

State of the Department

David A. Schwartz, MD



Departmental Vision

We will emerge as a top tier Department of Medicine by the year 2020



- **Highest quality care**
- **Train the next generation**
- **Impactful scholarship**

We will emerge as a top tier Department of Medicine by the year 2020





- Exceptional Faculty
- Visionary Division Heads and Vice Chairs

Executive Vice Chair DOM

[Cara Wilson]

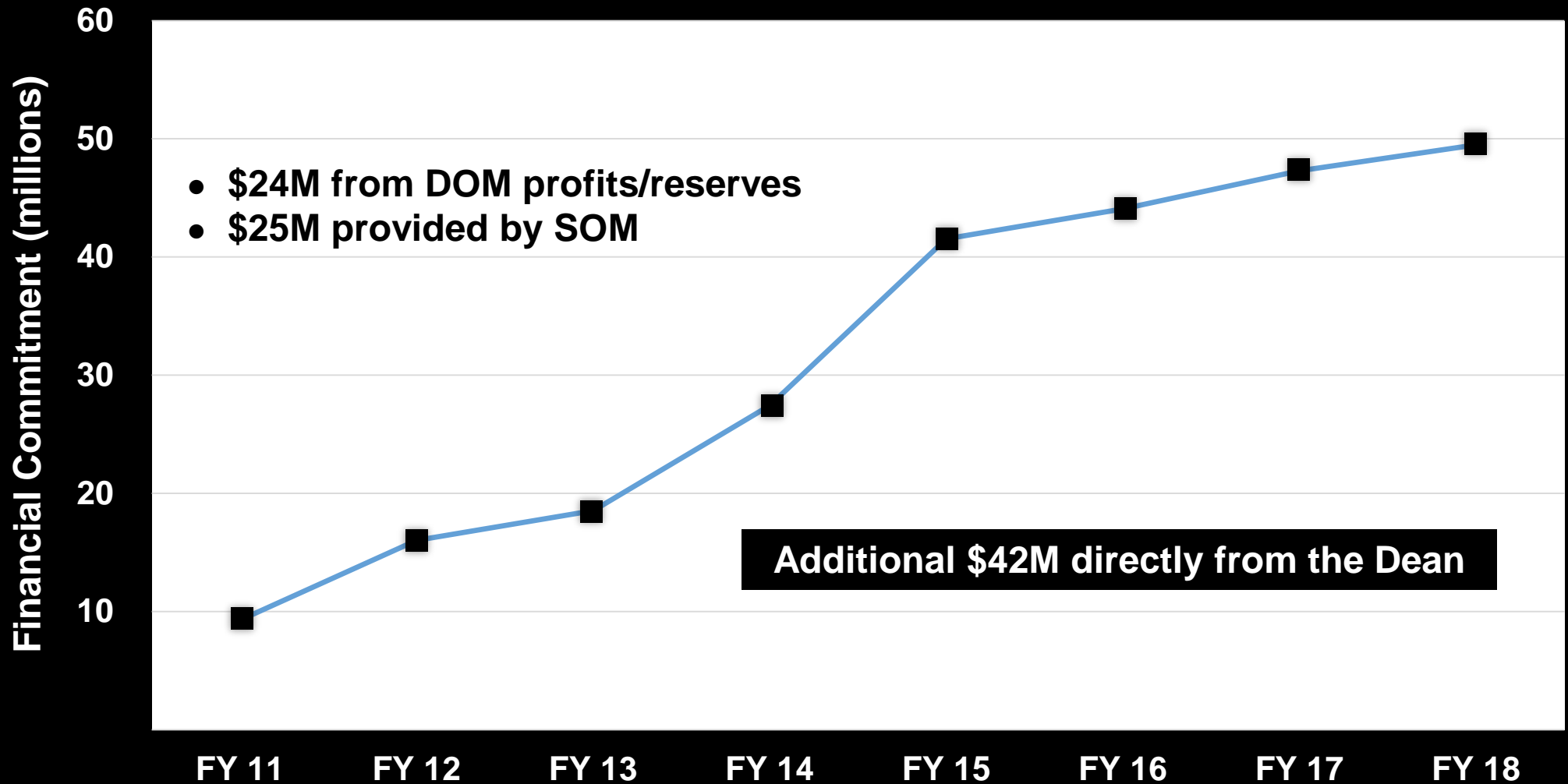


- Partner in day-to-day administration of the department
- Initiate strategic planning and evaluation across the department
- Establish environment of wellness, inclusivity, and equity
- Improve departmental communication

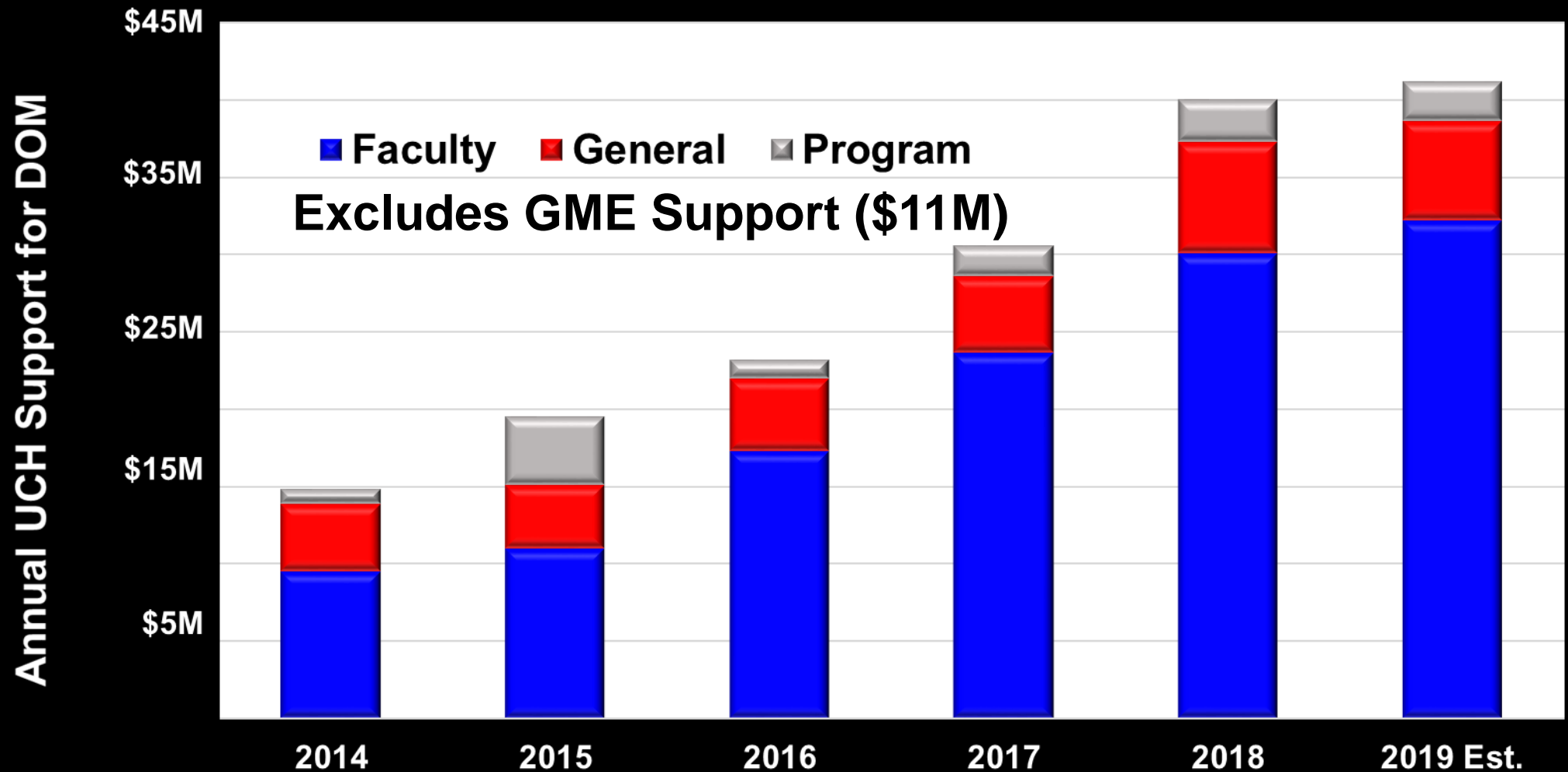


- Exceptional Faculty
- Visionary Division Heads and Vice Chairs
- Alignment across the Medical Center (SOM, CU Medicine, UCHHealth, and Foundation) and with our Affiliates

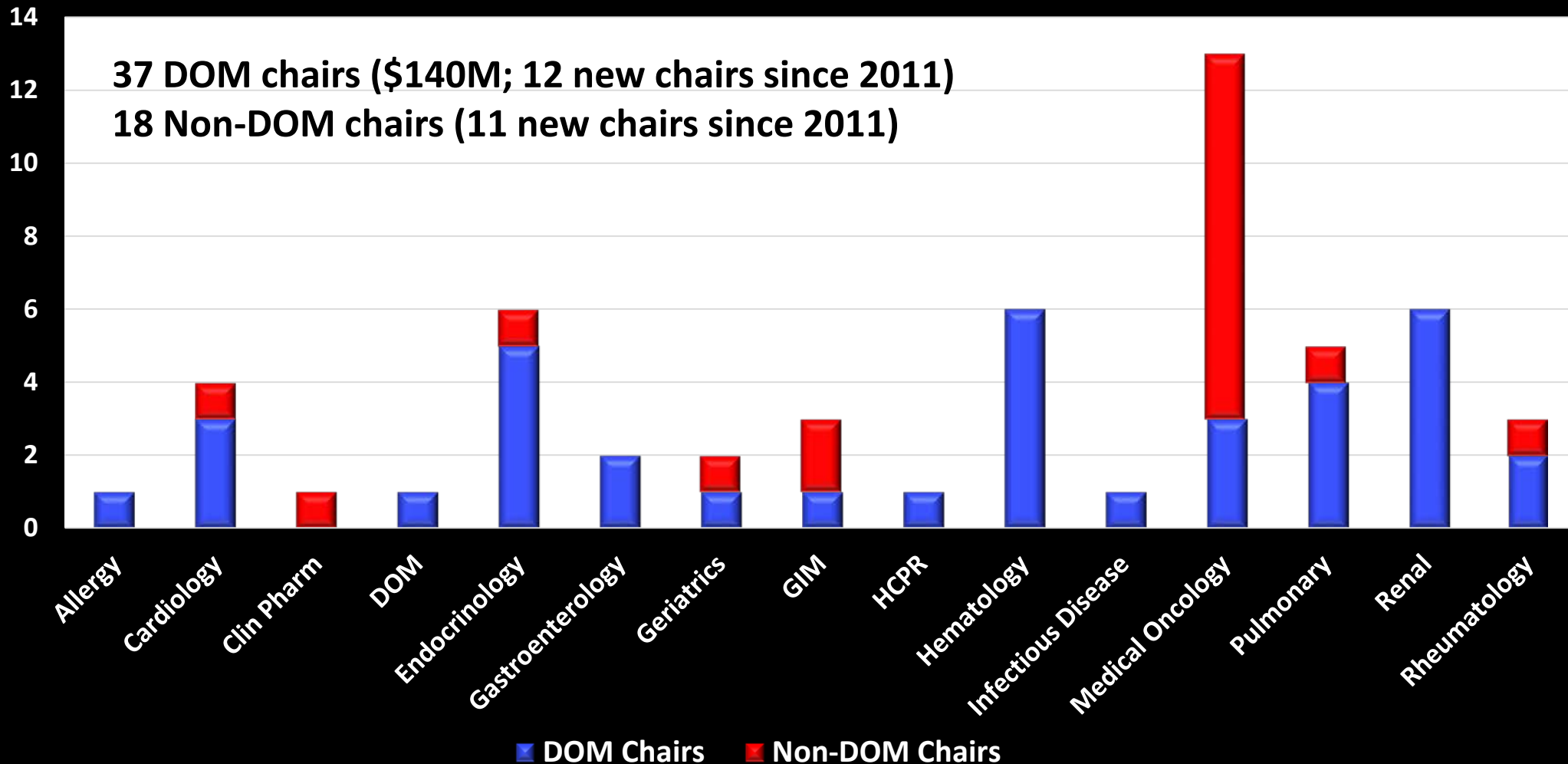
Shared Commitment to Academic Development [SOM Support]



