WELCOME DR. ABRAHAM & DEAN FORD!
DOM DIVISION CHIEFS

Cardiovascular
Jeffrey Goldberger, MD, MBA

Clinical Pharmacology
Richard A Preston MD, MSPH, MBA

Endocrinology, Diabetes & Metabolism
Ernesto Bernal Mizrachi, MD

Gen Int Medicine & Interim Geriatrics and Palliative Care
Olveen Carrasquillo, MD, MPH

Interim Hospital Medicine
Erick Palma, MD

Gastroenterology & Hepatology
Paul Martin, MD
DOM DIVISION CHIEFS, Continued

Hematology
Joseph Rosenblatt, MD

Infectious Diseases
Mario Stevenson, PhD

Katz Family Division of Nephrology and Hypertension
Alessia Fornoni, MD, PhD

Medical Oncology
Albert Craig Lockhart, MD

Population Health & Computational Medicine
David Seo, MD

Interim Pulmonary, Critical Care & Sleep
Alejandro Chediak, MD

Rheumatology
Eric Greidinger, MD
DOM VICE CHAIRS

Anna Carol Herman Giddens
Administration

Michael Kolber, MD, PhD
Clinical Affairs

Maria T. Abreu, MD
Research

Stefanie Brown, MD
Education

Marilyn Glassberg, MD
Innovation & Diversity

Oliver Lenz, MD, MBA
Appointments & Promotions

Thomas Mac Hooton, MD
VA Liaison
"The revolution has been postponed... We've discovered a leak."
NEW FACULTY - 2018

Daniel Dries, MD
Division of Cardiology

Rajesh Garg, MD
Division of Endocrinology, Diabetes and Metabolism

Zeina Hannoush, MD

Jason E. Levine, DPM

Mohit Girotra, MD
Division of Gastroenterology & Hepatology

Kendra Van Kirk, MD
Division of General Internal Medicine

Manuela Calvo, MD
NEW FACULTY – 2018 Cont.

Julia Sanchez, MD
Division of Geriatrics & Palliative Care

Craig Moskowitz, MD

Juan Alderuccio, MD

Jonathan Cohen, MD
Division of Hematology

Armen Henderson, MD
Rafael Oquet, MD
Allan Rubinfeld, MD
Joao Soares, MD
Brent Parris, MD
Maria Delgado, MD
Olga Tarasova, MD
Division of Hospital Medicine
NEW FACULTY – 2018 Cont.

Hansel Tookes, MD
Folusakin Ayoade, MD
Candice Sternberg, MD

Division of Infectious Diseases

Cesar Perez, MD

Division of Medical Oncology

Javier Pagan, MD
Adriana Deiman, MD
Zain Mithani, MD

The Katz Family Division of Nephrology and Hypertension

Neeraj Sinha, MD

Division of Pulmonary, Critical Care & Sleep Medicine
NUMBER OF FACULTY (excludes voluntary)

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
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<tbody>
<tr>
<td>FY10</td>
<td>324</td>
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<tr>
<td>FY11</td>
<td>325</td>
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<tr>
<td>FY12</td>
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<td>FY13</td>
<td>336</td>
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<td>FY14</td>
<td>328</td>
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<tr>
<td>FY15</td>
<td>326</td>
</tr>
<tr>
<td>FY16</td>
<td>319</td>
</tr>
<tr>
<td>FY17</td>
<td>326</td>
</tr>
<tr>
<td>FY18</td>
<td>334</td>
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FACULTY COMPOSITION by gender

