided as defined by programs
- ▣ **Resident & Fellow Wellness Service** created

□ AY11

- ▣ **Continuation of benefits** ensured to housestaff on overnight call on last date of appointment
- ▣ **Expanded times for free parking** while on home-call
- ▣ **Mindfulness-Based Stress Reduction (MBSR) training** offered
- ▣ Offered **free psychiatry services** through the Wellness Service

Continuous improvements...

□ AY12

- ▣ **Stipends increased on average 5.2%**
- ▣ Paid for time to complete **online training modules** (if prior to start)
- ▣ New **Emergency/Safe Ride Home Program** provided
- ▣ New **houstaff lounge at HMC**
- ▣ New **Learning Specialist** available through the Wellness Service

□ AY13

- ▣ **Stipends increased on average 2.0%**
- ▣ Protection for residents in the case of **program reduction or closure**
- ▣ Enhancements to **meal program**

□ AY14

- ▣ **Stipends increased on average 1.5%**
- ▣ Professional liability coverage assured for program-approved **volunteer activities and off-site/oversees and global health rotations**



Caring for yourself

GME Wellness Service

- Individual & Couples Counseling
- Learning Specialist
- Psychiatric Consultation
- Workshops
- Support Groups
- Wellness Activities
- The Wellness Corner (WC)

GME Wellness Survey 2013

4 primary components:

1. Introductory demographics
2. Maslach Burnout Inventory (MBI)
3. Areas of Worklife Survey (AWS)
4. Open-ended questions:
 - a) How can **your program** better support your wellbeing?
 - b) How can the **GME Office** better support your wellbeing?