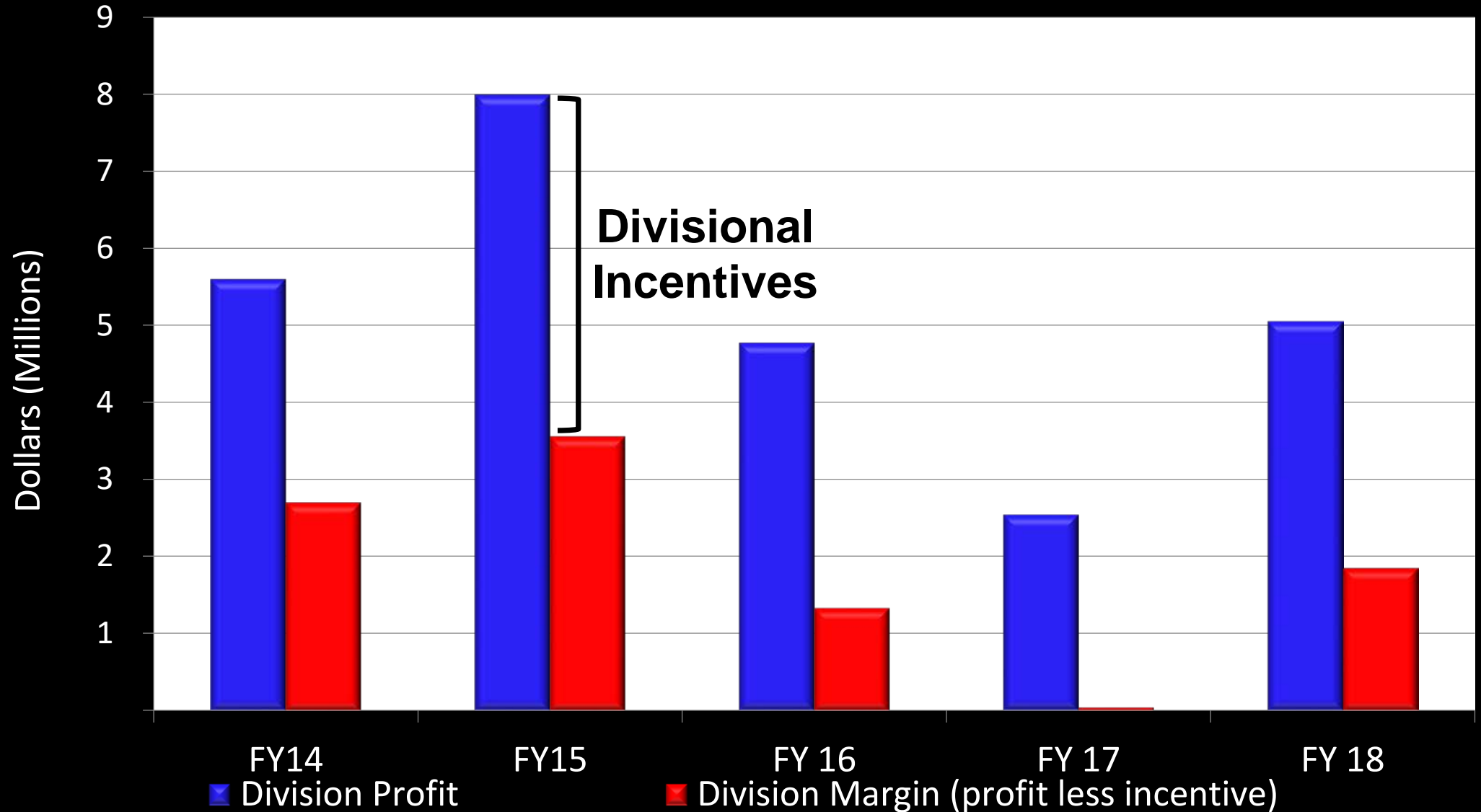
Shared Commitment to Academic Development [UCH Support]



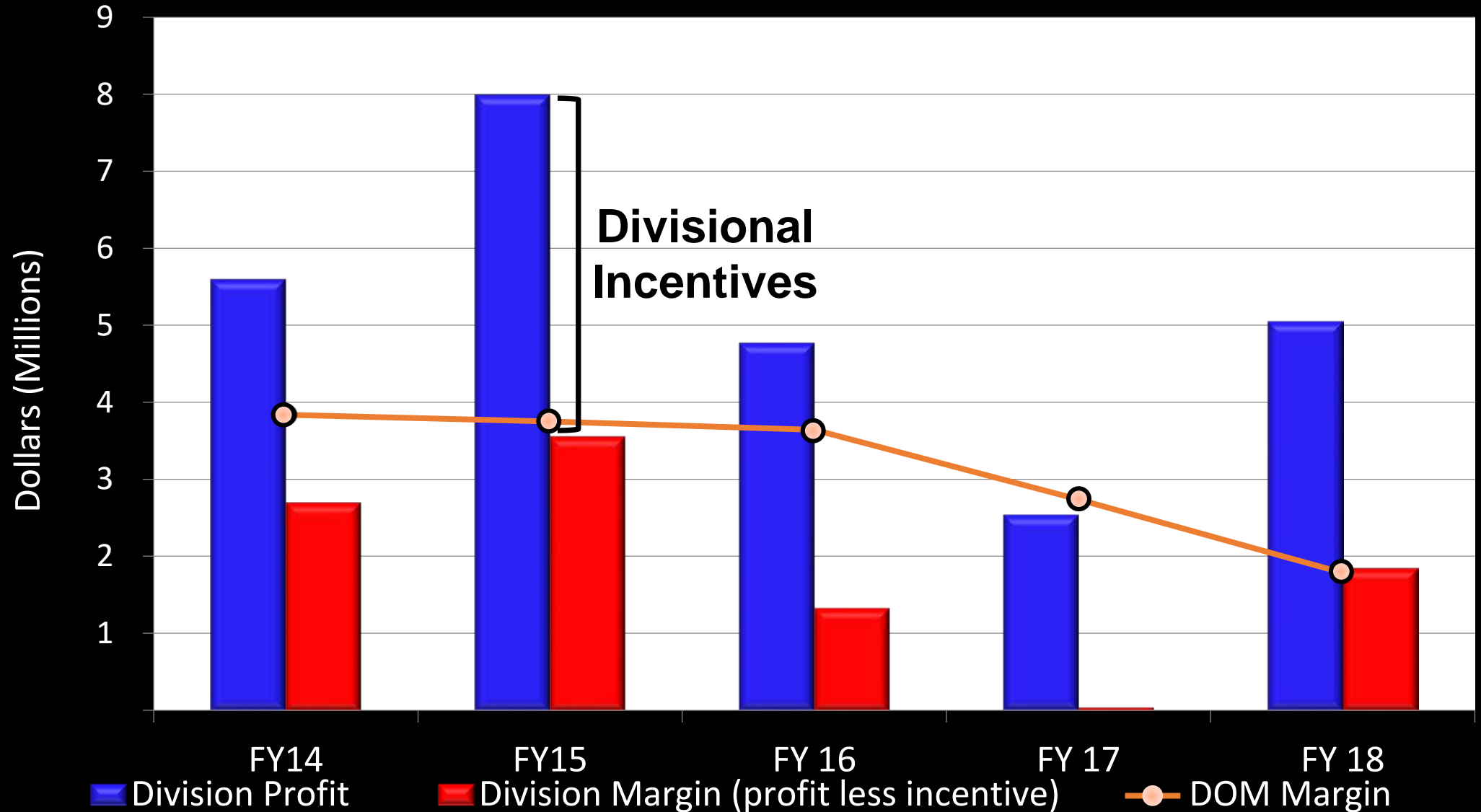
Shared Commitment to Academic Development [CU Foundation Support]



