Patient Safety and Quality Improvement Fellowships: What is Known, How Do They Work, and What Is In It For Me?

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Presenters

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  - Our Lady of the Lake Regional Medical Center
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  - TriHealth
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Objectives

- Understand the current state of Post-Graduate Patient Safety and Quality Improvement Fellowships.

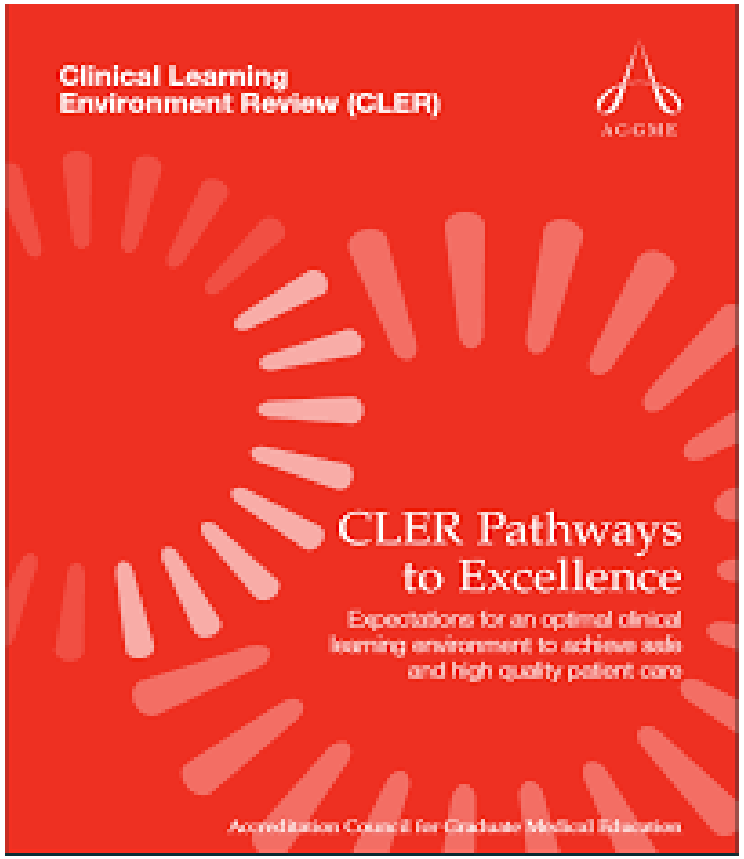
- Explore the design, and implementation of Patient Safety and Quality Improvement Fellowships with respect to
  - institutional priorities
  - benefits of a fellowship to fellows
  - potential barriers to implementation.

Session Plan

- Introduction
- Participant Demographics
- Presentation of Fellowship Survey Data
- Small Group Discussion
- Small Group Debrief
- Lessons Learned from QI/PS Fellows and Fellowship Program Directors
- Conclusion and Q & A

Training the Next Generation of Physicians

ACGME Accreditation Requirements



Six Focus Areas

- Patient safety
- Healthcare quality, healthcare disparities
- Transitions of care
- Supervision
- Duty hours and fatigue management
- Professionalism

PS/QI Training Landscape: What's in the literature?

- Internet assessment of educational PS/QI opportunities for physicians[1]
  - Heterogeneity: program type, objectives, eligibility, duration, cost
  - 48 programs:
    - Degree Programs (9), Independent organizations (20), "Fellowships" (9)
- **Fellow:** A physician in a program of graduate medical education…who has completed the requirements for eligibility for first board certification in the specialty. Other uses of the term "fellow" require modifiers for precision and clarity, e.g., research fellow.[2]
- Fellowships in the literature
  - Harvard 2 year; option of MPH[3,4]
  - VA National Quality Scholars[5]
    - 75 graduates
    - 60% in academics
    - 80% "conduct clinical or research work related to healthcare improvement"

[1]Am J Med Qual. 2015 Nov-Dec;30(6):526-38.
[2]ACGME Glossary of Terms, July 1 2013. www.acgme.org
[3,4]Am J Med Qual. 2016 Jan;31(1):22-6/ Am J Med Qual. 2016 Jan;31(1):27-30.
[5]Acad Med. 2009 Dec;84(12):1741-8.

Criteria

Included

- Fellowship is defined as post graduate coursework in Patient Safety, Quality Improvement, or both offered for 1 or greater years.
- Fellow must have already obtained his or her primary degree in a healthcare related field
- Fellowships combined with Masters Degrees will be included

Excluded

- Current Residents and Chief Residents
- Programs listed as Masters Programs, without the distinction of “Fellowship”
- Shorter course work, certification programs not titled “Fellowship”
- Workshops offered by organizations will be excluded

Methods

We identified **20** post graduate fellowship programs in Patient Safety, Quality Improvement, or both

- Via broad internet search, networking at AIAMC, and the Karasick article, *Training in Quality and Safety: The Current Landscape*