<table>
<thead>
<tr>
<th>Year</th>
<th>Female (%)</th>
<th>Male (%)</th>
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<tbody>
<tr>
<td>FY13</td>
<td>32%</td>
<td>68%</td>
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<tr>
<td>FY14</td>
<td>34%</td>
<td>66%</td>
</tr>
<tr>
<td>FY15</td>
<td>35%</td>
<td>65%</td>
</tr>
<tr>
<td>FY16</td>
<td>33%</td>
<td>67%</td>
</tr>
<tr>
<td>FY17</td>
<td>33%</td>
<td>67%</td>
</tr>
<tr>
<td>FY18</td>
<td>32%</td>
<td>68%</td>
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FACULTY COMPOSITION by ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>FY17</th>
<th>FY18</th>
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<tbody>
<tr>
<td>Asian or Pacific Islander</td>
<td>12%</td>
<td>11%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>5%</td>
<td>6%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>37%</td>
<td>38%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>White</td>
<td>46%</td>
<td>44%</td>
</tr>
<tr>
<td>2 or More Races (non-Hispanic)</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>
PROMOTION – ASSOCIATE PROFESSOR

Carlos Alfonso, MD
Cardiology

Wayne Balkan, PhD
ISCI

Yvonne Diaz, MD
Gen. Internal Med.

Lina Shehadeh, PhD
Cardiology

Reshma Mahtani, DO
Medical Oncology

Marco Ladino Avellaneda, MD
Nephrology
PROMOTION – PROFESSOR

Mauricio Cohen, MD
Cardiology

Ana Palacio, MD, MPH
Population Health

Ivonne Schulman, MD
Nephrology

Leonardo Tamariz, MD
Population Health
TENURE

Dana Ascherman, MD
Rheumatology
TENURED ASSOCIATE PROFESSOR
Dana Ascherman, MD

• Role Jo-1 antibodies in the pathogenesis of myositis has resulted in “anti-synthetase syndrome”.
• HSP90 is an autoantigen specific for RA-associated ILD (RO-1; VA Merit Rev)
• Clinical Care in top tier P/G and 75th% productivity
• Co-Director of M2 Block for MSKTL – rave reviews
• “He may be one of the last “triple threats” in our field”.
PROMOTION / TENURE

Alejandro Caicedo, PhD
Endocrinology
TENURED PROFESSOR
Alejandro Caicedo, PhD

• Developed a novel technique that allows manipulation of living animal and human islet cells in vivo (2, RO1’s)
• Demonstrated neuronal as well as hormonal influence of islet cell function (alpha cells make acetylcholine and regulate islets)
• Teaches fundamental PhD neuroscience course (Evaluation 4.6/5)
• “…paradigm shift” “global impact”
HONORS

Recipients of the 2017-2018 Provost’s Award for Scholarly Activity

Maria T. Abreu, MD

Alessia Fornoni, MD, PhD
HONORS

Maria T. Abreu, MD

elected into the
Association of American Physicians
HONORS

Giselle Guerra, MD
Health & Human Services Award
In the Company of Women Awards

Rick Preston, MD
2017 Miami Awards for Physicians

Alessia Fornoni, MD, PhD
Editorial Board JCI
Leadership Roles in the American Society of Clinical Oncology (ASCO)

Mohammad Jahanzeb, MD
- Chair of International Quality Task Force

Craig Lockhart, MD
- Track Leader for Scientific Committee

Gilberto Lopes, MD
- Track Leader for Global Health for Cancer Education Committee
- Chair for the International Clinical Trials Workshop Working Group
- Editor in Chief for Journal of Global Oncology
“Give it to me straight, Doc. How long do I have to ignore your advice?”
## TOTAL OUTPATIENT VISITS

<table>
<thead>
<tr>
<th></th>
<th>FY13</th>
<th>FY14</th>
<th>FY15</th>
<th>FY16</th>
<th>FY17</th>
<th>FY18*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>167,600</td>
<td>164,077</td>
<td>187,362</td>
<td>212,321</td>
<td>223,371</td>
<td>237,124</td>
</tr>
<tr>
<td>NPV</td>
<td>31,435</td>
<td>29,930</td>
<td>33,256</td>
<td>39,056</td>
<td>39,501</td>
<td>43,445</td>
</tr>
</tbody>
</table>

![Arrived Patient Visits](chart.png)