Fiscally Solvent - Divisionally



Fiscally Solvent - Departmentally

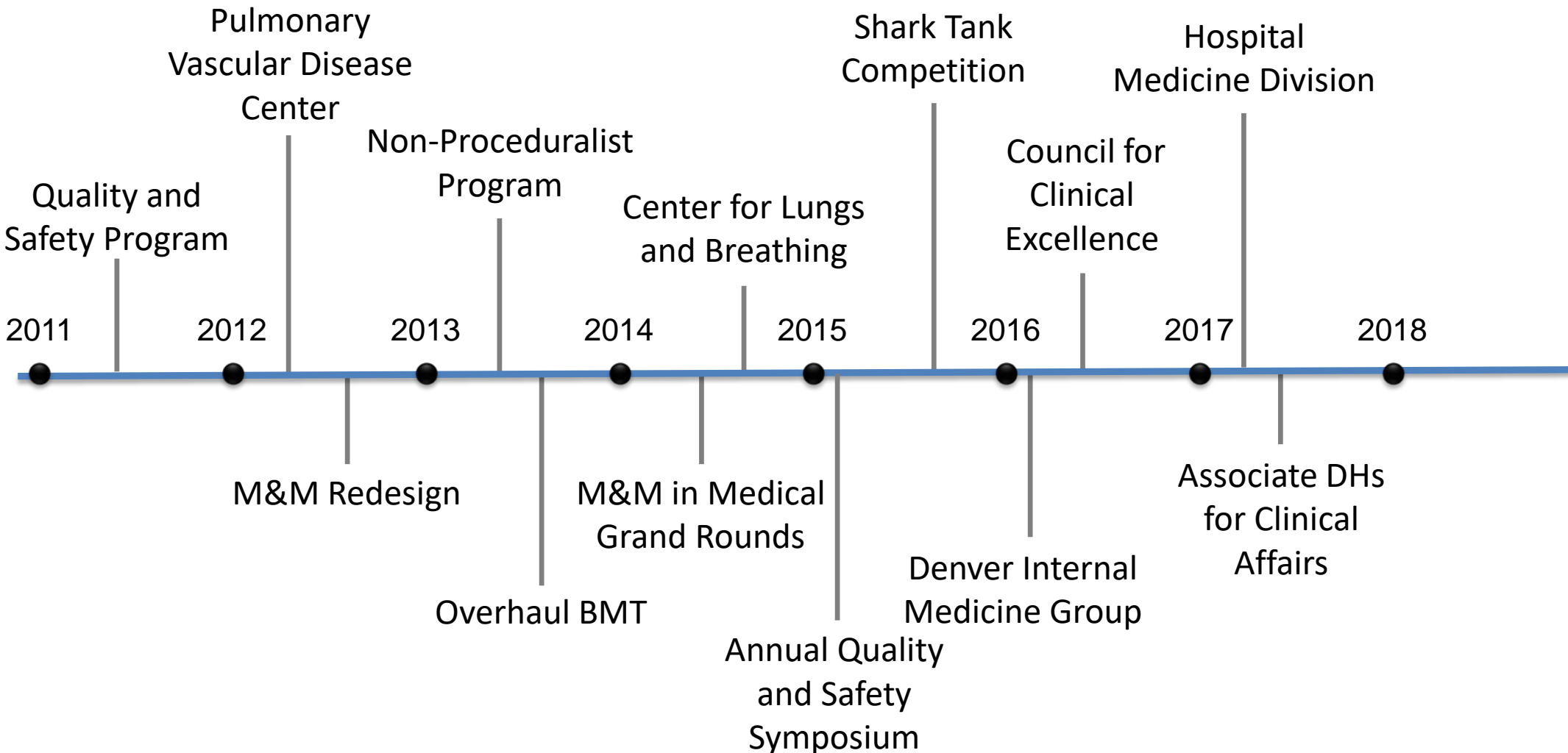


State of the Department

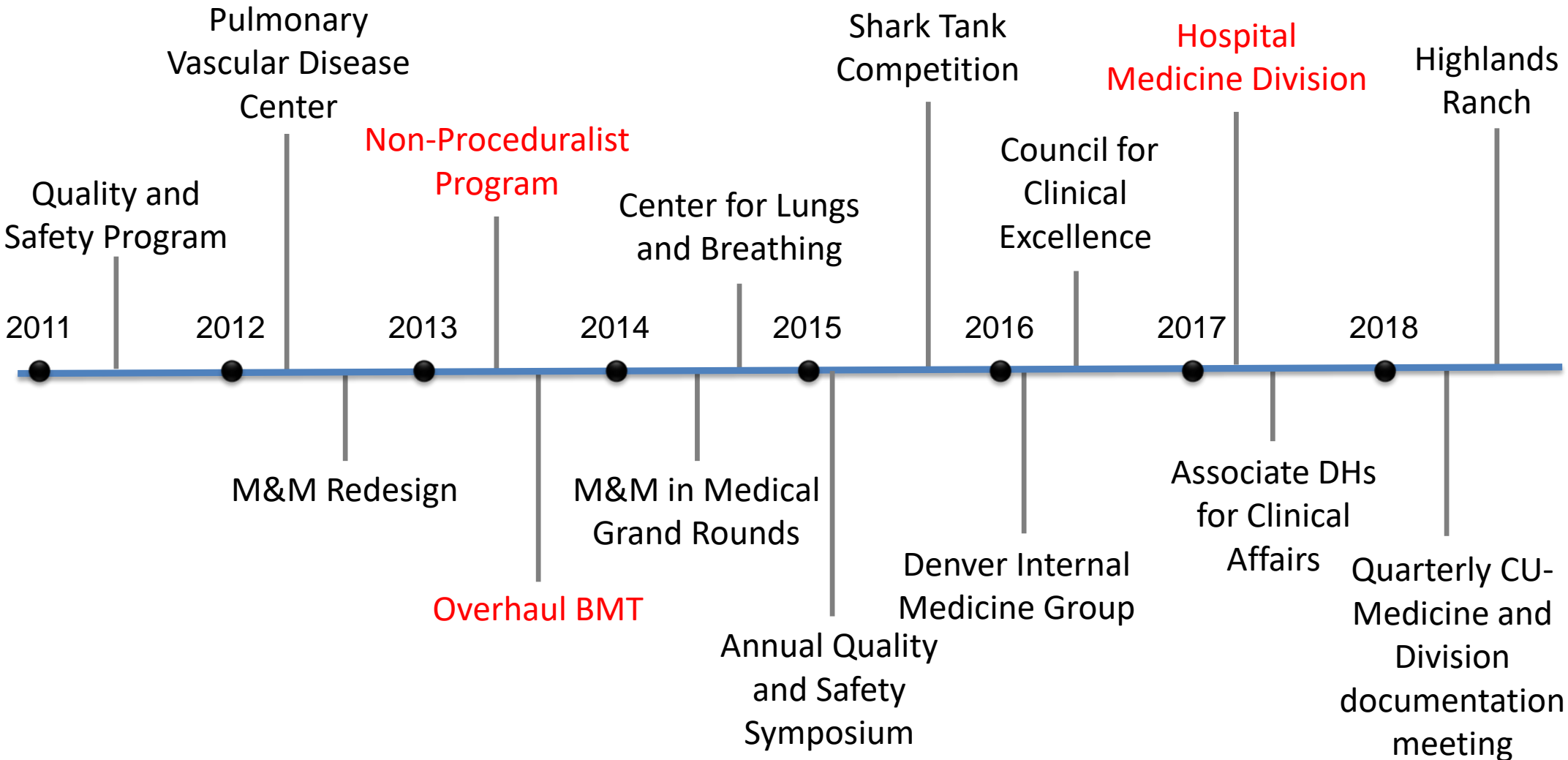
- Accomplishments and New Programs
- Challenge to our Profession
- Open Discussion



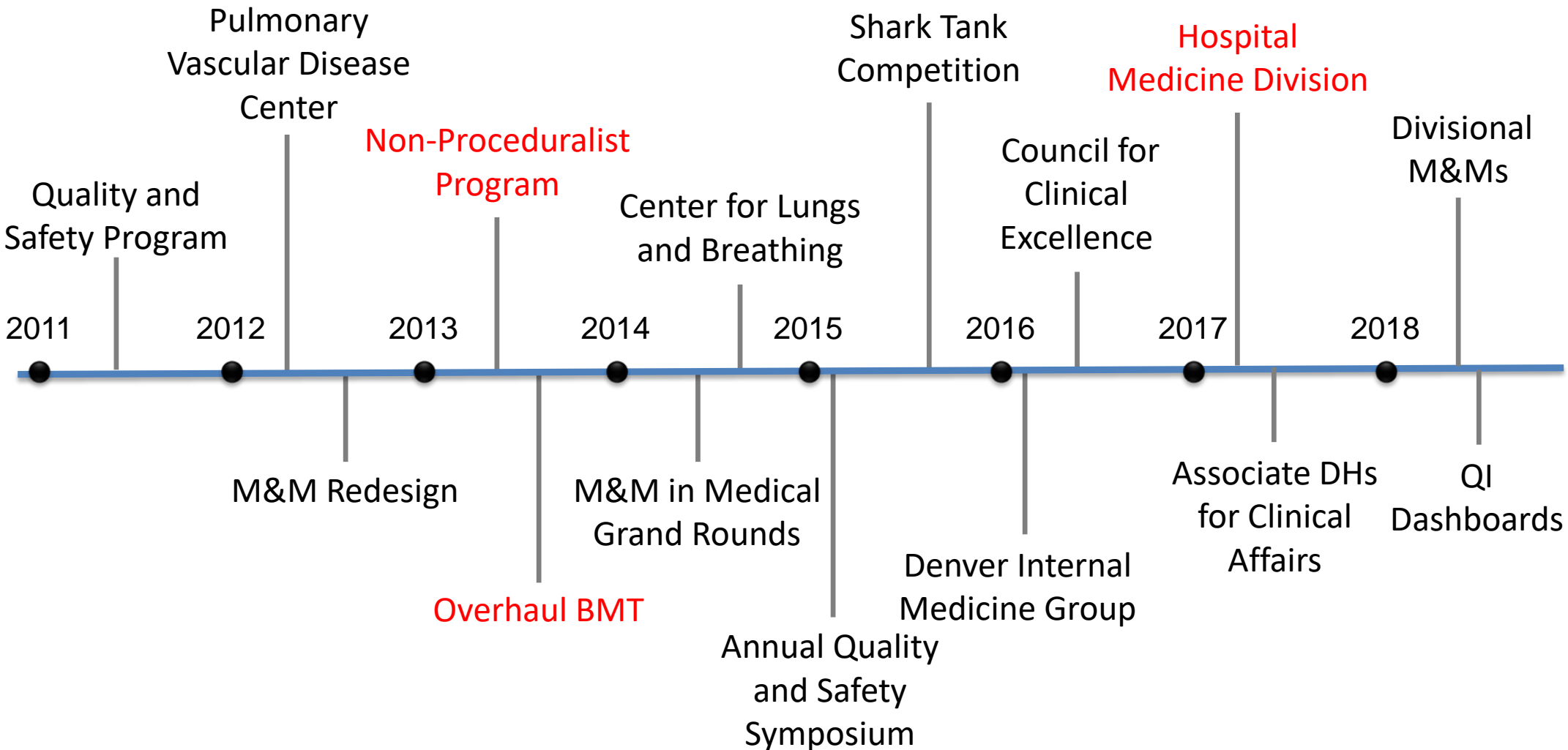
Accomplishments of Clinical/Quality Enterprise