IRB approved

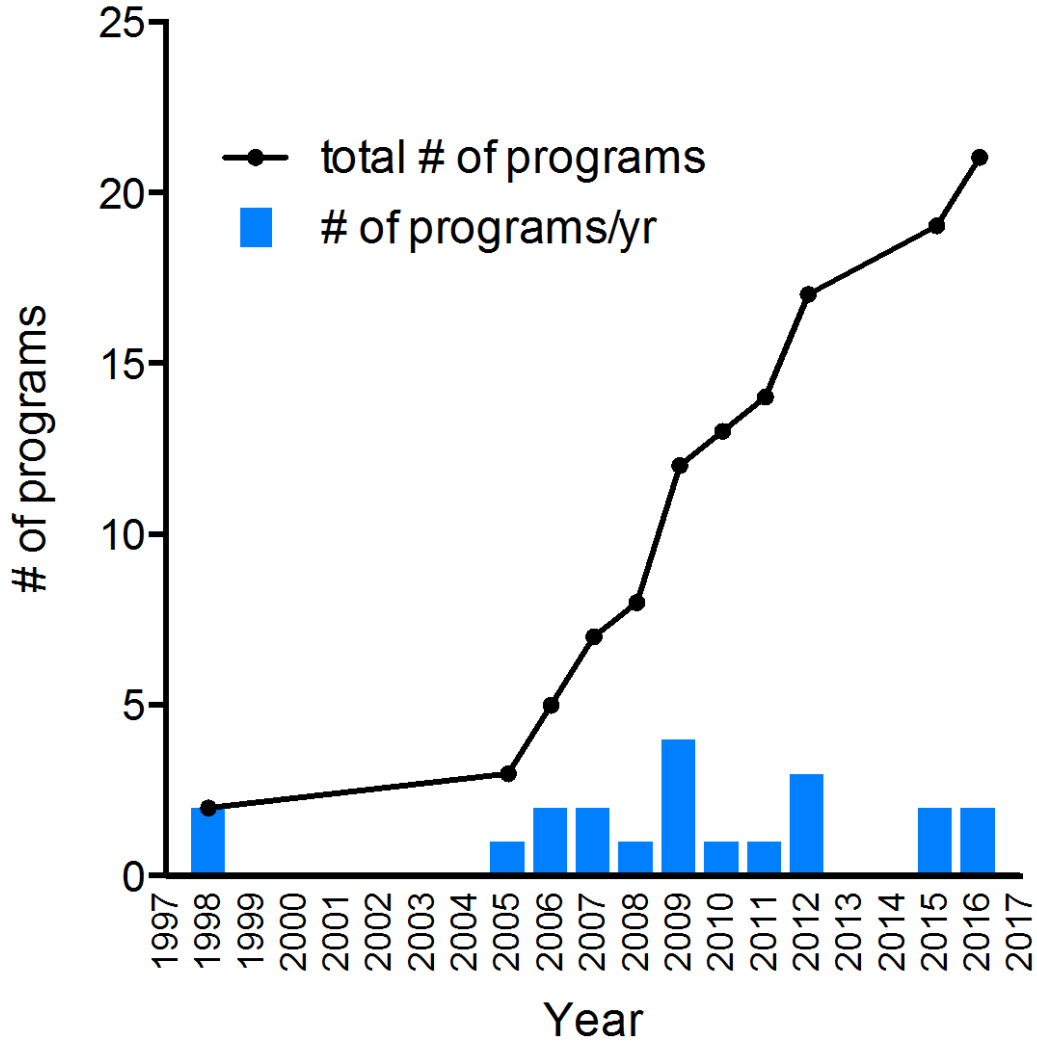
- Our Lady of the Lake College

A survey was developed and administered via email to each program director using Survey Monkey

The survey included specific questions in three categories

- Program Structure
- Program Curriculum
- Program Characteristics

Fellowship Establishment



Results

20 post-graduate fellowship programs surveyed

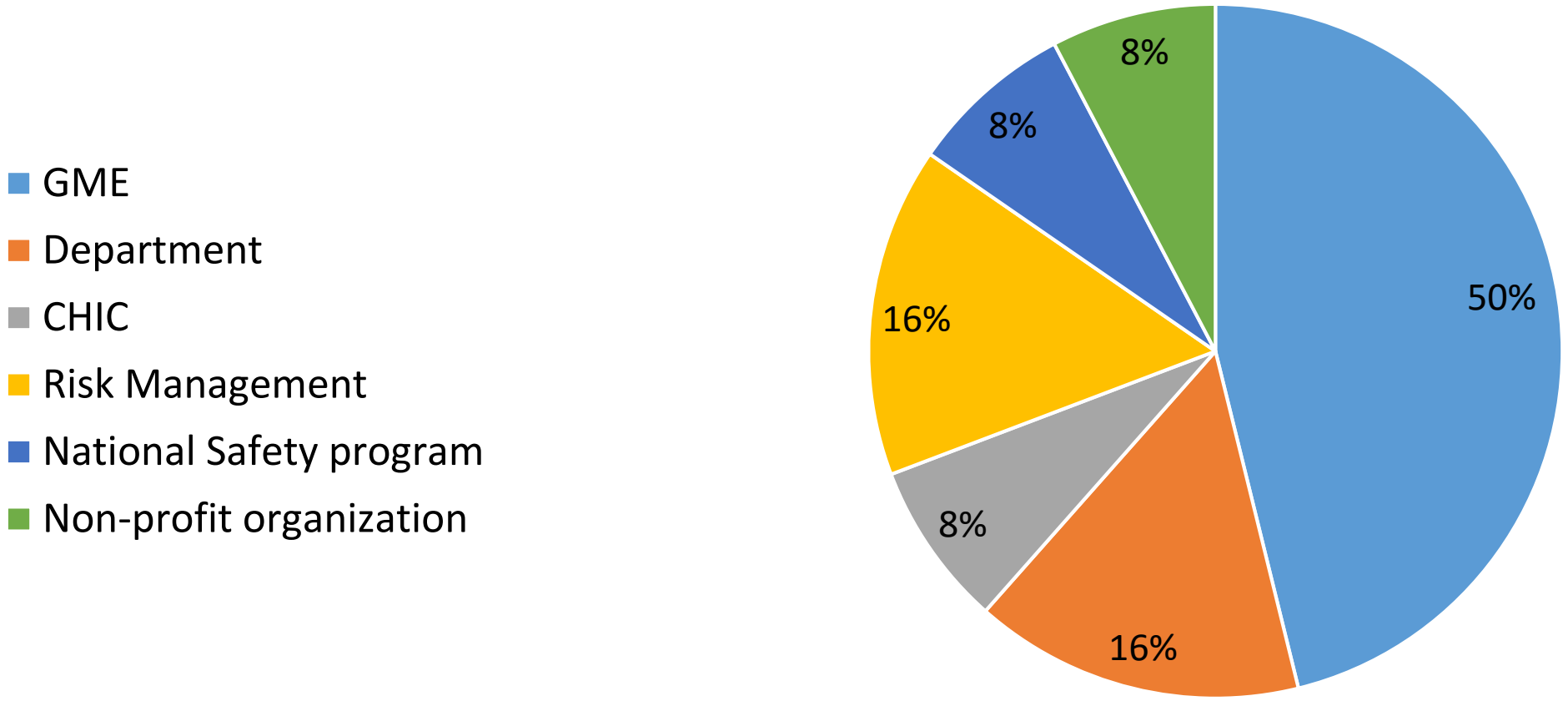
- 16 responded
- Complete data received from 12 programs
  - Of which 7 are VA programs