- Arrived Visits
- Arrived Patient Visits
# NOTABLE GROWTH – TOTAL VISITS

<table>
<thead>
<tr>
<th>Division</th>
<th>FY2013</th>
<th>FY2014</th>
<th>FY2015</th>
<th>FY2016</th>
<th>FY2017</th>
<th>FY2018</th>
<th>FY18 vs FY17 Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nephrology</td>
<td>4,300</td>
<td>3,999</td>
<td>4,194</td>
<td>4,782</td>
<td>3,361</td>
<td>4,694</td>
<td>40%</td>
</tr>
<tr>
<td>Rheumatology</td>
<td>9,756</td>
<td>10,275</td>
<td>11,258</td>
<td>13,269</td>
<td>11,612</td>
<td>15,877</td>
<td>37%</td>
</tr>
<tr>
<td>Respiratory Therapy (Sleep)</td>
<td>2</td>
<td>1</td>
<td>2</td>
<td>1,770</td>
<td>1,951</td>
<td>2,552</td>
<td>31%</td>
</tr>
<tr>
<td>Hematology &amp; Medical Oncology</td>
<td>44,212</td>
<td>51,279</td>
<td>60,149</td>
<td>64,230</td>
<td>60,701</td>
<td>75,999</td>
<td>25%</td>
</tr>
<tr>
<td>Palliative Care</td>
<td>22</td>
<td>53</td>
<td>319</td>
<td>689</td>
<td>762</td>
<td>926</td>
<td>22%</td>
</tr>
<tr>
<td>Endocrinology</td>
<td>17,441</td>
<td>15,539</td>
<td>13,136</td>
<td>15,911</td>
<td>12,861</td>
<td>15,263</td>
<td>19%</td>
</tr>
</tbody>
</table>
## NOTABLE GROWTH – NEW PATIENT VISITS

<table>
<thead>
<tr>
<th>Division</th>
<th>FY2013</th>
<th>FY2014</th>
<th>FY2015</th>
<th>FY2016</th>
<th>FY2017</th>
<th>FY2018 *</th>
<th>FY18 vs FY17 Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endocrinology</td>
<td>4,196</td>
<td>3,427</td>
<td>3,011</td>
<td>4,009</td>
<td>4,140</td>
<td>6633.8</td>
<td>60%</td>
</tr>
<tr>
<td>Hematology and Oncology</td>
<td>4639</td>
<td>5363</td>
<td>6223</td>
<td>6747</td>
<td>7424</td>
<td>8965.1</td>
<td>21%</td>
</tr>
<tr>
<td>Nephrology</td>
<td>921</td>
<td>800</td>
<td>890</td>
<td>1139</td>
<td>1056</td>
<td>1515.3</td>
<td>43%</td>
</tr>
<tr>
<td>Rheumatology</td>
<td>2344</td>
<td>2246</td>
<td>2567</td>
<td>3173</td>
<td>3440</td>
<td>4221.8</td>
<td>23%</td>
</tr>
</tbody>
</table>

- 4.2% growth in “Unique” New Patients
PATIENT SATISFACTION – FY18

DOM Faculty

• 93\textsuperscript{rd} percentile for all facilities
• 99\textsuperscript{th} percentile for Teaching/Medical Facilities

Likelihood of recommending practice

• 90\textsuperscript{th} percentile for all facilities
• 97\textsuperscript{th} percentile for Teaching/Medical Facilities
EFFORTS TO IMPROVE QUALITY OF CARE

**INPATIENT**

- Growth of Hospital Service
  - UMT 20->100
- **Quality and Safety**
  - House Staff initiated
  - DOM Faculty

**AMBULATORY CARE**

- Standardize Templates to improve access
- ADA certification for Comprehensive Diabetes Center
FY19 CLINICAL GOALS