Accomplishments of Clinical/Quality Enterprise

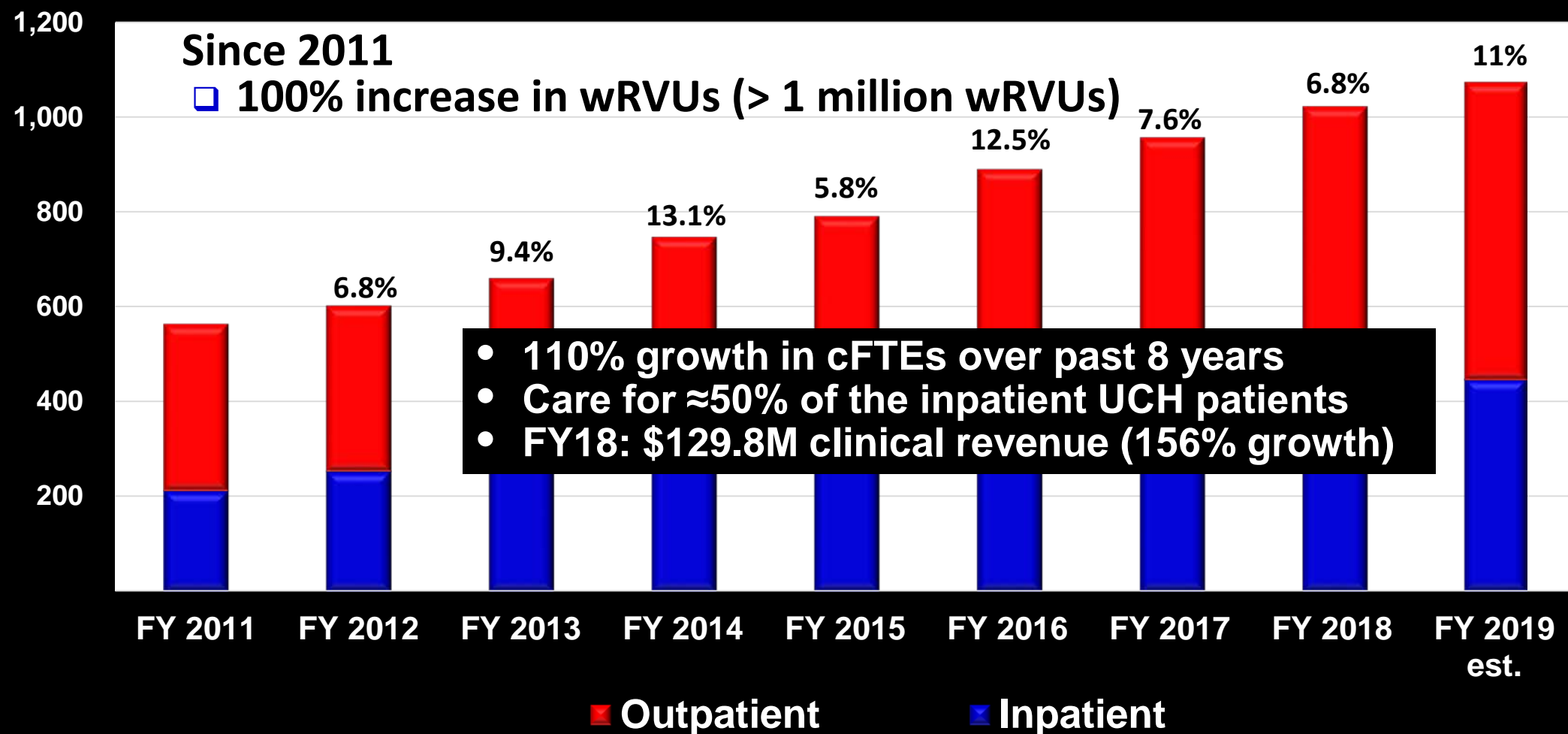


Accomplishments of Clinical/Quality Enterprise

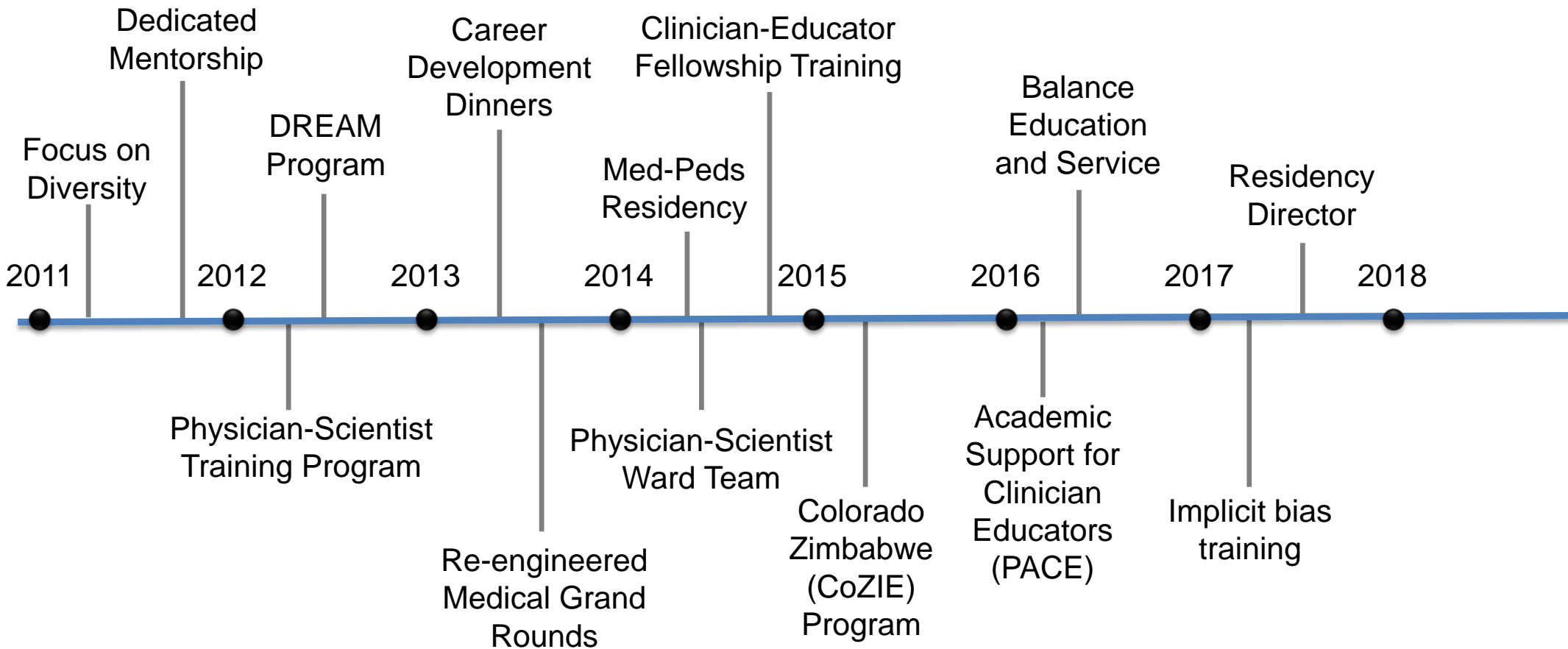


Growth of Clinical Enterprise

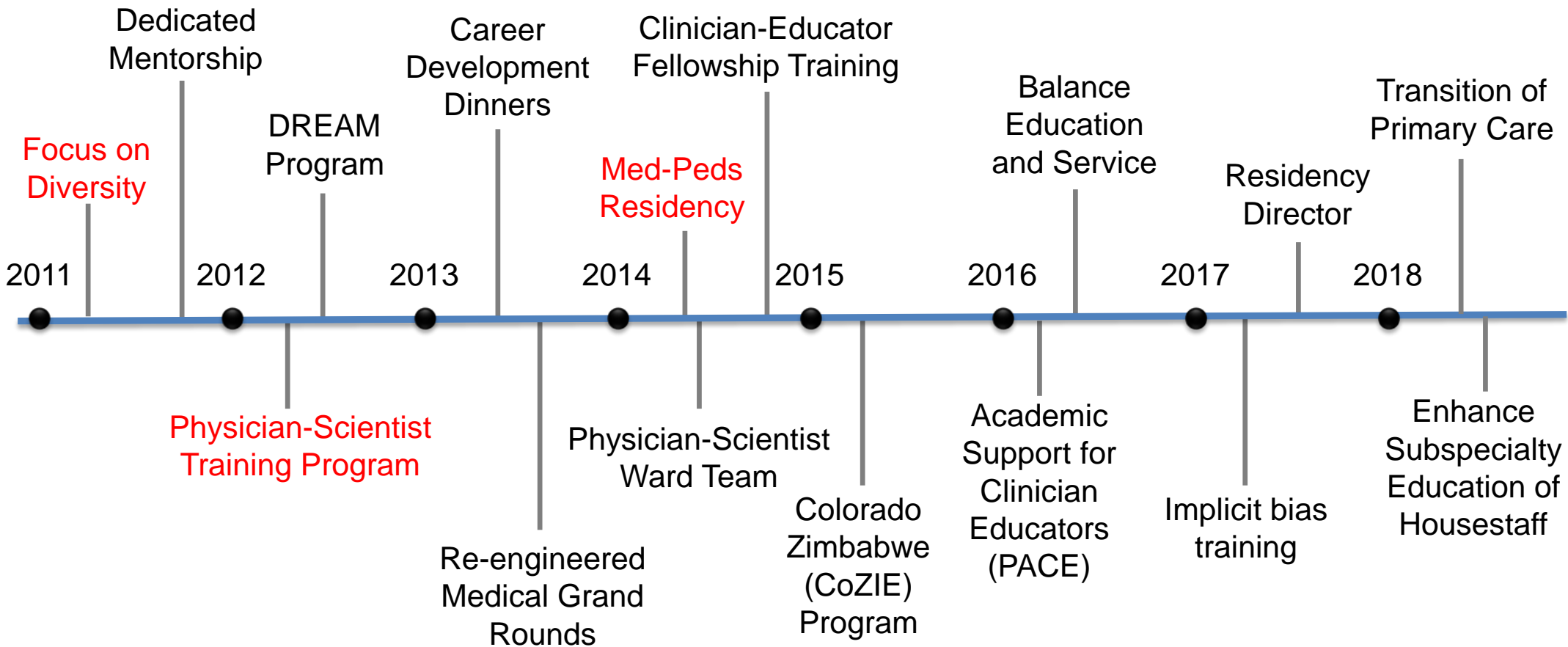
[work RVUs in thousands]



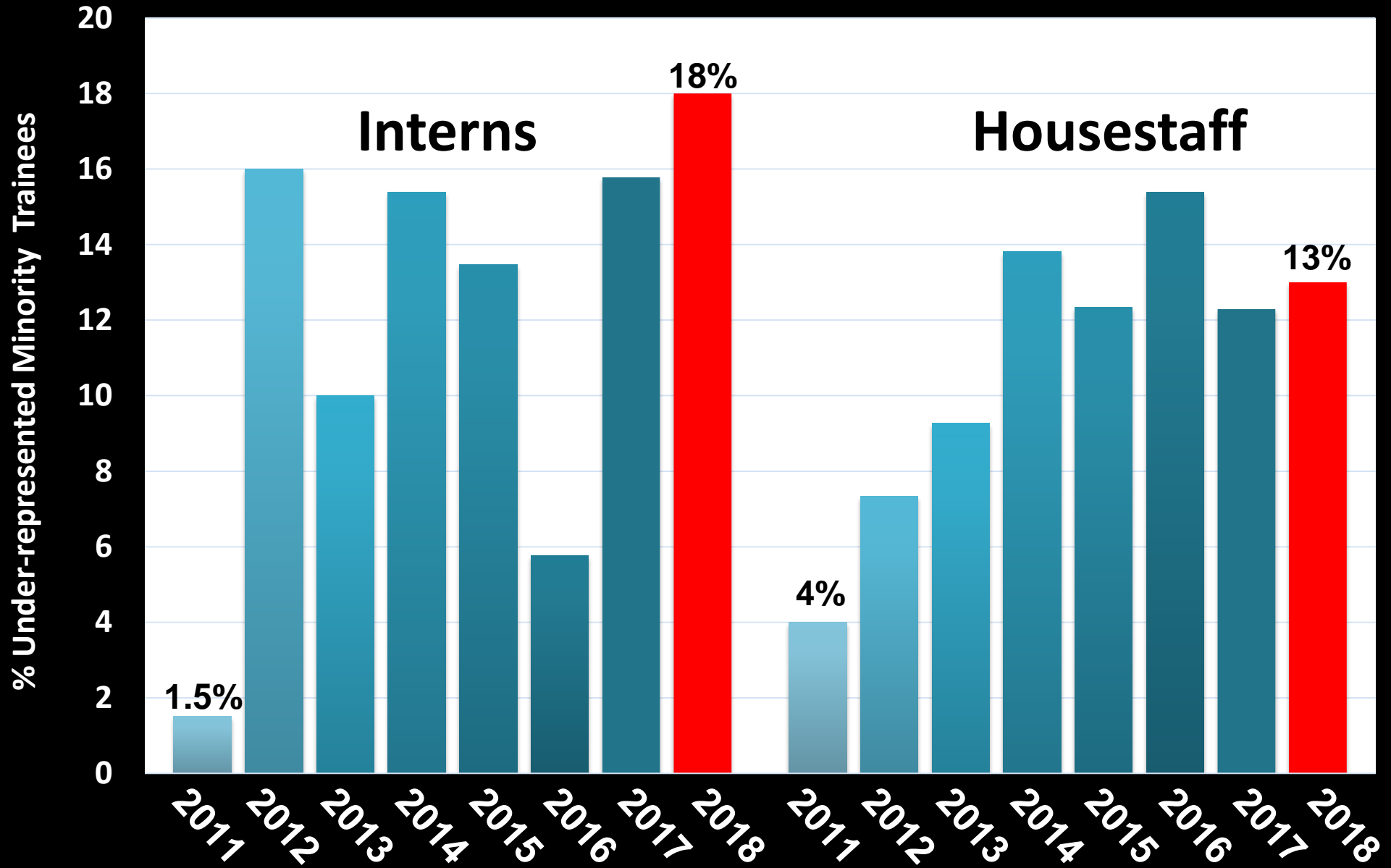
Accomplishments of Education and Training