The major purpose of the fellowship

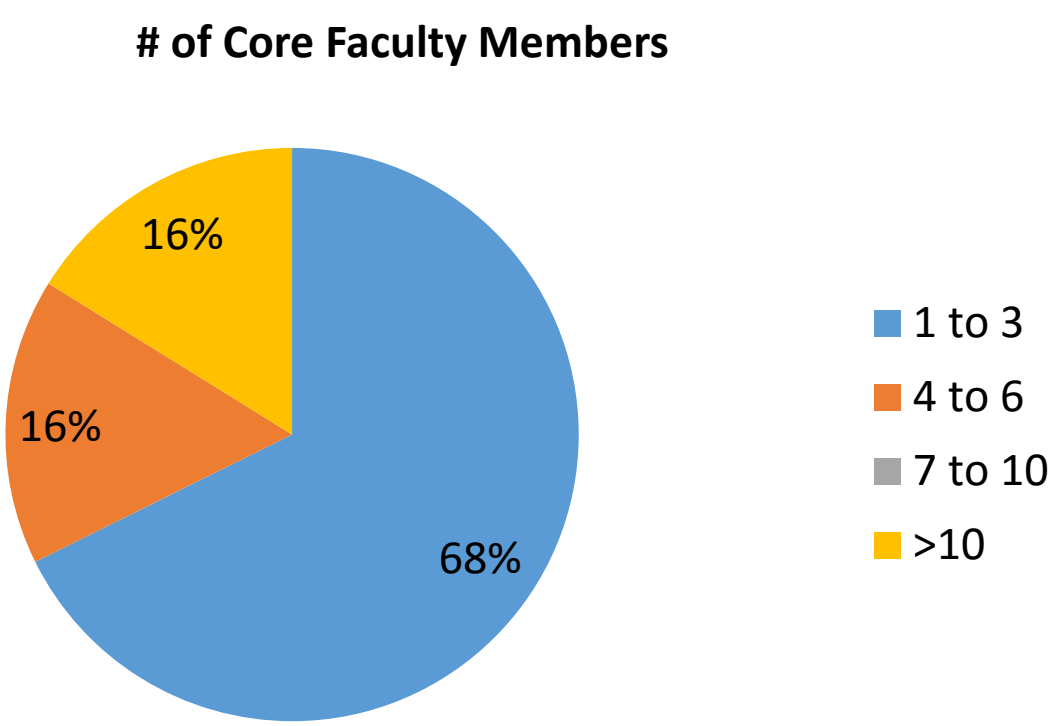
- Overwhelmingly, at 92%, the fellowships were designed to train leaders.
- Only one program listed the purpose as an institutional priority.
- Though many fellows may be involved in education, this is not a priority in the design and implementation of the fellowship.

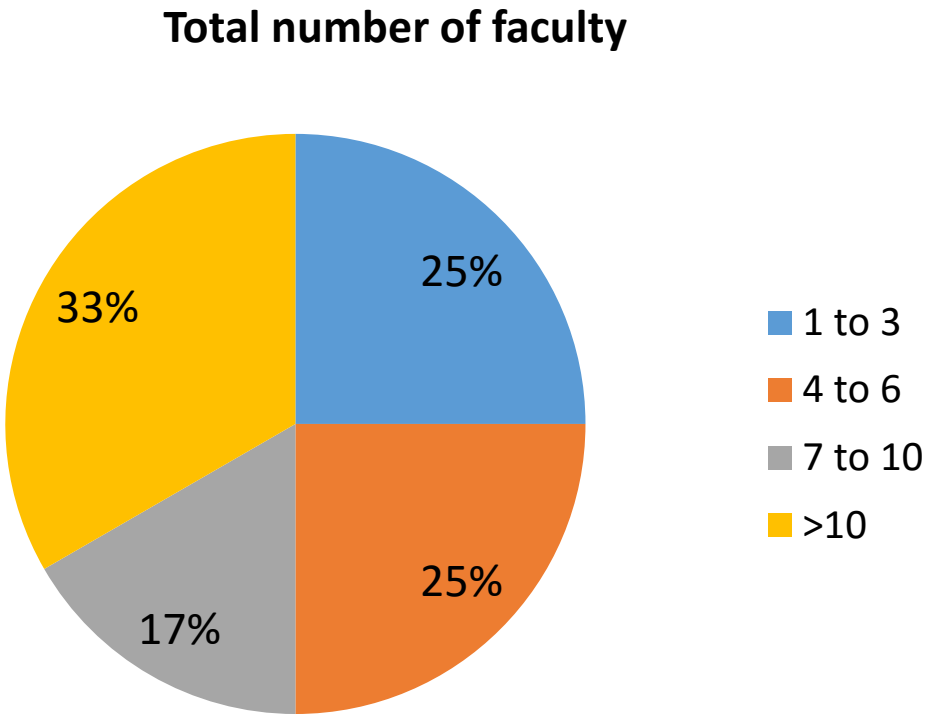
Where is the Program Housed?