- Continue to expand Hospitalist coverage at UMH
- Establish Cardiovascular and Digestive Health Service Lines
- Help drive the UHEALTH Clinical Strategic Plan (5 to Thrive)
Professor Glickman, the lab practical joker, deftly places a single drop of hydrochloric acid on the back of Professor Bingham’s neck.
<table>
<thead>
<tr>
<th>Rank</th>
<th>Name</th>
<th>Internal Medicine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>UNIVERSITY OF CALIFORNIA, SAN FRANCISCO</td>
<td>$196,885,572</td>
</tr>
<tr>
<td>2</td>
<td>VANDERBILT UNIVERSITY</td>
<td>$168,488,852</td>
</tr>
<tr>
<td>3</td>
<td>JOHNS HOPKINS UNIVERSITY</td>
<td>$157,632,736</td>
</tr>
<tr>
<td>4</td>
<td>DUKE UNIVERSITY</td>
<td>$129,321,203</td>
</tr>
<tr>
<td>5</td>
<td>UNIVERSITY OF CALIFORNIA LOS ANGELES</td>
<td>$118,853,480</td>
</tr>
<tr>
<td>6</td>
<td>COLUMBIA UNIVERSITY HEALTH SCIENCES</td>
<td>$117,789,548</td>
</tr>
<tr>
<td>7</td>
<td>UNIVERSITY OF PITTSBURGH AT PITTSBURGH</td>
<td>$116,477,860</td>
</tr>
<tr>
<td>8</td>
<td>UNIVERSITY OF CALIFORNIA SAN DIEGO</td>
<td>$107,236,239</td>
</tr>
<tr>
<td>9</td>
<td>YALE UNIVERSITY</td>
<td>$105,227,107</td>
</tr>
<tr>
<td>10</td>
<td>ICAHN SCHOOL OF MEDICINE AT MOUNT SINAI</td>
<td>$98,822,526</td>
</tr>
<tr>
<td>51</td>
<td>UNIVERSITY OF MIAMI SCHOOL OF MEDICINE</td>
<td>$17,279,327</td>
</tr>
</tbody>
</table>

Data source Blue Ridge Institute for Medical Research – Clinical Science Department Internal Medicine 2017
## APRIL YTD TOTAL RESEARCH EXPENDITURES- $29.9M

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Grants and Contracts</td>
<td>19,011,442</td>
<td>17,845,920</td>
<td>21,287,652</td>
<td>24,347,324</td>
<td>23,058,473</td>
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<tr>
<td>Grants and Contracts – F&amp;A</td>
<td>5,806,894</td>
<td>5,210,218</td>
<td>5,925,543</td>
<td>7,156,820</td>
<td>6,874,843</td>
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<tr>
<td><strong>Grand Total Expenditures</strong></td>
<td><strong>$ 24,818,336</strong></td>
<td><strong>$ 23,056,138</strong></td>
<td><strong>$ 27,213,194</strong></td>
<td><strong>$31,504,144</strong></td>
<td><strong>$29,933,316</strong></td>
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<table>
<thead>
<tr>
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<tbody>
<tr>
<td>NIH Ranking</td>
<td>49</td>
<td>49</td>
<td>52</td>
<td>53</td>
<td>51</td>
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<tr>
<td>Blue Ridge Data - Internal Medicine</td>
<td><strong>15,873,623</strong></td>
<td><strong>14,601,039</strong></td>
<td><strong>12,959,041</strong></td>
<td><strong>13,944,672</strong></td>
<td><strong>17,279,327</strong></td>
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</tbody>
</table>