GME Wellness Survey 2013

Participation

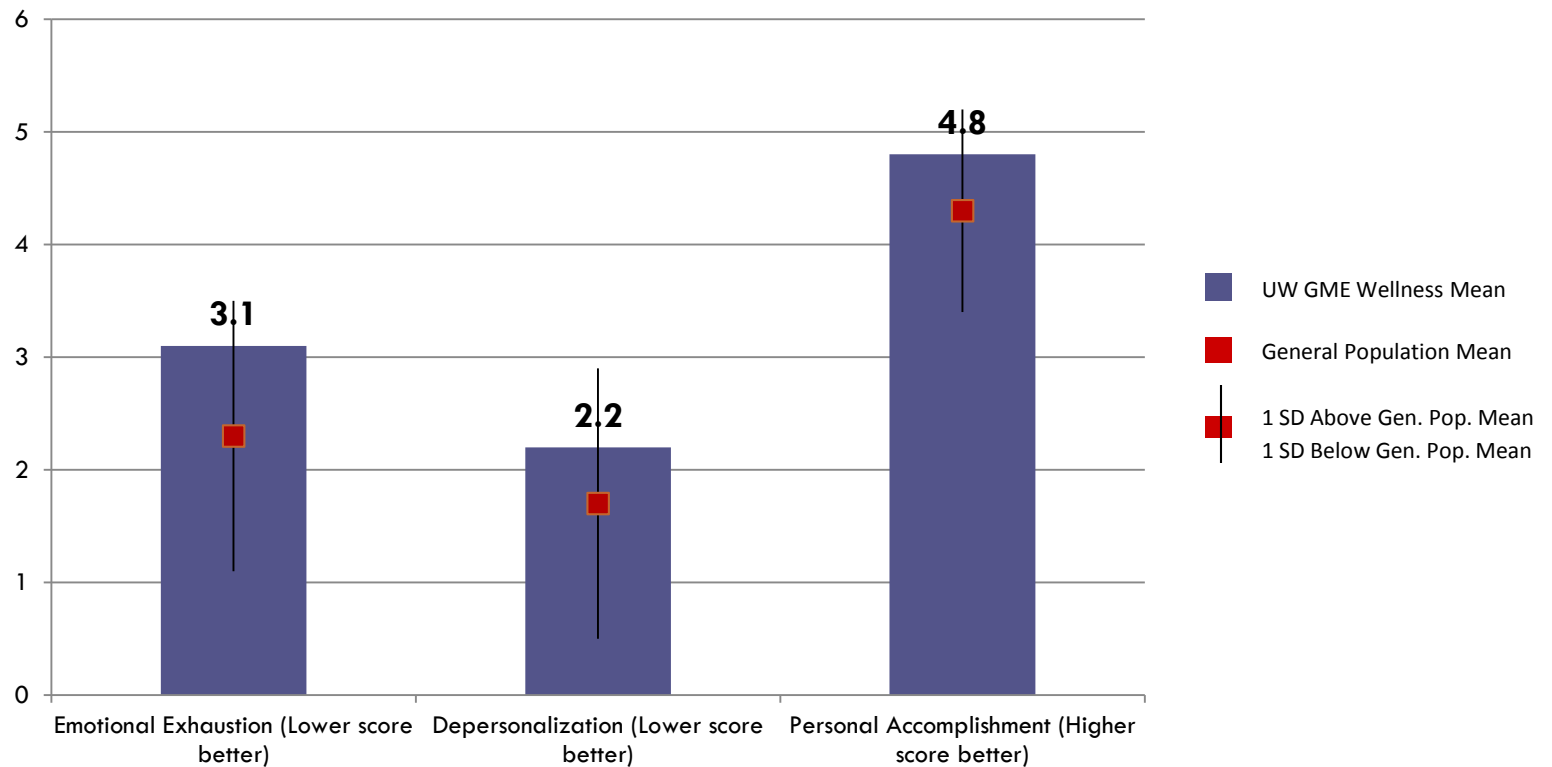
- Nearly 300 trainees

Findings

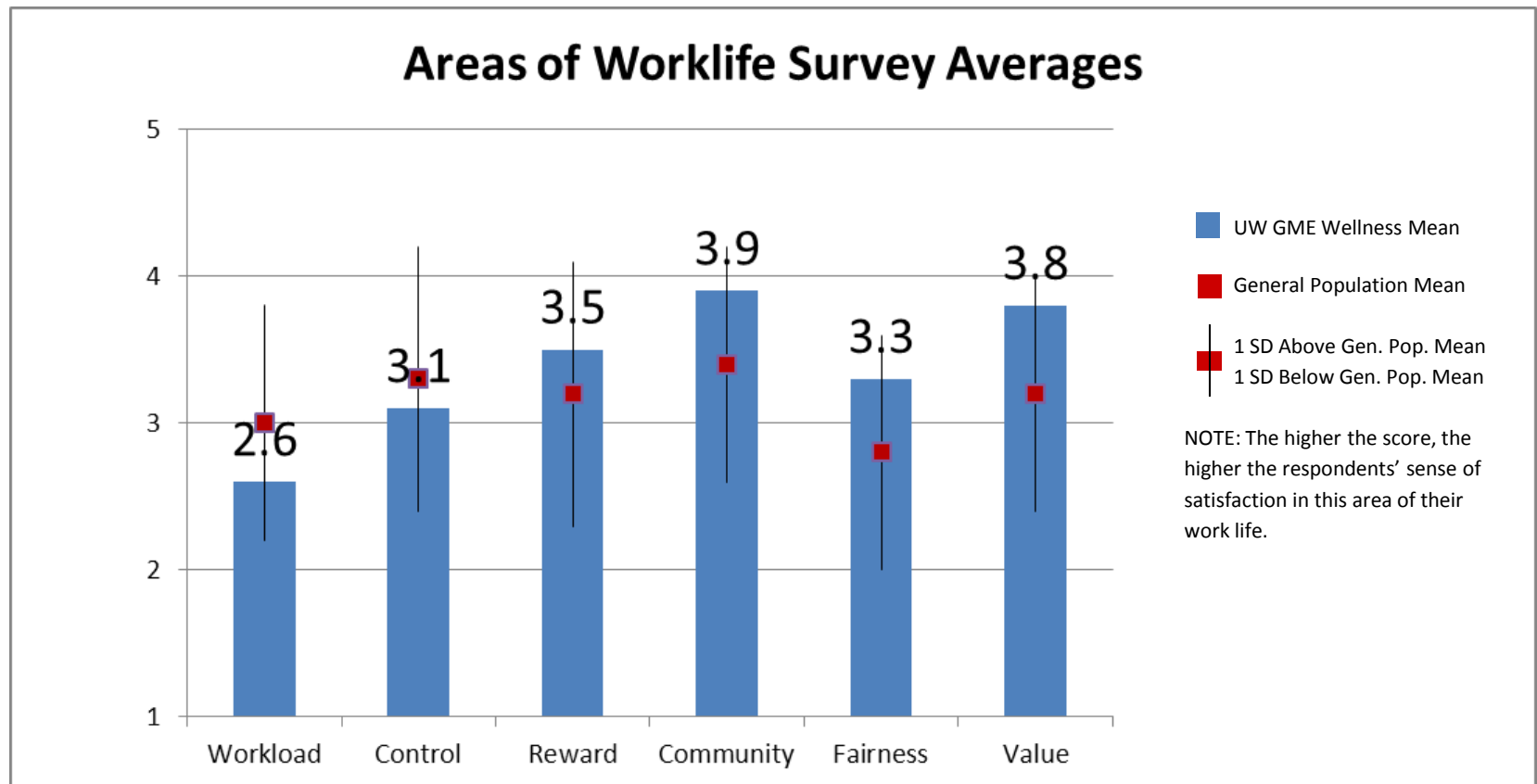
- Higher than average scores in many areas, including:
 - ▣ Personal Accomplishment (MBI)
 - ▣ Reward/Recognition (AWS)
 - ▣ Sense of Community (AWS)
 - ▣ Fairness (AWS)
 - ▣ Alignment with the Organization's Values (AWS)