(budgeting, administrative support, etc.),

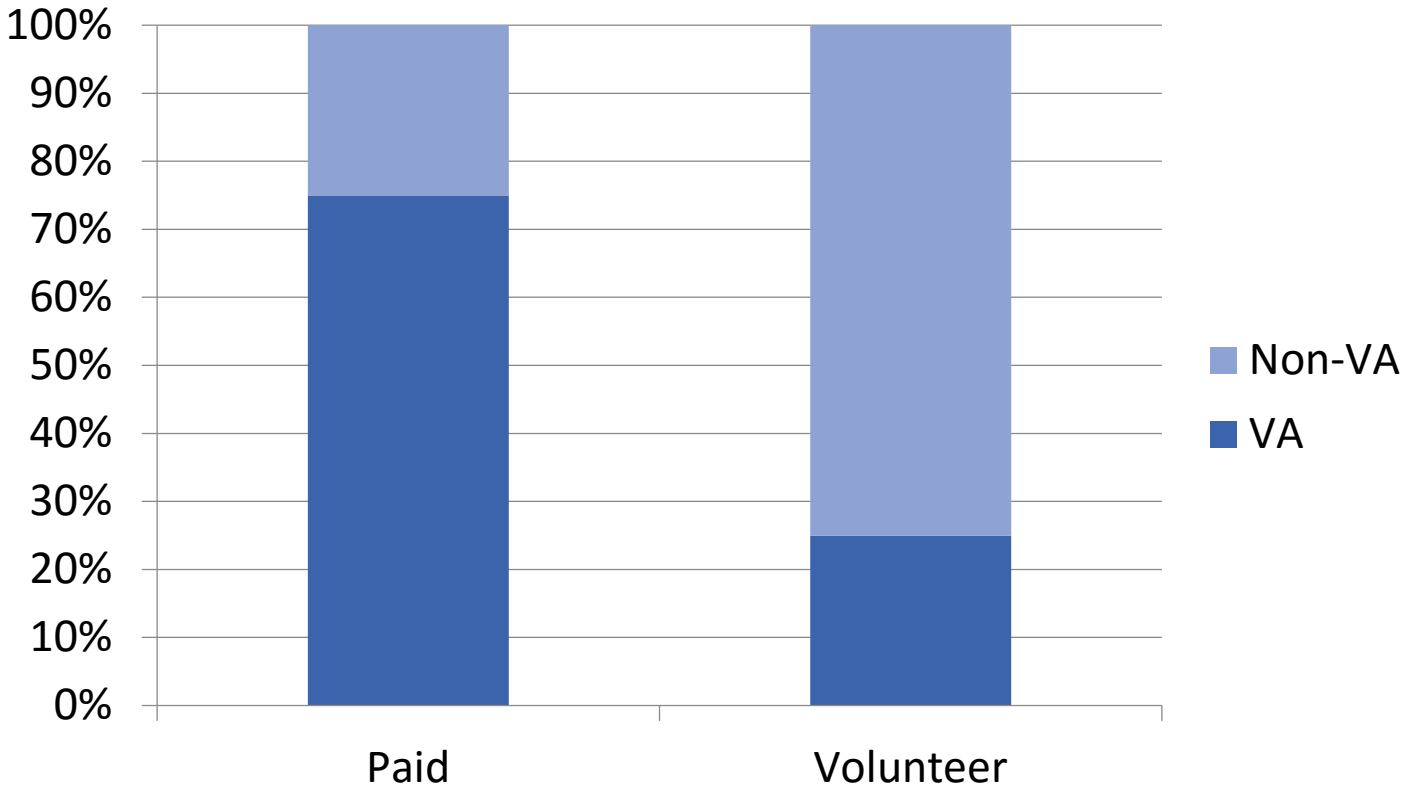


Faculty Involvement



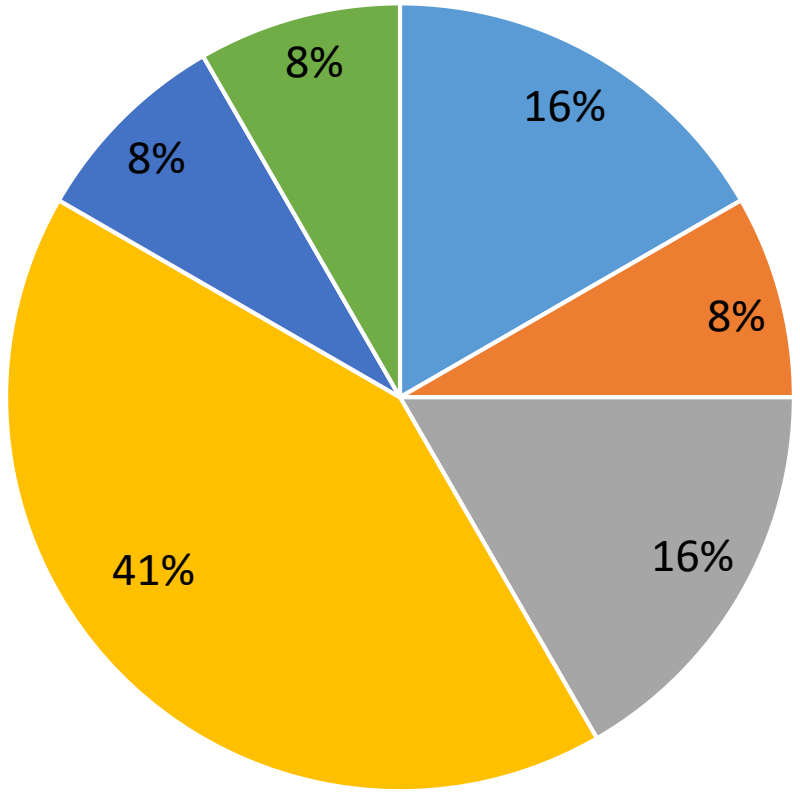


Faculty Compensation



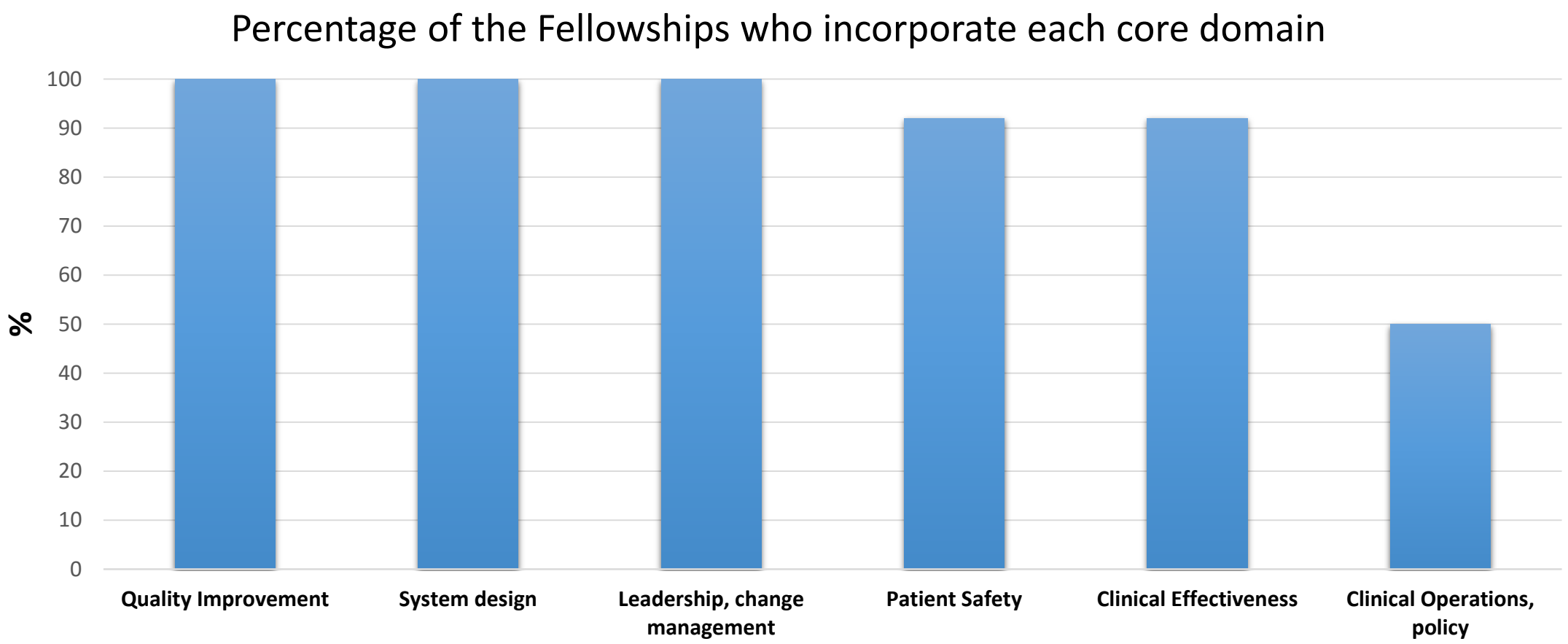
- The VA had more paid faculty
- However we did not define if the paid faculty were core, or all faculty involved
- The paid faculty FTE ranged from 0.1-0.2 with similar distribution