Data source UM Research Reporting System/Sponsored Research/Sponsored Expenditures and Blue Ridge Institute for Medical Research – Clinical Science Department Internal Medicine 2017 as of March 2018
<table>
<thead>
<tr>
<th>Name</th>
<th>Grant Type</th>
<th>Project Title</th>
<th>Funding (dollars)</th>
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<tr>
<td>Caicedo</td>
<td>R01</td>
<td>Islet function</td>
<td>1,573,375</td>
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<tr>
<td>Fornoni</td>
<td>U01</td>
<td>APOL1 genotypes</td>
<td>1,352,223</td>
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<tr>
<td>Fornoni</td>
<td>R01</td>
<td>SMPDL3b and Podocytes</td>
<td>1,381,500</td>
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<tr>
<td>Ascherman</td>
<td>R01</td>
<td>Autoimmune myopathy</td>
<td>1,695,037</td>
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<tr>
<td>Kim</td>
<td>F32</td>
<td>Podocyte Lipid toxicity</td>
<td>245,604</td>
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<tr>
<td>Slingerland</td>
<td>R01</td>
<td>Estrogen and Breast Ca</td>
<td>1,755,655</td>
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<tr>
<td>Ramos</td>
<td>R01</td>
<td>HTLV-1 in Afro-Caribbean</td>
<td>1,766,266</td>
</tr>
<tr>
<td>Shehadeh</td>
<td>R01</td>
<td>Oteopontin in HFPEF</td>
<td>1,365,541</td>
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<tr>
<td>Abreu</td>
<td>T32</td>
<td>GI and Hepatology</td>
<td>714,490</td>
</tr>
<tr>
<td>Stevenson</td>
<td>R13</td>
<td>HIV Conference</td>
<td>168,184</td>
</tr>
<tr>
<td>Stevenson</td>
<td>R01</td>
<td>HIV-1 in myeloid cell reserves</td>
<td>1,918,750</td>
</tr>
<tr>
<td>Salathe</td>
<td>R01</td>
<td>CFTR rescue in CF patients</td>
<td>2,779,836</td>
</tr>
<tr>
<td>Rodriguez Diaz</td>
<td>R21</td>
<td>Delta cells is Islets</td>
<td>575,625</td>
</tr>
<tr>
<td>Chung</td>
<td>F32</td>
<td>E-cigarette vapor</td>
<td>245,088</td>
</tr>
<tr>
<td>Nimer</td>
<td>R01</td>
<td>t(8;21)⁺ AML</td>
<td>1,726,875</td>
</tr>
<tr>
<td>Division</td>
<td>Active Awards</td>
<td>Cumulative Total</td>
<td></td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>---------------</td>
<td>------------------</td>
<td></td>
</tr>
<tr>
<td>Cardiovascular</td>
<td>2R</td>
<td>$732,523</td>
<td></td>
</tr>
<tr>
<td>Endo-Diabetes</td>
<td>1F; 2K; 5R</td>
<td>$3,373,167</td>
<td></td>
</tr>
<tr>
<td>Gastroenterology</td>
<td>1F; 3R</td>
<td>$2,804,055</td>
<td></td>
</tr>
<tr>
<td>General Medicine</td>
<td>1R; 1U</td>
<td>$3,094,753</td>
<td></td>
</tr>
<tr>
<td>Hematology</td>
<td>5R</td>
<td>$4,234,643</td>
<td></td>
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<tr>
<td>Infectious Diseases</td>
<td>3R; 1P; 1U</td>
<td>$12,706,706</td>
<td></td>
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<tr>
<td>Katz Center</td>
<td>1F; 2R; 1U</td>
<td>$2,475,616</td>
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<tr>
<td>Medical Oncology</td>
<td>2R</td>
<td>$2,250,071</td>
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<tr>
<td>Population Health and Computational Medicine</td>
<td>1R</td>
<td>$2,043,765</td>
<td></td>
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<tr>
<td>Pulmonary Medicine</td>
<td>1F; 1R</td>
<td>$783,230</td>
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<tr>
<td>Rheumatology</td>
<td>1R</td>
<td>$736,555</td>
<td></td>
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<tr>
<td><strong>Grand Total</strong></td>
<td></td>
<td><strong>$35,235,085</strong></td>
<td></td>
</tr>
</tbody>
</table>
EUGENE SAYFIE DOM RESEARCH DAY 2018

147 Abstract Submissions

Guest Speakers - Alison Morris, MD & Jeremiah Faith, PhD
# Eugene Sayfie Dom Research Day 2018 Winners

## Basic Science
- Angela Castellanos, MD
- Keyvan Yousefi, MD

## Clinical Research
- Karla Carias, MD
- Victoria Florea, MD
- Jose F. Camargo, MD

## Public Health/Education
- Sabrina Taldone, MD
- Javier Balda, MD

*Images of the winners are included.*
FY19 RESEARCH GOALS

2 T32 (Gastrointestinal Disease*; Diabetes and Endocrinology)

New Vice Chair of Research – Dr. Maria Abreu

DREAM: Every patient’s DNA biobanked in DOM

Recruit faculty in strategic research areas
HIGHLIGHTS BY MISSION

EDUCATION

"Mr. Osborne, may I be excused? My brain is full."
INTERNAL MEDICINE RESIDENCY PROGRAM LEADERSHIP

