Welcome

Larry Robinson, M.D.
Designated Institutional Official
Vice Dean, Clinical Affairs and Graduate Medical Education

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Assistant Dean, Graduate Medical Education
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)

<table>
<thead>
<tr>
<th></th>
<th>HMC – Budgeted</th>
<th>HMC – Actual YTD</th>
<th>UWMC – Budgeted</th>
<th>UWMC – Actual YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Admissions</td>
<td>17,982</td>
<td>16,565</td>
<td>17,634</td>
<td>16,295</td>
</tr>
<tr>
<td>FTEs</td>
<td>4,760</td>
<td>4,755</td>
<td>4,631</td>
<td>4,568</td>
</tr>
<tr>
<td>Total Income</td>
<td>(-578)</td>
<td>(-11,471)</td>
<td>17,370</td>
<td>(-1,566)</td>
</tr>
</tbody>
</table>
## Medicare DGME (Direct Graduate Medical Education) and Costs

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

(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!

<table>
<thead>
<tr>
<th>Training Level</th>
<th>AY 2013-14 Stipend</th>
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<tbody>
<tr>
<td>R1</td>
<td>$51,216</td>
</tr>
<tr>
<td>R2</td>
<td>$53,244</td>
</tr>
<tr>
<td>R3</td>
<td>$55,416</td>
</tr>
<tr>
<td>R4</td>
<td>$57,792</td>
</tr>
<tr>
<td>R5</td>
<td>$60,216</td>
</tr>
<tr>
<td>R6</td>
<td>$62,664</td>
</tr>
<tr>
<td>R7</td>
<td>$65,604</td>
</tr>
<tr>
<td>R8</td>
<td>$67,104</td>
</tr>
</tbody>
</table>
How we compare: R1s & R3s

R1 Stipend Comparison: UW and COTH

- UW Rate
- COTH Mean

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

R3 Stipend Comparison: UW and COTH

- UW Rate
- COTH Mean

*(COTH mean for AY 2013-2014 is a projection)
How We Compare: UCSF & UMich

<table>
<thead>
<tr>
<th></th>
<th>UMich</th>
<th>UCSF</th>
<th>@@UW</th>
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</thead>
<tbody>
<tr>
<td>R1</td>
<td>624</td>
<td>73</td>
<td>259</td>
</tr>
<tr>
<td>R2</td>
<td>1,368</td>
<td>119</td>
<td>266</td>
</tr>
<tr>
<td>R3</td>
<td>2,012</td>
<td>198</td>
<td>253</td>
</tr>
<tr>
<td>R4</td>
<td>2,557</td>
<td>202</td>
<td>198</td>
</tr>
<tr>
<td>R5</td>
<td>3,121</td>
<td>433</td>
<td>150</td>
</tr>
<tr>
<td>R6</td>
<td>3,791</td>
<td>693</td>
<td>111</td>
</tr>
<tr>
<td>R7</td>
<td>4,054</td>
<td>1,552</td>
<td>28</td>
</tr>
<tr>
<td>R8</td>
<td>5,788</td>
<td>1,283</td>
<td>18</td>
</tr>
</tbody>
</table>
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
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.
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 housestaff 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

- Emotional Exhaustion (Lower score better): UW GME Wellness Mean = 3.1, General Population Mean = 4.8
- Depersonalization (Lower score better): UW GME Wellness Mean = 2.2, General Population Mean = 4.8
- Personal Accomplishment (Higher score better): UW GME Wellness Mean = 4.8, General Population Mean = 4.8

1 SD Above Gen. Pop. Mean
1 SD Below Gen. Pop. Mean
Worklife Survey Results

Areas of Worklife Survey Averages

- Workload: 2.6
- Control: 3.1
- Reward: 3.5
- Community: 3.9
- Fairness: 3.3
- Value: 3.8

NOTE: The higher the score, the higher the respondents’ sense of satisfaction in this area of their work life.
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

- Vice Dean, GME
  Larry Robinson, MD
  (206) 543-6806

- Assoc. Dean, GME
  Byron Joyner, MD
  (206) 616-8286

- UW Dean's Office Personnel Policy
  Barb Van Ess
  (206) 616-4477

- UW Ombudsman
  Susan Neff
  (206) 543-6028

- Hospital or Service Chief
- Department Chair

- Faculty Advisor/Mentor

- Program Director, Associate Program Director

- Hospital or Service Chief
- Department Risk Manager/QI Coordinator
- Attending Physician

- Patient Safety Net

- Hospital Medical Director

- Chief Resident

- Program Director
  Assoc. Program Director

- Patient Safety Issue

- If YOU have a concern

- Personal Issue

- Program Related

- Another Resident or Fellow

- Regulatory Issue
  (866) 9-SOM-ASK
  (866) 976-6275

- Washington Physicians Health Program (WPHP)
  (206) 583-0127

- Asst. Dean, GME
  Amity Neumeister
  (206) 685-6801

- Attending Physician

- Chief Resident

- Faculty Advisor/Mentor

- GME Counselors
  Mindy Stern
  (206) 543-6408
  Kristi Schellie
  (206) 543-3484

- Washington Physicians Health Program (WPHP)
  (206) 583-0127

- Assoc. Dean, GME
  Byron Joyner, MD
  (206) 616-8286
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 Guide, Motivate and Enlighten the next generation of exceptional physicians

Your education is paramount!
Thank you for your time today

We highly value you!