Funding Fellow Salary

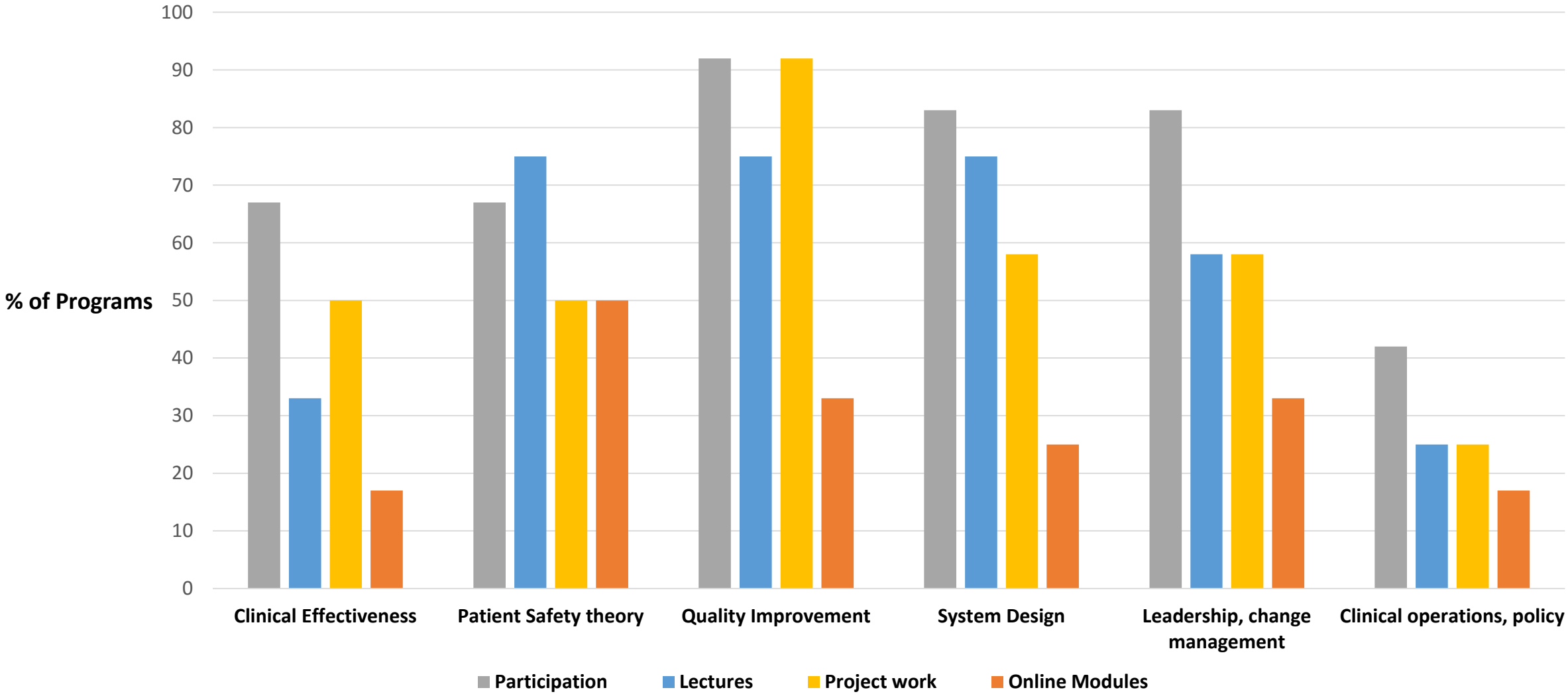


External Grant
Internal Grant
Clinical activity
Internal VA funding
other
GME funding