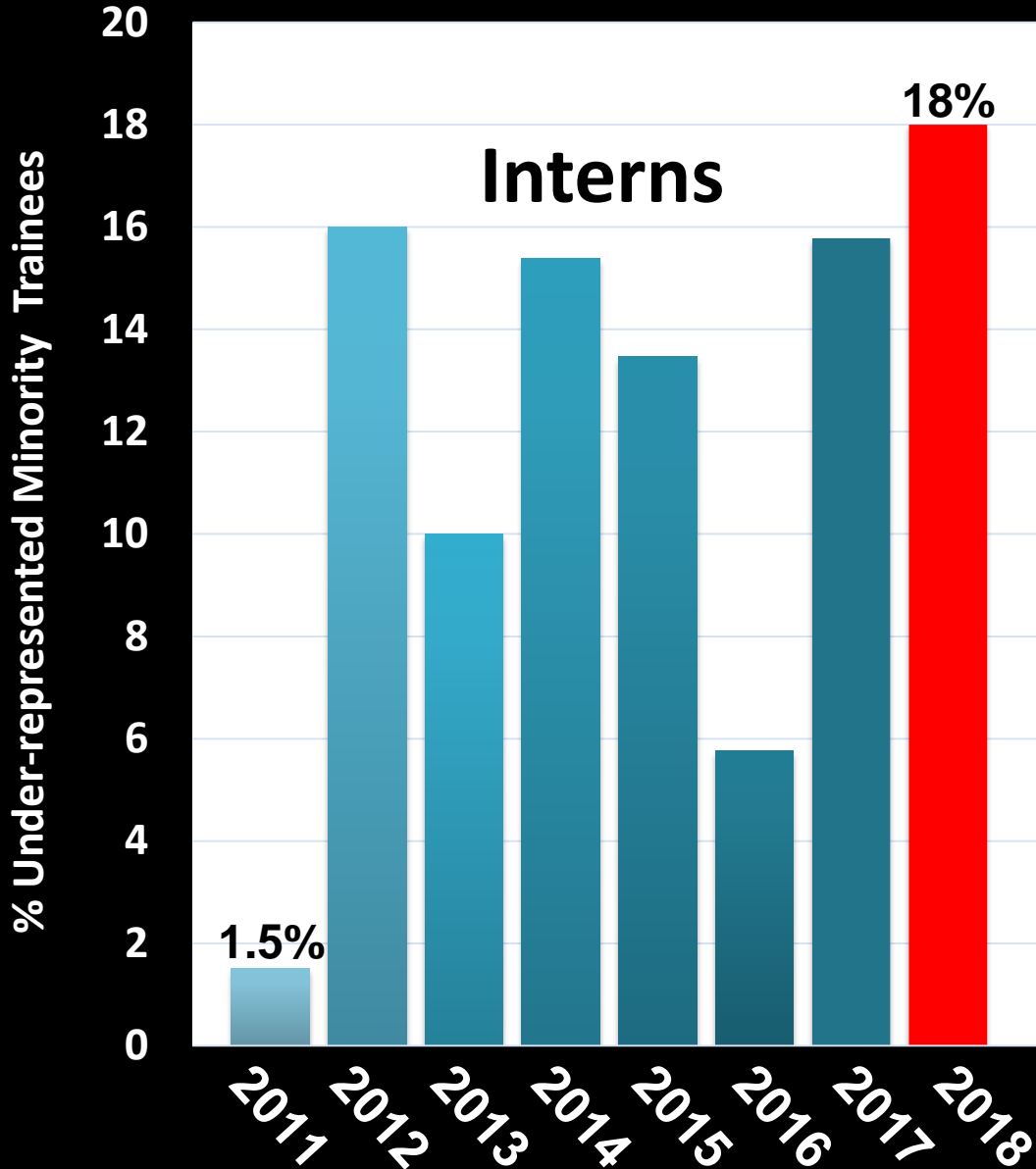
Accomplishments of Education and Training



Prioritize Diversity

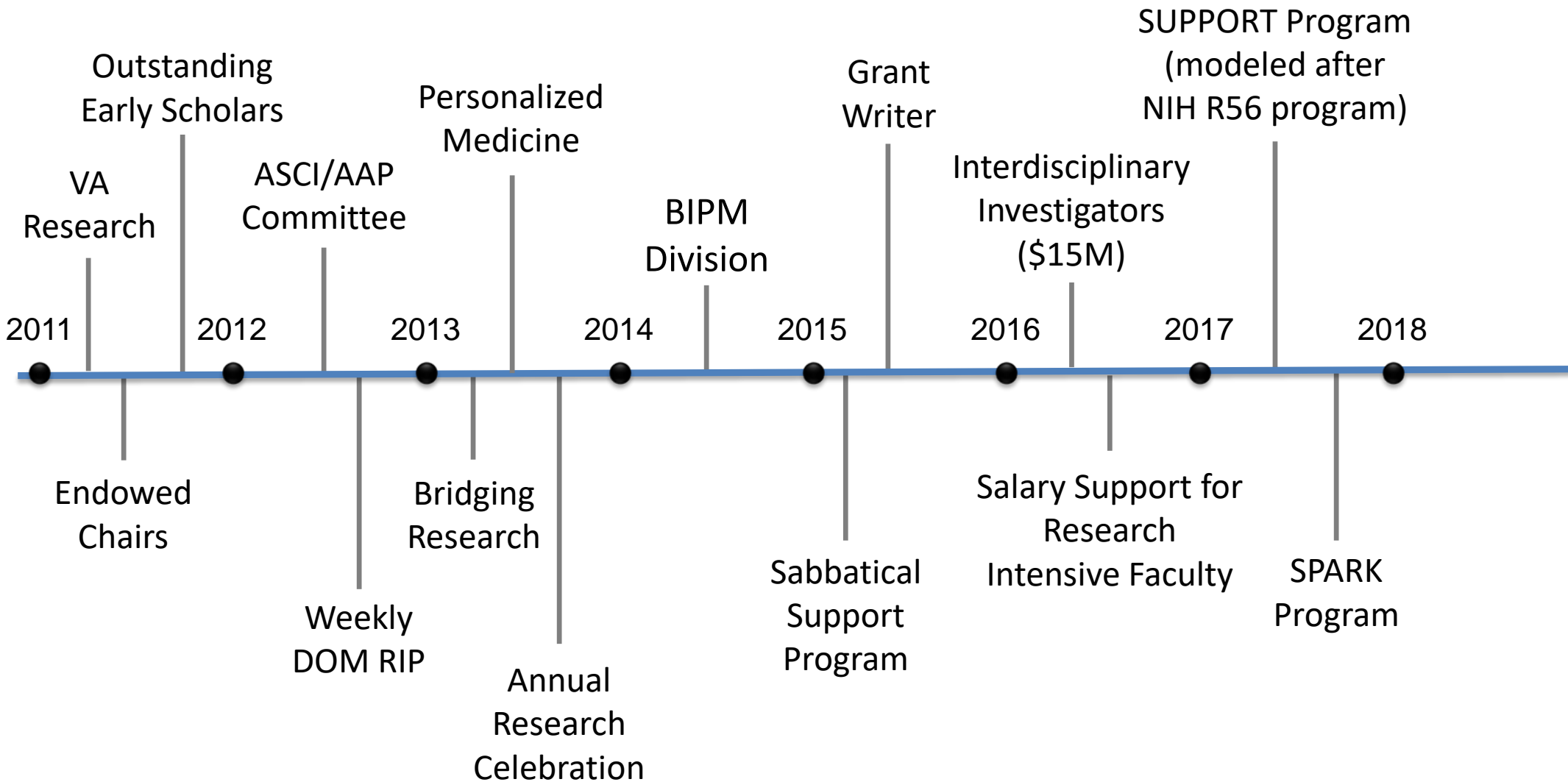


Prioritize Diversity

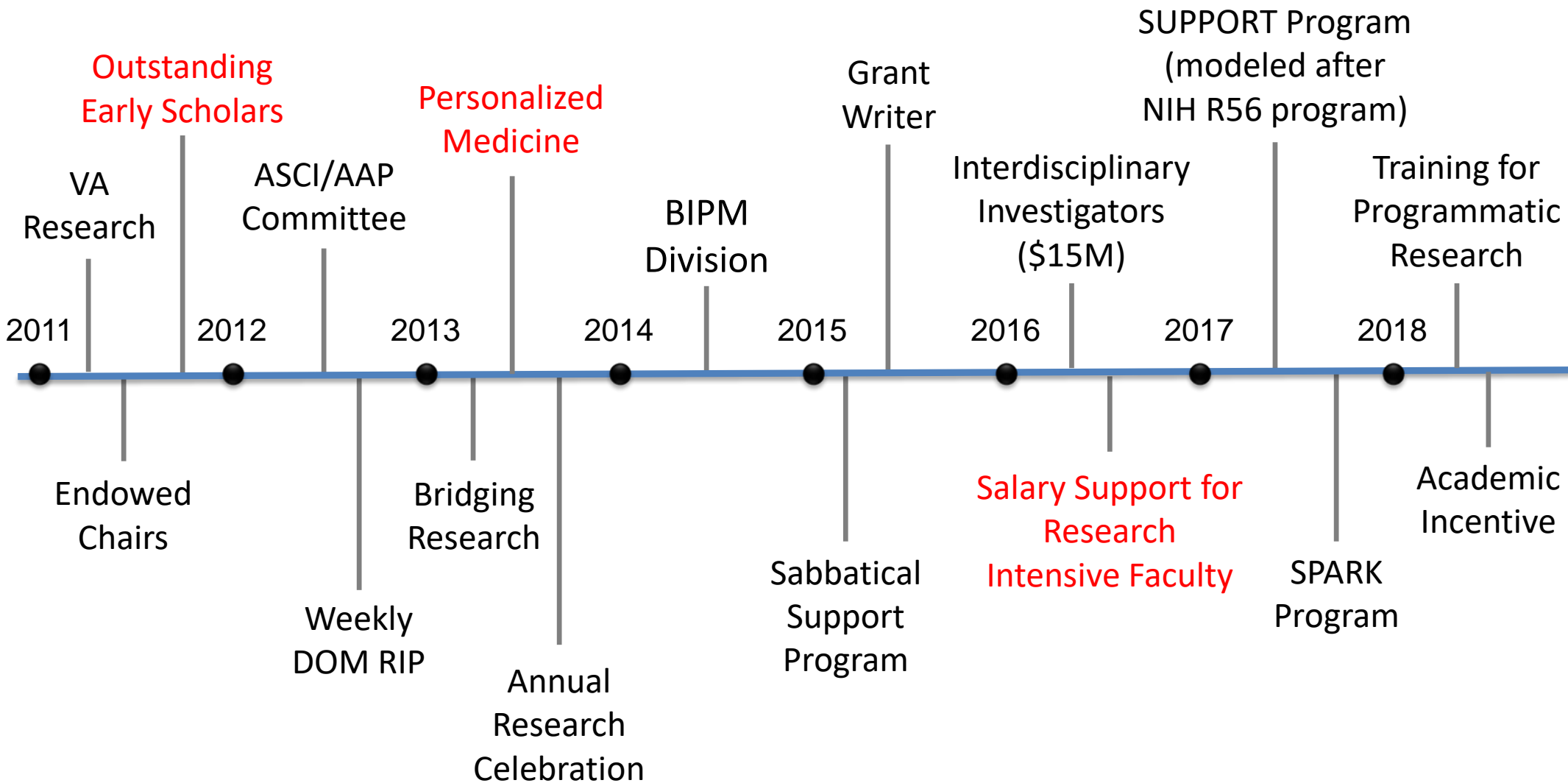


- National URM conferences
- Champions of diversity
- Implicit bias training
- 2nd visits