Program Director

Stephanie Brown, MD

Associate Program Directors

Yanisa Del Toro, MD (UHealth)
Jessica Figueroa, MD (VA)
Erin Marcus, MD (JMH)
Michael Mueller, MD (JMH)
Bhavarth Shukla, MD, MPH (VA)
Jessica Zuleta, MD (UHealth)
Chief Medical Residents

2017-18

Erik Kimble, Melissa Vitolo, Daniel Watford, Samantha Gonzalez, Jonatan Nunez, Nathalie Pena, Carlos Diaz
Not Pictured Praful Tewari

2018-19

Sabrina Taldone, Chadwick Flowers, Stephanie Clauss, Salih Grieveous, Vanessa Blumer, Reginald Pereira Jr, Marcelo Fernandes, Manuel Rivera Maza
FY18 EDUCATION ACCOMPLISHMENTS

Successful implementation of the DOM Innovations in Education program

• Internal Medicine Clerkship, Geriatrics Clerkship and Doctoring, and Cardiology Modules

Core residency and all of the fellowships have full accreditation status with no citations

The IM 3 year rolling board pass rate is 84%

Urban Health Pathway implementation

Successful recruitment of UM students in all 3 IM programs
RESIDENCY MATCH 2017

- 37 categorical interns
  - 7 UM Students
  - 1 AOA
  - 6 Gold Humanism Honor Society
  - Graduate Degrees – 3 MPH, 4 MS, 1 Med, 1 JD
  - 51% URM
  - 2 from top 25 medical schools

Antonia Eyssallenne, MD, PhD
JMH Medicine-Pediatrics

- 5 categorical interns
  - 3 Gold Humanism Honor Society
  - 40% URM
  - 1 from top 25 medical schools

Stuart Bagatell, MD
JFK

- 11 preliminary interns
  - 3 UM students
  - 2 AOA
  - 36% URM
  - 2 from top 25 medical schools

Budd Williams, MD
Holy Cross
TEACHING HONORS

George Paff Teaching Awards

Warren Kupin, MD
Mathias Salathe, MD
Dan Sussman, MD
Joseph Esterson, MD
Pasquale Benedetto, MD
Sibi Krishnamurthy, MD

Senior Education Award

Nephrology – Warren Kupin, MD
Best Preclerkship Module
MD and MD/MPH tracks

Internal Medicine - Dr. Gauri Agarwal
Best MD/MPH Clerkship
FY19 EDUCATION GOALS

- Work with UME course Directors to continue innovation of the MS1 and 2 Curricula (UME)
- Fully Implement faculty development for peer to peer observation of teaching (GME and UME)
- Improve resident/fellow, faculty research collaboration with formal mentorship program and faculty development for mentorship (GME)
- Improve service to education balance for fellowship programs (GME)
Einstein discovers that time is actually money.
## FINANCIAL OVERVIEW

<table>
<thead>
<tr>
<th></th>
<th>FY2017</th>
<th>FY2018</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Year-End Actual</td>
<td>Annualized Actual</td>
<td></td>
</tr>
<tr>
<td><strong>Revenues</strong></td>
<td>$ 99,437,619</td>
<td>$ 108,773,811.27</td>
<td>9.4% growth, $9M</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td>$ 119,535,959</td>
<td>$ 122,752,616</td>
<td>2.7% increase, $3M</td>
</tr>
<tr>
<td><strong>Institutional Support</strong></td>
<td>$ 33,180,989</td>
<td>$ 6,071,469</td>
<td>Loss of $27M programmatic support</td>
</tr>
<tr>
<td><strong>Taxes</strong></td>
<td>$ 9,722,777</td>
<td>$ 10,748,608</td>
<td></td>
</tr>
<tr>
<td><strong>Net</strong></td>
<td>$ 3,359,871</td>
<td>$ (18,655,944)</td>
<td></td>
</tr>
</tbody>
</table>

- Revenue: professional fees increased by 11%, $5M. Grants by 7% $3M
- Hospital Support: eliminated except for hospital directorships & purchased services, $27M loss
- Taxes: increased by 10%, $1M in proportion to increased revenue
- Net: $5M improvement over FY17 after adjusting for loss of programmatic support
Bedtime Leroy. Here comes your blanket.
YOU!
WHY??