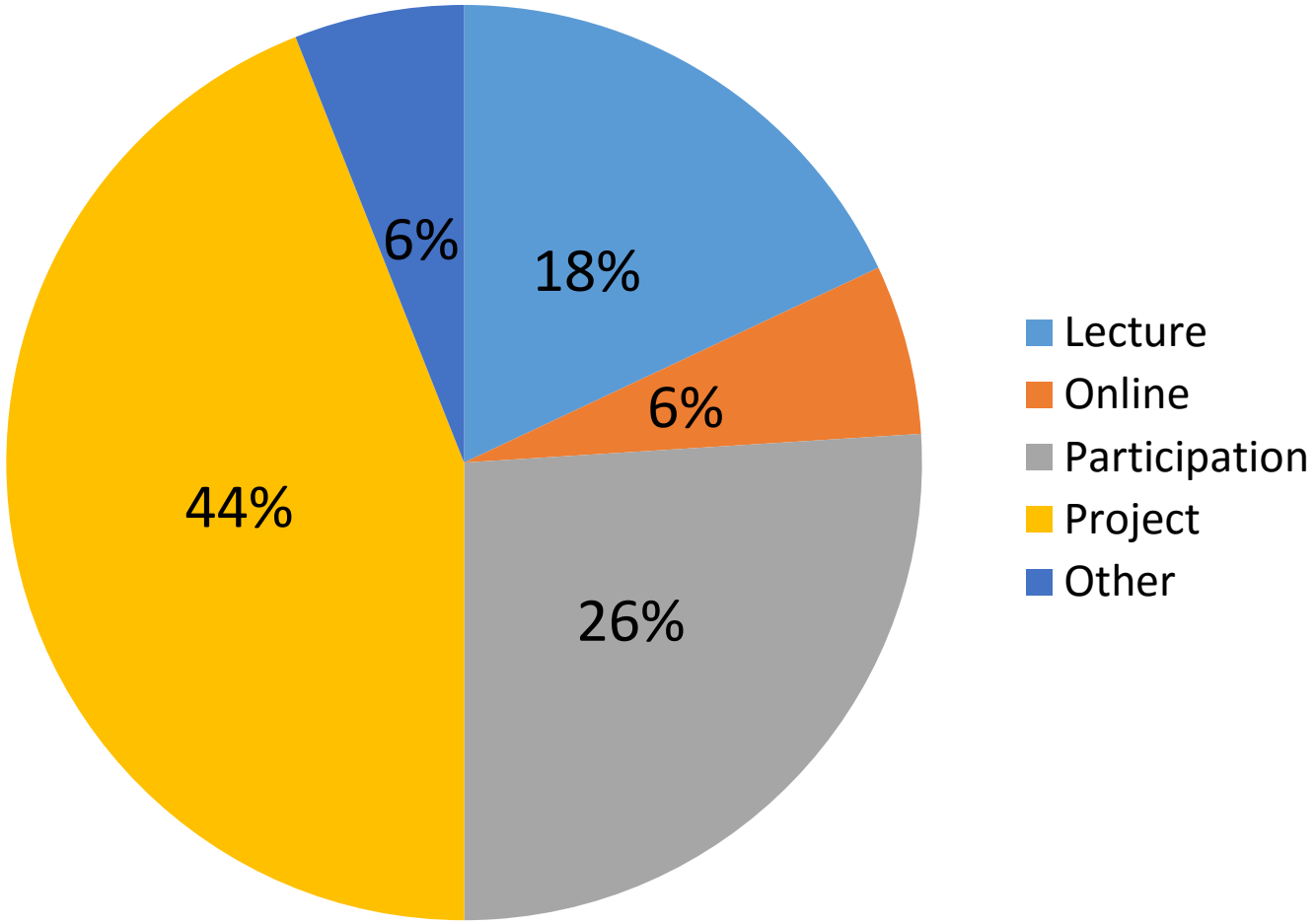
Curriculum Survey Results



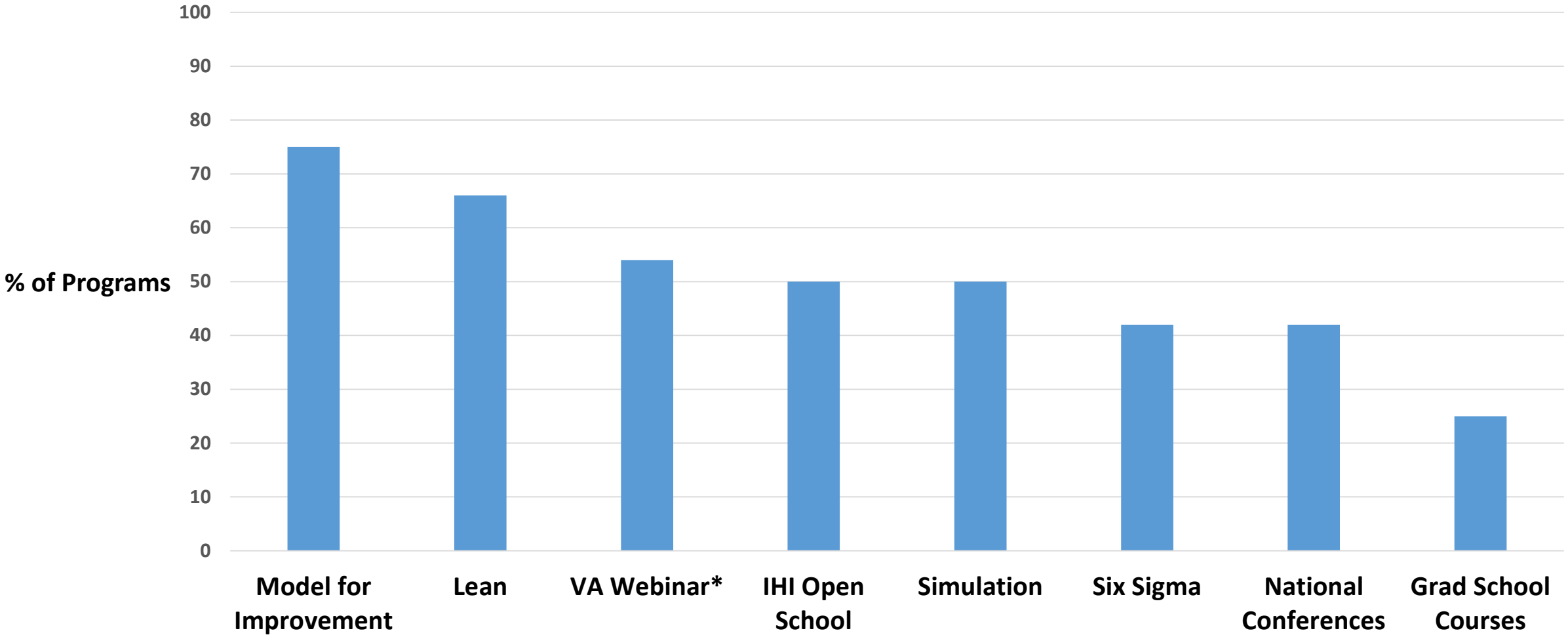
Teaching method used for each curriculum domain



Program Director reported percentage of curriculum by teaching method