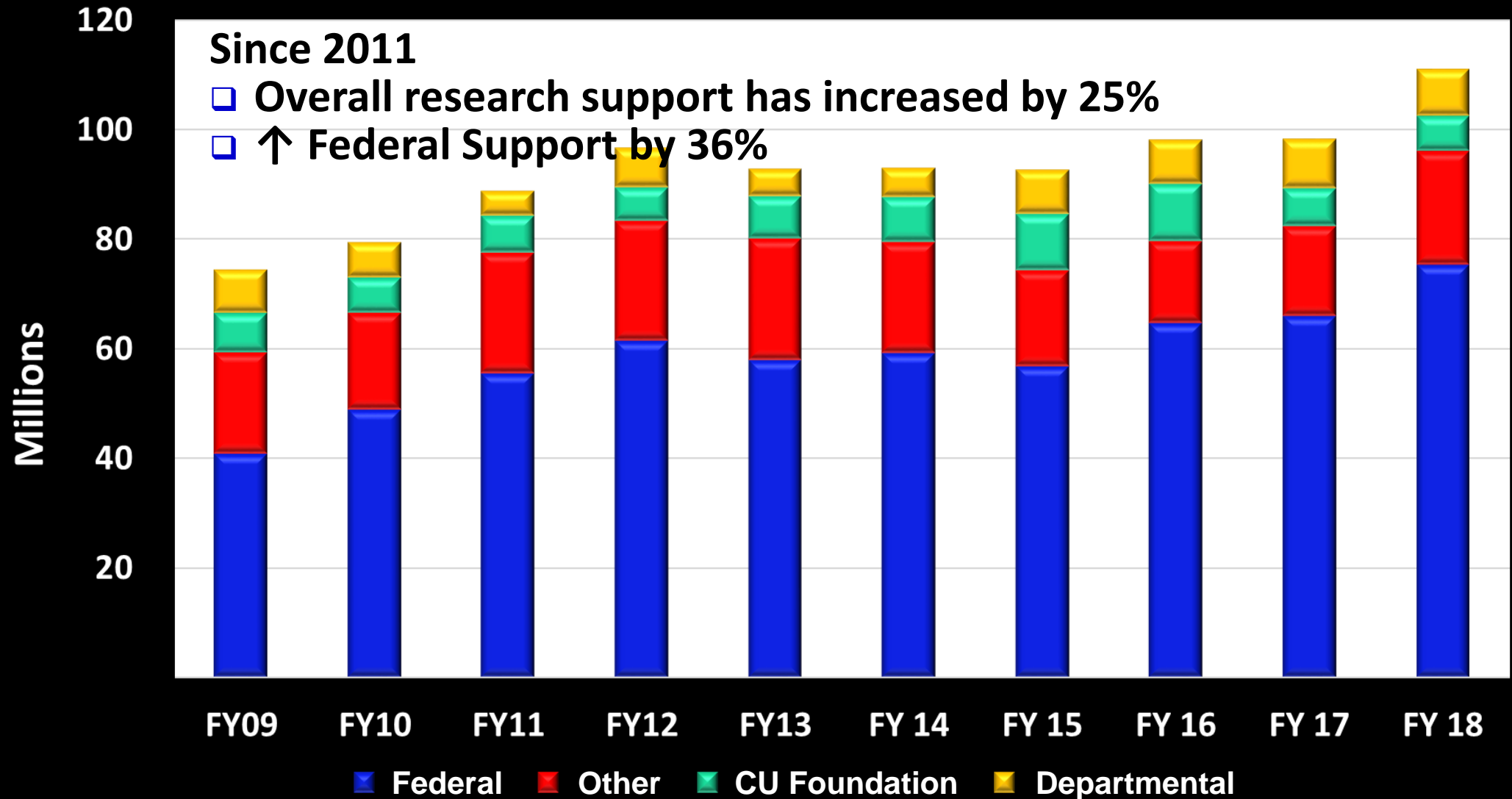
Accomplishments of Research Program



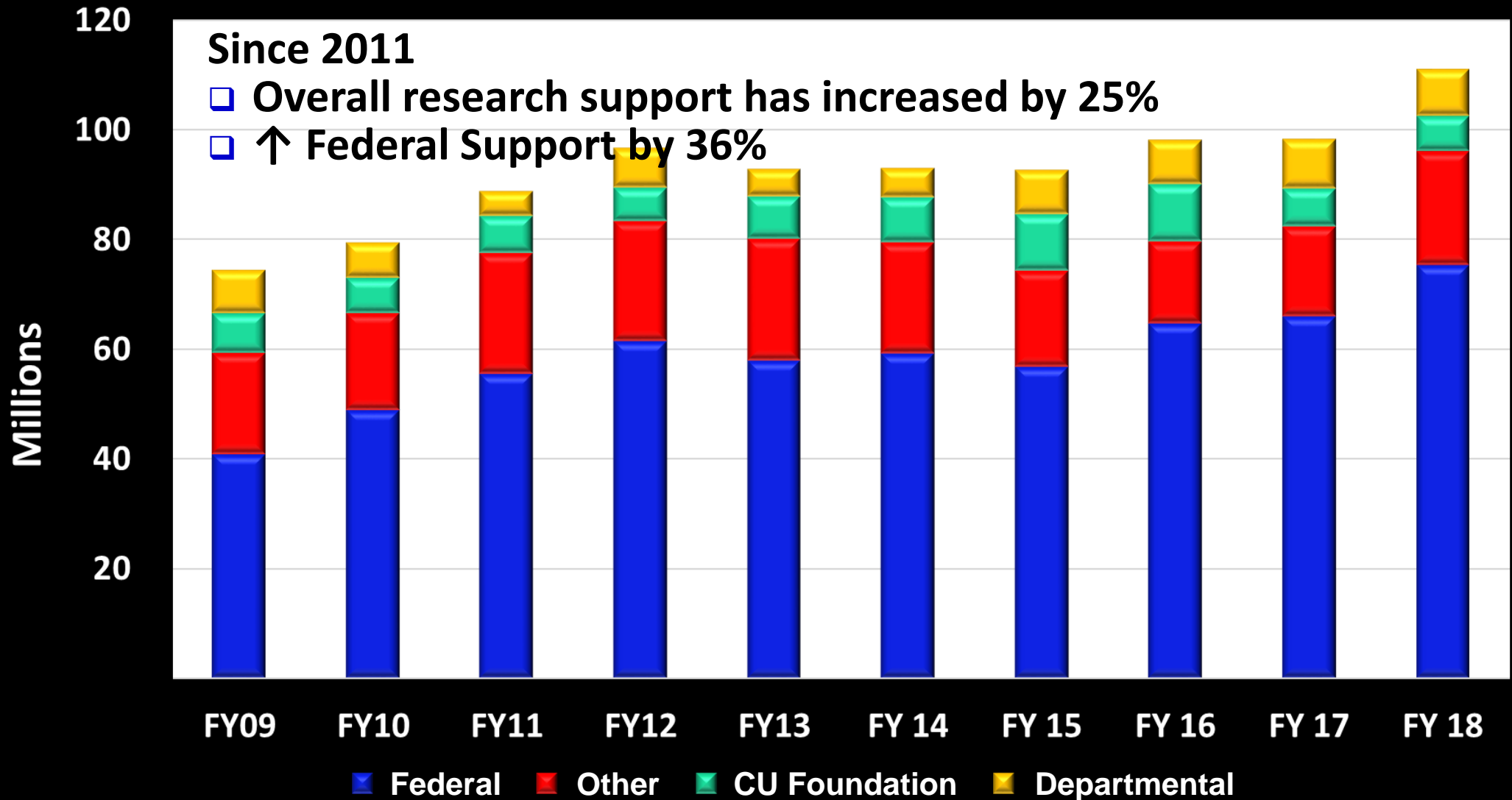
Accomplishments of Research Program



Support for Research



2012–2018: ↑13% NIH Extramural Support ↑27% DOM NIH Awards





Denver Health

- Sustained growth in clinical activities and research programs
- Named two new division heads

National Jewish

- NJH – CU integrated program in interventional pulmonary medicine
- Grant portfolio is growing (> \$70M annually)

Veterans Affairs

- Completed move to Rocky Mountain Regional Medical Center
- Increased number of applications for VA research funding



We are a top tier Department of Medicine

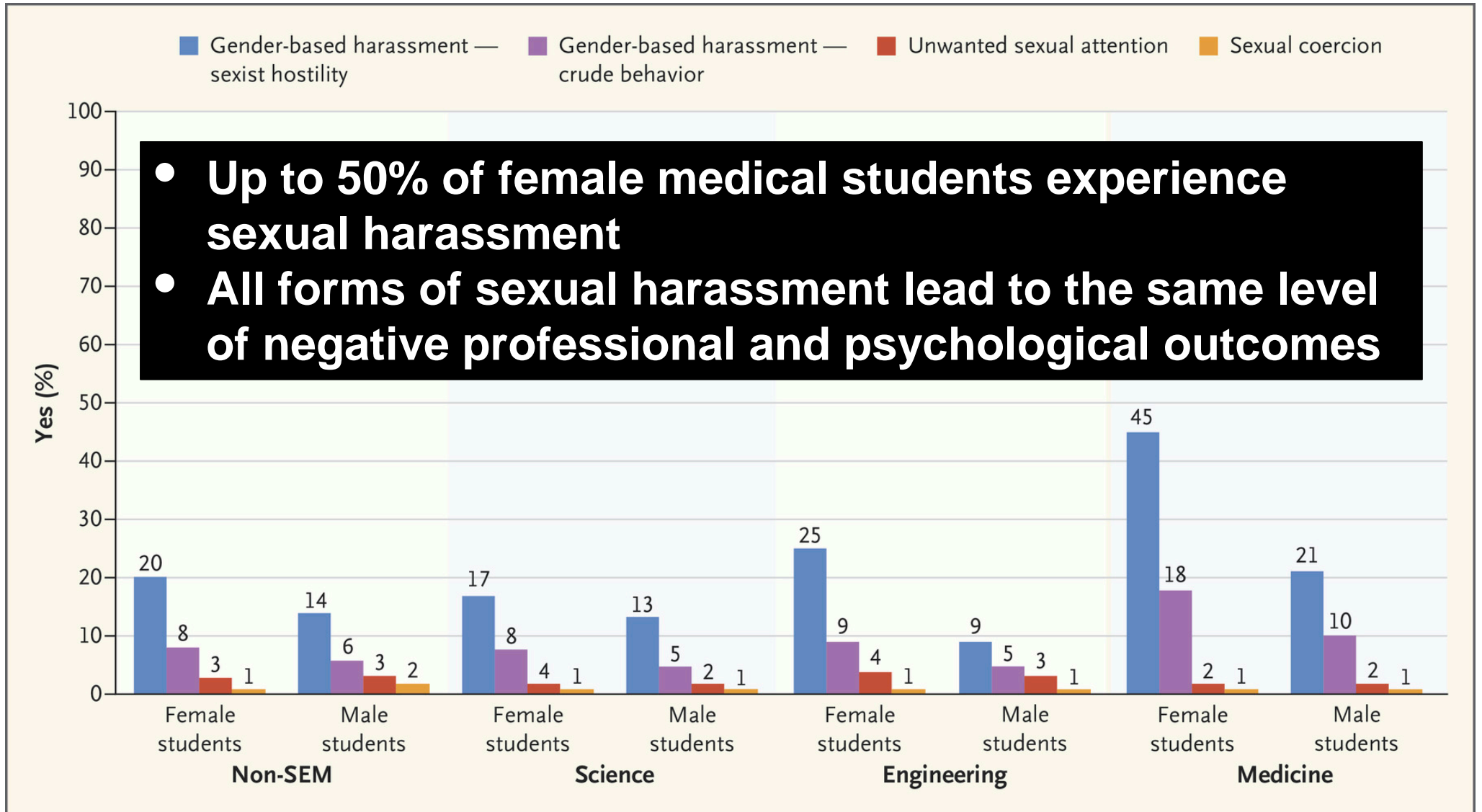


State of the Department

- Accomplishments and New Programs
- Challenge to our Profession
- Open Discussion

