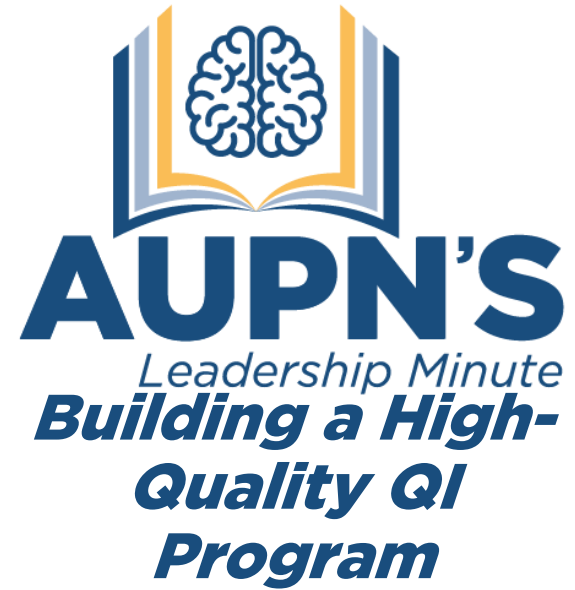




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Leadership Minute Podcast Episode Description

Measurement of clinical performance, driven by the requirements of the Centers for Medicare and Medicaid Services, accrediting bodies like The Joint Commission, and benchmarking companies like Vizient, is ubiquitous in academic neurology. Forward-thinking department chairs have an opportunity to design and implement highly effective, sustainable quality improvement programs by emphasizing faculty training, recognition, and collaboration.

Initial Steps

- Explore the current state
 - Collect and review available performance metrics
 - Listening tour to understand the priorities of key stakeholders
 - Map out the network of QI leaders and resources across the organization
- Define the scope of the QI Program & select a leadership team
 - Clinical performance only? Or broader—physician wellbeing, health equity, costs of care?
 - Select a physician leader (and a team of colleagues) to build the program

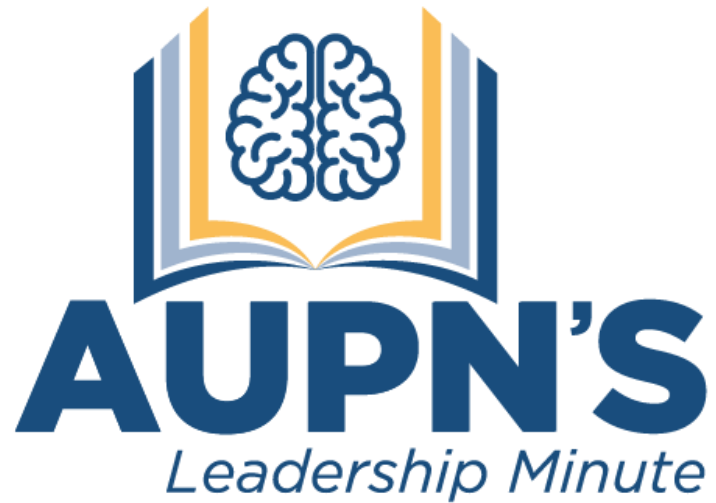
Culture Change Phase: Promote Engagement Through Training, Recognition, & Collaboration

- Training
 - Train as many faculty as possible in leadership and QI skills
 - Develop QI Curriculum for residents and fellows
- Recognition
 - Highlight the QI program and related topics at faculty meetings, retreats, & Grand Rounds
 - Encourage participation in local and national QI symposia and committees
 - Create additional leadership positions as faculty leaders emerge
 - Consider creation of Vice Chair role
- Collaboration
 - Partner with key stakeholders, especially senior leaders in healthcare system
 - Approach complex problems that can only be solved by reaching outside of the neurology dept.
 - “Learn from the best” both locally and nationally

Sustaining an Effective QI Program

- Secure durable funding for faculty time
- Build infrastructure that can withstand turnover in faculty leaders
- Allocate resources: training courses, data analysts, project managers

- ROI for faculty: QI as a path to national reputation & academic promotion
 - Incorporate QI into promotion guidelines
 - Support for advanced training in implementation science
 - Embrace opportunities for faculty to formally teach QI courses to trainees
 - Provide data support for manuscripts and grant applications related to QI
 - Advocate for highlighting QI at national meetings and other forums



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