Compensation Plan
EMR
Lack of Resources for support of Academic Mission
Decreased patient satisfaction (access)
Endless array of compliance training modules
Email Overload (250/day)
Education Mission plays 2nd priority, if at all

...more
THE RESULT

Exhaustion

Cynicism

Low self-efficacy

Depersonalization

BURNOUT!
400 physicians die by suicide each year, a rate more than 2X that of the general population. 
Andrew & Brenner, 2015

Physician rates of depression remain alarmingly high at 39%. 
Shanafelt, 2015

24% of ICU nurses tested positive for symptoms of post-traumatic stress disorder. 
Mealer et al., 2007

23-31% Prevalence of emotional exhaustion among primary care nurses. 
Gomez-Urquiza et al, 2016

How can we protect the health of the people who protect our own?

National Academy of Medicine
Action Collaborative on Clinician Well-Being and Resilience

Learn more at nam.edu/ClinicianWellBeing
WHY FACULTY CHOOSE TO WORK IN ACADEMIC MEDICINE

Theme 1: Educating the next generation of physicians and scientists

Theme 2: Conducting research linked to improving patient care and addressing community needs

WORK VALUES
- Variety
- Intellectual Stimulation
- Service
- Fulfilling Relationships

Theme 3: Providing high-quality patient care, especially in local communities

AAMC Sept 2017
**Variety**
- Ambulatory/Inpatient
- Teach
- Write
- Investigate

**Intellectual Stimulation**
- Discuss cases with colleagues
- Write a paper or case report
- Go to a national and/or local meeting in your specialty
- Read NYT Obituaries of inspiring people

**Service**
- Volunteer somewhere without the RVU incentive
- Help someone or someone’s family get an appointment get care
- Makes Pancakes for the Church Bazaar or Latkes for a Chanukah party

**Fulfilling Relationships**
- Find a friend at work
- Take your vacation time
- Take a planned day off every quarter just to take a deep breath
- Go to the Arsht or a movie
- Go out for dinner and don’t look at email:
  - before sleep; before work; 24h/week completely off
THE 4TH SODA AWARDS
SCHALLY RESEARCH AWARD
SCHALLY RESEARCH AWARD

2016
Erin Kobetz, PhD, MPH &
Olveen Carrasquillo, MD,MPH

2017
Ronan Swords, MD &
Mario Stevenson, PhD
SCHALLY RESEARCH AWARD 2018

Joshua Hare, MD
DISTINGUISHED CLINICIAN AWARD

2016
Maria T. Abreu, MD &
Gustavo Fernandez, MD, MBA

2017
Alexandre Abreu, MD &
Jamie Barkin, MD
DISTINGUISHED CLINICIAN AWARD 2018

Elio Donna, MD

Peter Hosein, MD
DIVERSITY AWARD

2016
Eduardo de Marchena, MD

2017
Lilian Abbo, MD
DIVERSITY AWARD 2018

Allan Rodriguez, MD
DISTINGUISHED EDUCATOR AWARD

2016
Stephen Symes, MD & James Hoffman, MD

2017
Maureen Lowery, MD
DISTINGUISHED EDUCATOR AWARD 2018

Judith Hurley, MD
BARKIN/ROGERS OUTSTANDING MENTOR AWARD

2016
Marc E. Lippman, MD

2017
Joseph Rosenblatt, MD
STATE OF THE DEPARTMENT ADDRESS
Department of Medicine - 2018

Dr. Roy E. Weiss, MD, PhD
Chairman

June 6, 2018| Lois Pope Auditorium