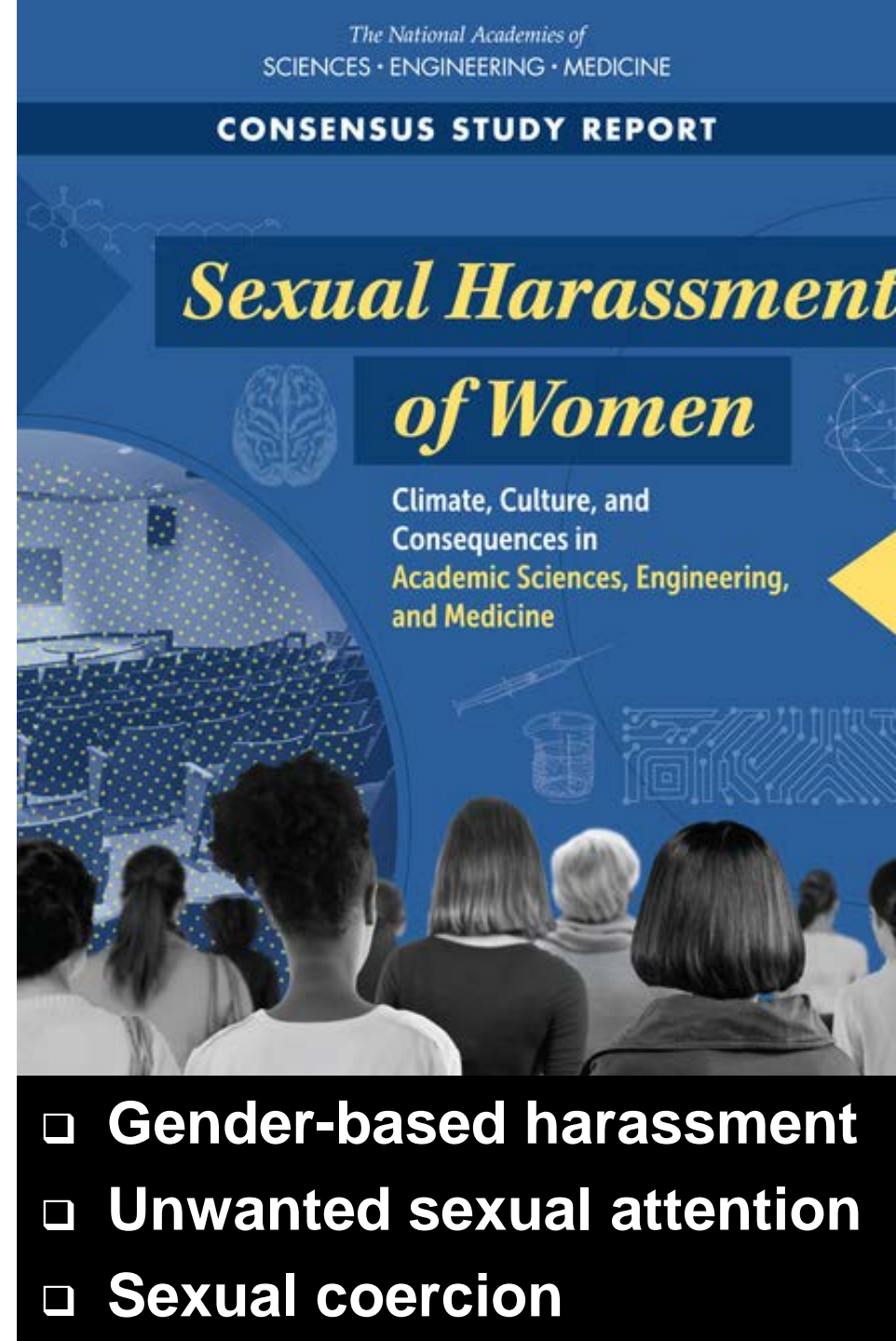


Sexual Harassment is More Prevalent in Medicine than Science and Engineering



- Impacts mental and physical health
- Undermines career development
- Loss of talented/trained MDs