Learning tools and resources used by Fellow(s)



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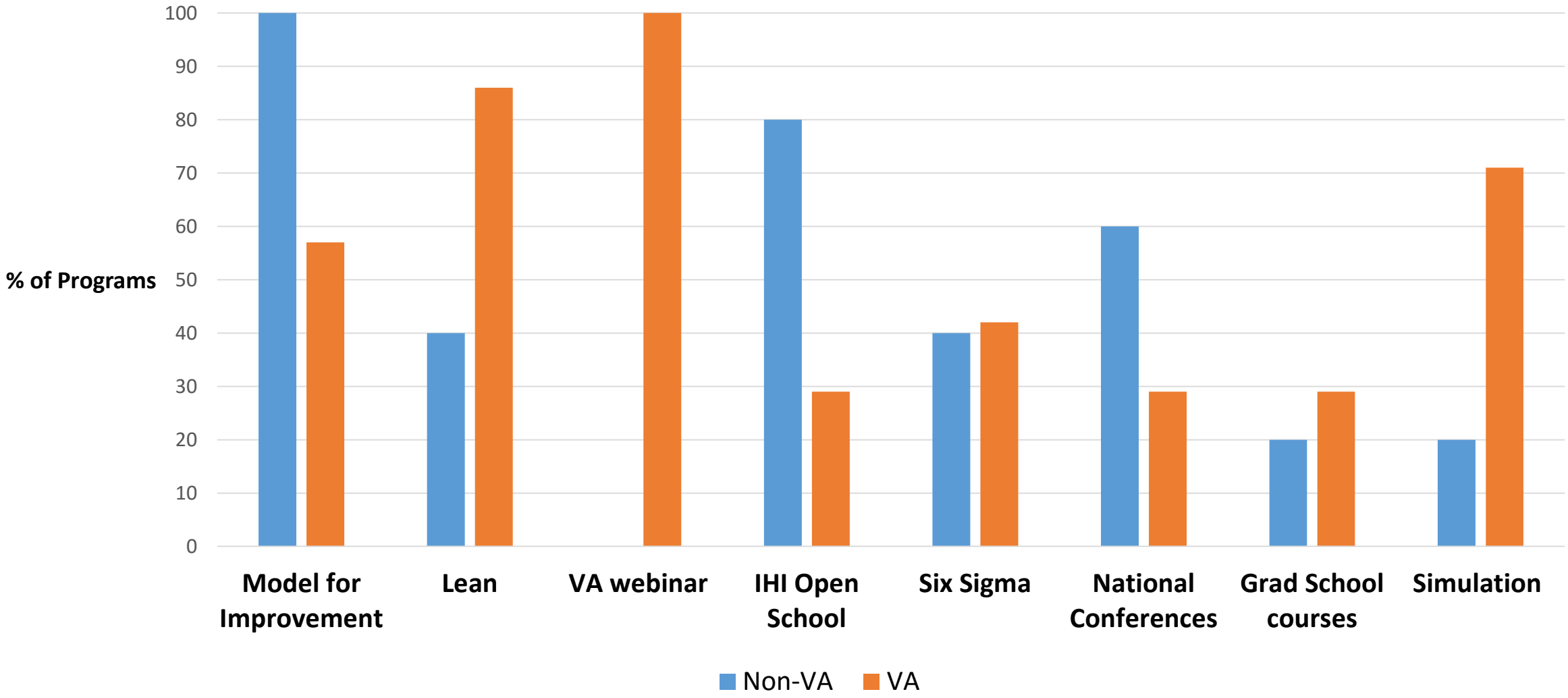
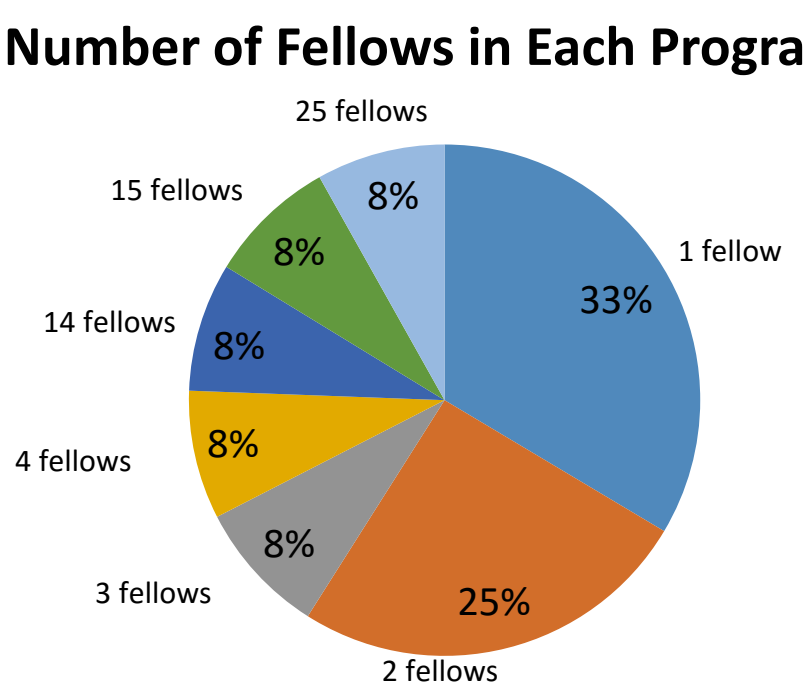