Maslach Burnout Inventory (MBI)

MBI Frequency Score Averages



Worklife Survey Results





A program built for YOU

Your PD's and PA's are...

Renowned

- 8 Parker J. Palmer Courage to Teach Awards
- 2 GME Program Coordinator Excellence Awards

Well-equipped

- New Program Director and Administrator Orientation
- Program Director Development Series (PDDS)
- GME Brown Bag Lunches
- Program Director Mentoring Program
- Internal Reviews & Annual Program Reviews
- Pre-site Visit Preparations

Opportunities abound...

To learn more

- Life After Residency
- Chief Resident Seminar
- GME Grand Rounds

Opportunities abound...

To get involved

- Graduate Medical Education Committee (GMEC)
- Institutional Resident/Fellow Advisory Committee (IRFAC)
- Housestaff Quality and Safety Council (HQSC)
- UW Network for Underrepresented Residents and Fellows (UW-NURF)
- UW Housestaff Association (UWHA)

Opportunities abound...

To stay in the loop

- GME Newsletter
- Wellness Corner (WC)

How to Report a Concern in a Confidential Manner
Confidential Helpline for UW Residents & Fellows: (206) 543-2496



At the table...



Your VOICE is heard

Resident/Fellow representation

□ GMEC

- ▣ UWHA President
- ▣ Chief Residents from 4 major programs
- ▣ 8 peer-selected residents/fellows

□ IRFAC

- ▣ UWHA President
- ▣ 8 peer-selected residents/fellows

□ Internal Review Committees

- ▣ 1 – 15+ peer-selected residents/fellows

Resident/Fellow representation (cont.)

- UWMC Board
 - ▣ UWHA President
- UW Medicine Quality & Patient Safety Coordinating Committee
 - ▣ Housestaff Quality and Safety Co-Chairs
- Number of other hospital quality/safety committees

UW GME Mission

To **G**uide, **M**otivate and **E**nlighten the
next generation of exceptional
physicians

Your education is paramount!



We highly value you!

Thank you for your time today