Dzau. *NEJM* 2018; 379:1589
Choo. *NEJM* 2018; 379:1592



- Gender-based harassment
- Unwanted sexual attention
- Sexual coercion

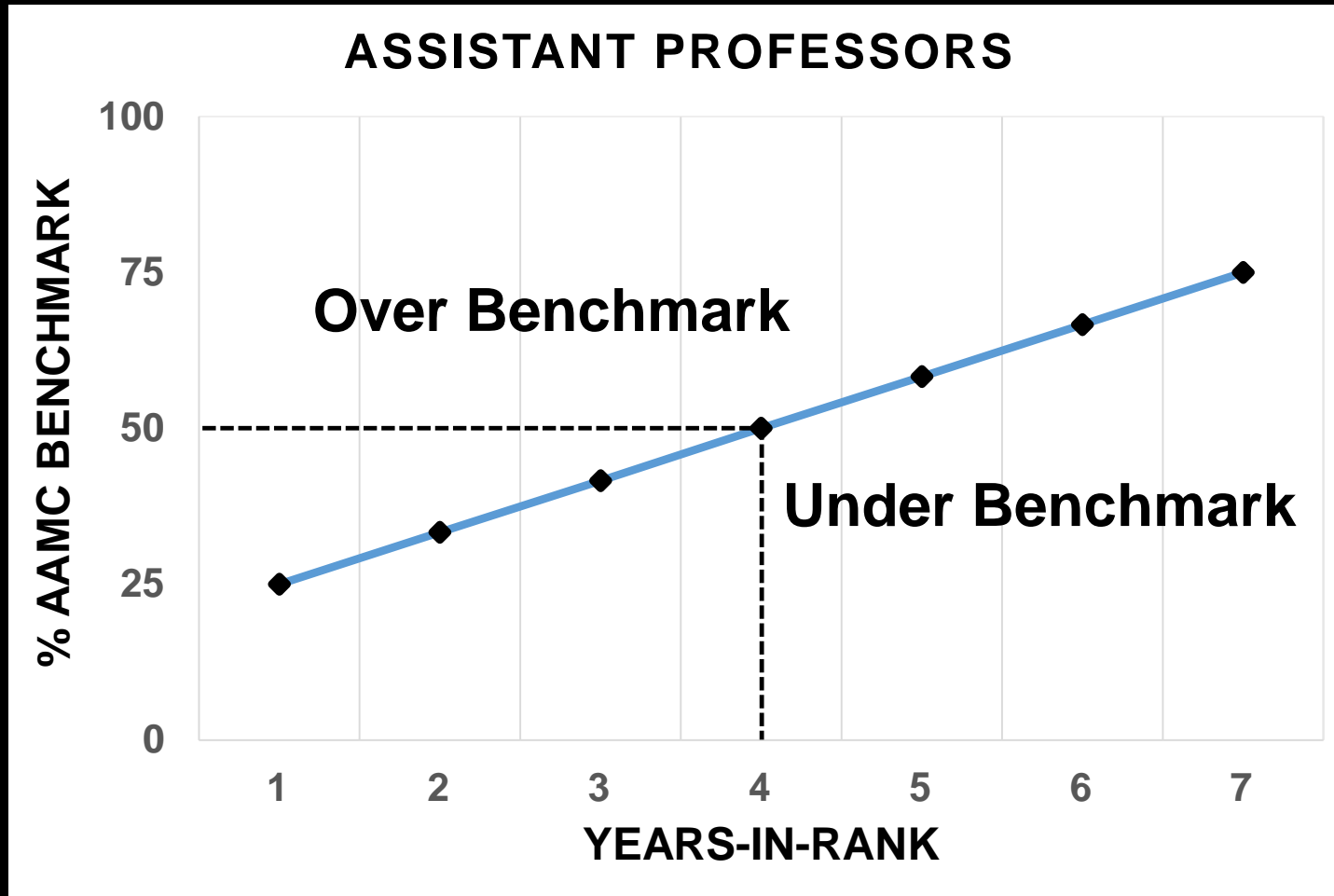


Dzau. *NEJM* 2018; 379:1589
Choo. *NEJM* 2018; 379:1592

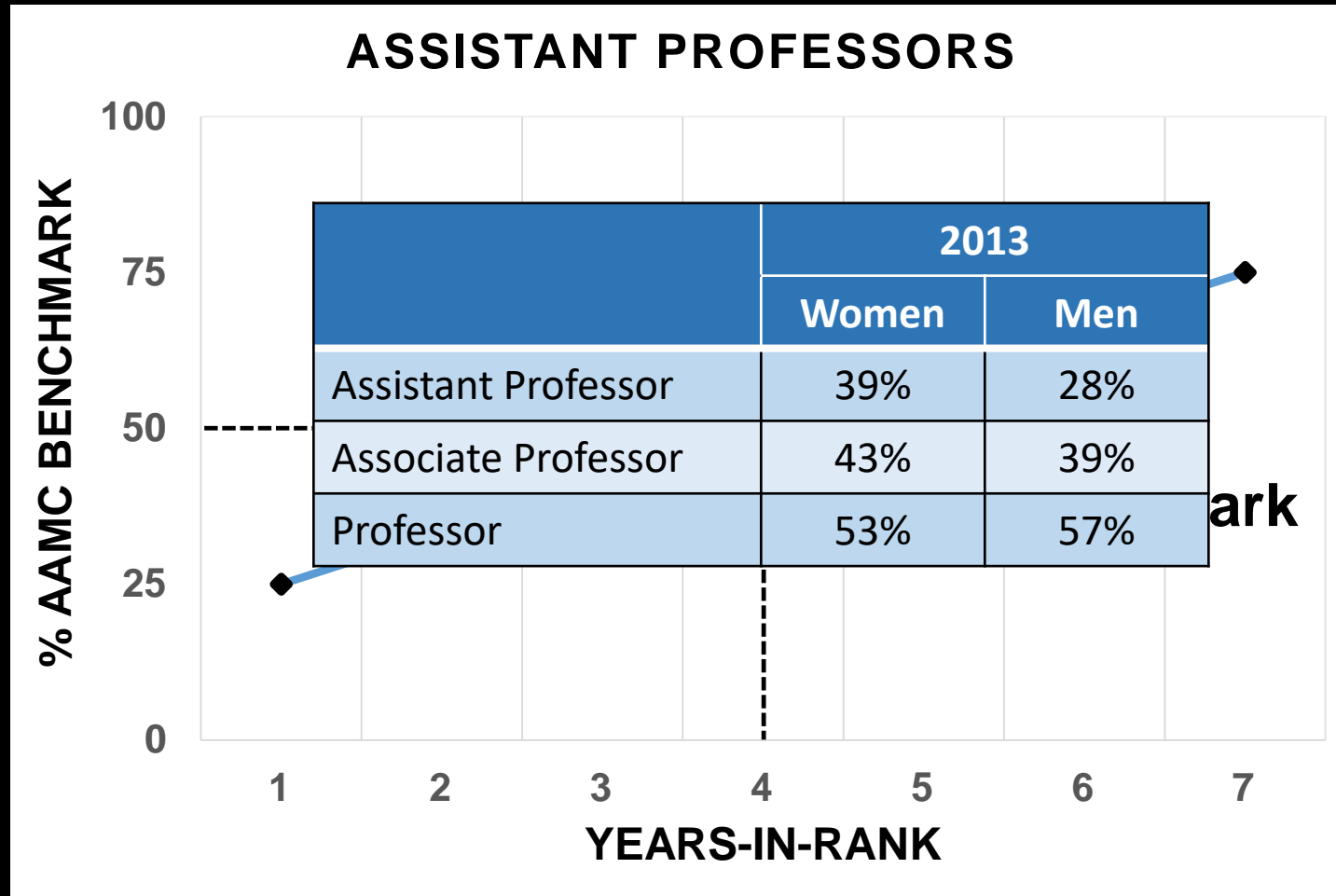


- ❑ Gender-based harassment
- ❑ Unwanted sexual attention
- ❑ Sexual coercion

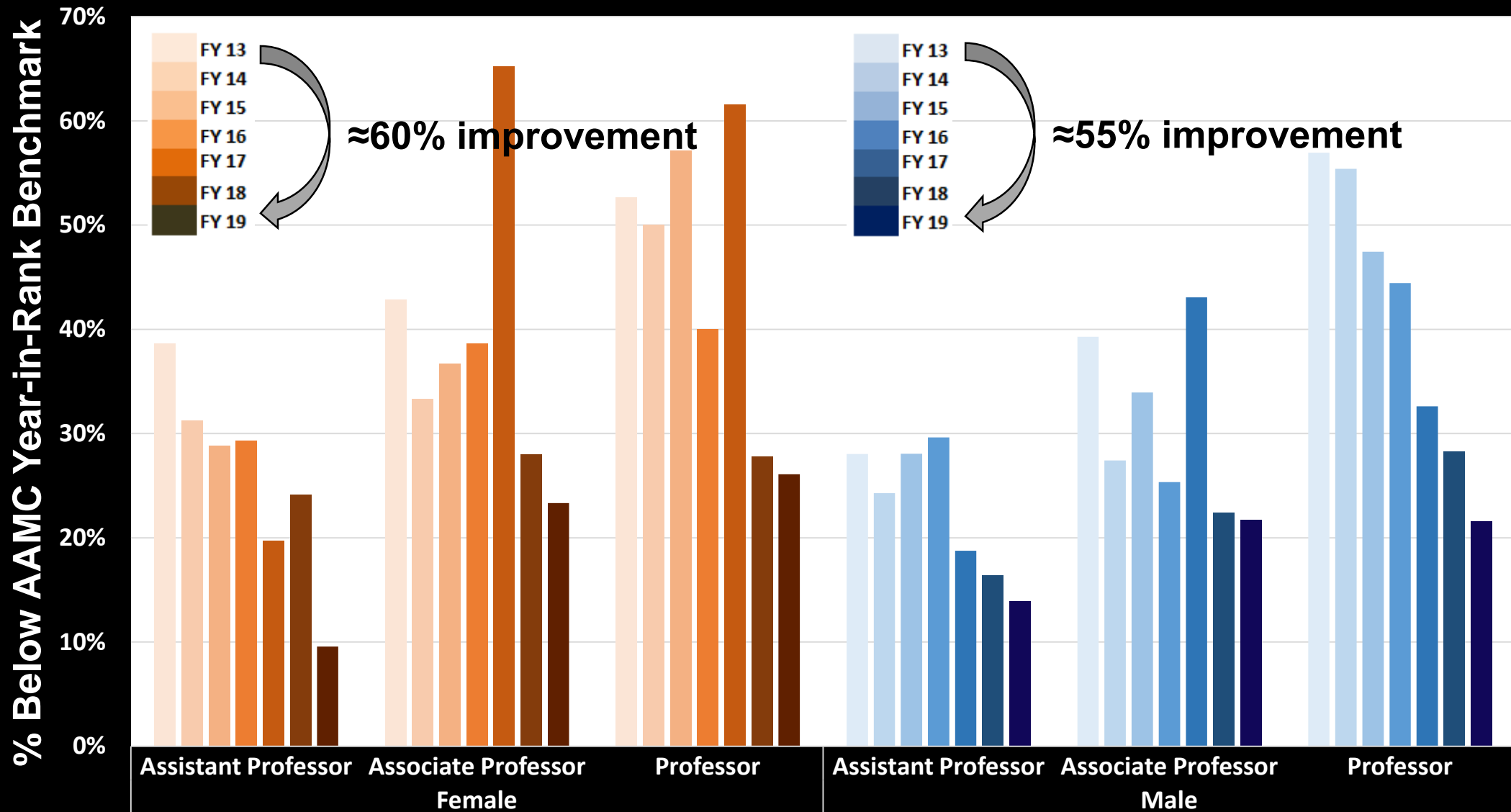
Salary: AAMC Year-in-Rank Benchmarks [began in 2013]



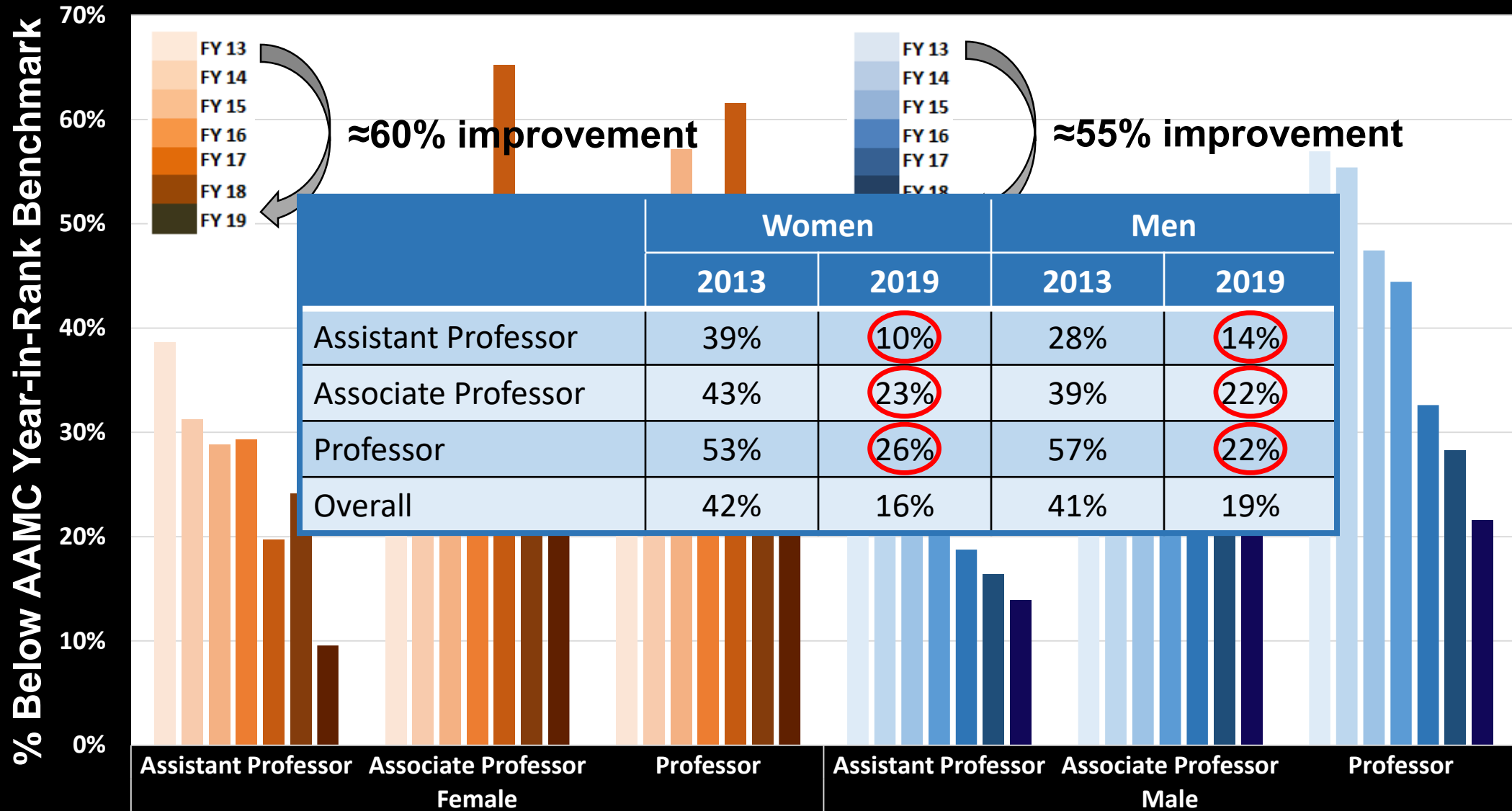
Salary: AAMC Year-in-Rank Benchmarks [began in 2013]



Salary: AAMC Year-in-Rank Benchmarks



Salary: AAMC Year-in-Rank Benchmarks



Program to Advance Gender Equity (PAGE)

[Maggie Wierman - 2016]

Compensation (Sarah Faubel and Cecile Rose)

- Post salary benchmarking
- Post incentive plans
- Establish salary transparency as part of annual reviews

Leadership (Marisha Burden and Kika Sukarov)

- Leadership training program for women
- Post membership of search committees
- Include at least 30% women and/or URM's on committees
- Implicit bias training is required
- Re-open search if diversity isn't sufficiently addressed

Harassment, Discrimination, and Bias

[Sonia Flores, Geoff Connors, Darlene Tad-Y]

Intimidation

Threats which create a hostile environment, impair agency, frighten or inhibit

Harassment

Unwelcome conduct

Discrimination

Unfair or unequal treatment

Bias

Prejudice or inclination for or against a person or group, preconceived or unreasoned

Race or Color
Religion
Gender
National origin
Age
Disability
Genetic information
Role or Hierarchy

Accept

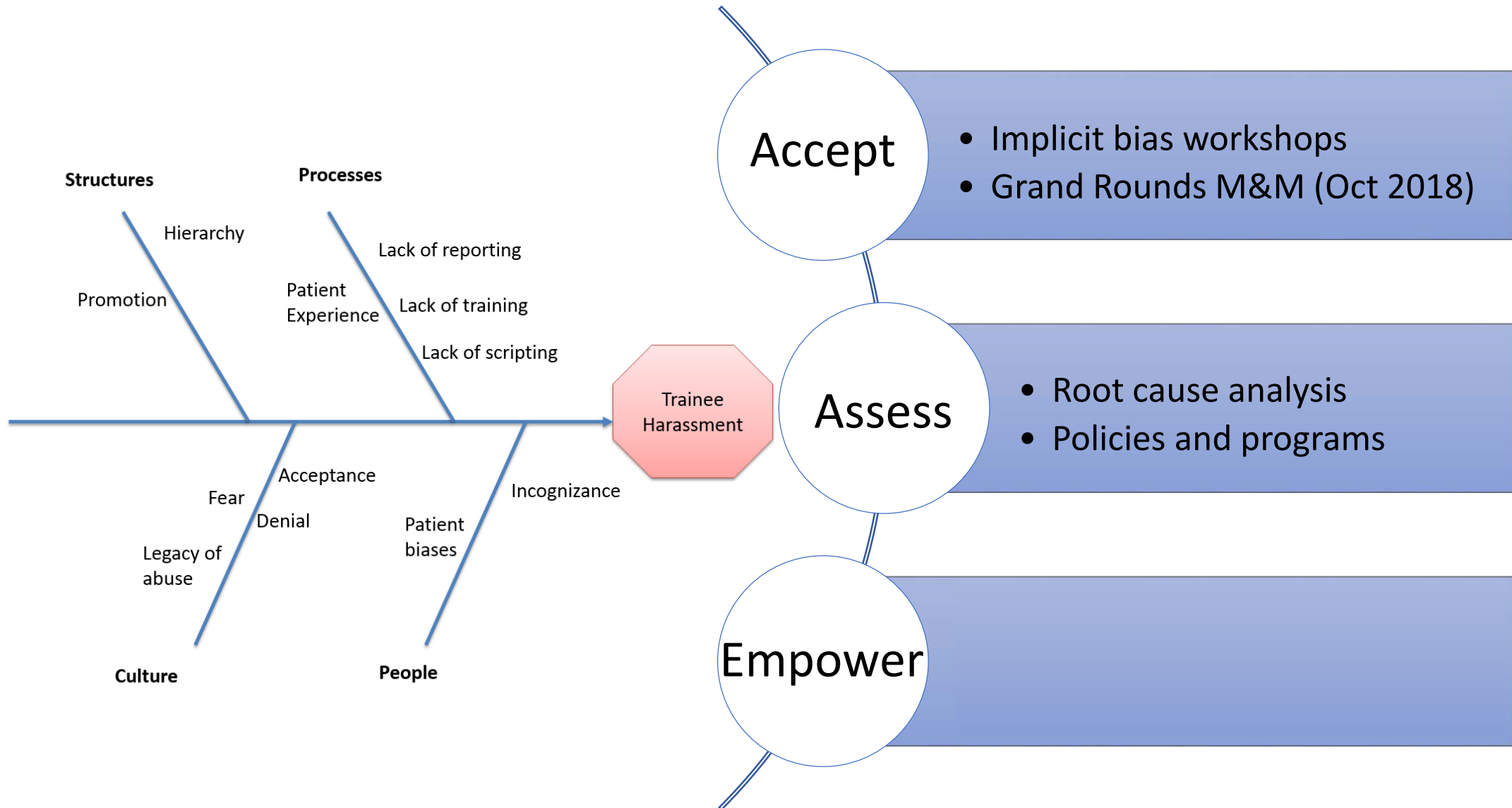
- Implicit bias workshops
- Grand Rounds M&M (Oct 2018)

Assess

Empower

Harassment, Discrimination, and Bias

[Sonia Flores, Geoff Connors, Darlene Tad-Y]



Harassment, Discrimination, and Bias

[Sonia Flores, Geoff Connors, Darlene Tad-Y]



Accept

- Implicit bias workshops
- Grand Rounds M&M (Oct 2018)

Assess

- Root cause analysis
- Policies and programs

Empower

- All of us are responsible
- Scripts and rapid response apps
- Patient code of conduct

*We will succeed through our Shared Values
and Accomplishments*