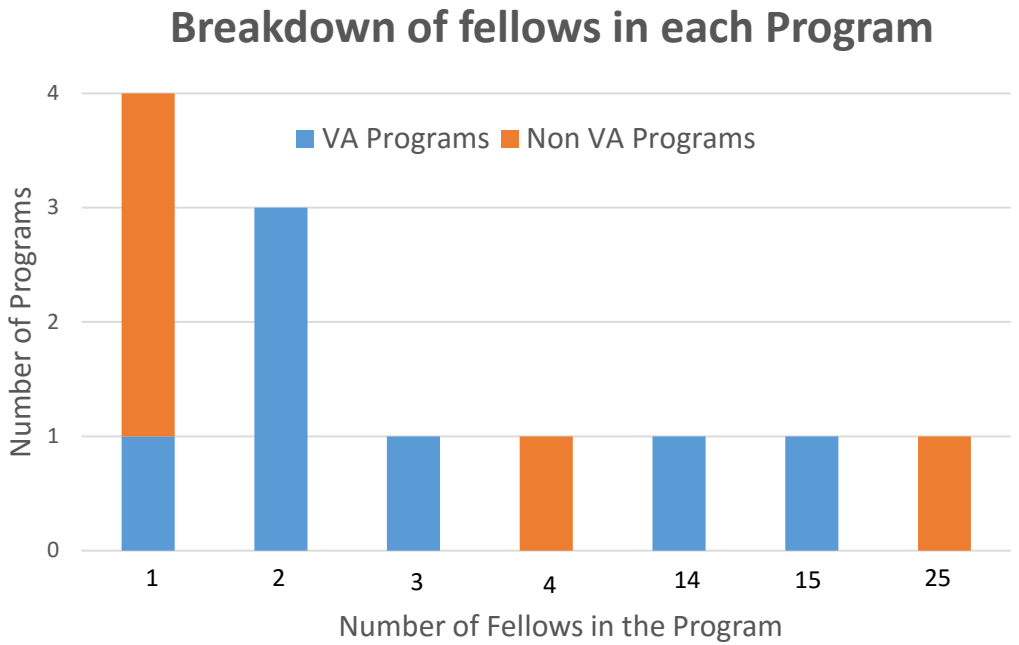
Fellow expectations and deliverables

- 90% of Program Directors stated that the fellow is expected to lead and complete at least one PS/QI project during the fellowship
- 83% of programs expect the project to be presented to the institution or to a regional or national audience

- 50% of Program Directors stated that only the fellow is allowed to select a topic for his/her project
- 50% stated that the project topics are selected in collaboration with the fellow and the institution or program

Number of Fellows in The Program Per Year





Overview of the Fellows

Survey Question	Response	VA Program, number (%)	Non-VA Program, number (%)
Program duration	1 year	7 (100%)	3 (60%)
	15 months	0	1 (20%)
	2 years	0	1 (20%)
Fellow's background	MD/DO	0	4 (80%)
	MD/DO/NP/RN	0	1 (20%)
	Any	7 (100%)	0
Clinical Requirements	Yes	2 (29%)	4 (80%)
	No	5 (71%)	1 (20%)
Fellows are recruited	Same institution	1 (14%)	2 (40%)
	Outside institutions	6 (86%)	3 (60%)
Teaching responsibility	Yes	1 (14%)	2 (40%)
	No	6 (86%)	3 (60%)
Fellow evaluation	Informal	7 (100%)	3 (60%)
	Structured	0	2 (40%)

Metrics of Success

Survey Question	Survey Response	Type of Programs	
		VA Programs	Non VA Programs
Recognition upon graduation	Fellowship certificate	6	3
	Master's degree	0	1
	Other certificate	1	1
Job placement*	PSQI operational Leadership	1	1^
	Positions with emphasis in QI/PS	3	1
	Variety	3	1
	Academics	1	0

*First year of fellowship for 2 non-VA programs
^Graduates of the 2-year program