

Welcome, attendees!

- Your microphone and camera will remain off for this meeting.
- The chat feature is turned off for this event.
- Use the Q&A feature to send your questions.
- This meeting is being recorded, and your Q&A submissions will also be saved for follow-up as needed.

Land Acknowledgment

We acknowledge that the land our university and school stands on is ancestral Ho-Chunk land.



Building Community
UNIVERSITY OF WISCONSIN
SCHOOL OF MEDICINE AND PUBLIC HEALTH

Every person.
Every action.
Every time.

Spring All Faculty & Staff Meeting

April 26, 2021



School of Medicine
and Public Health
UNIVERSITY OF WISCONSIN-MADISON

Agenda

- Welcome Remarks
- Faculty Vote to Award Degrees to Graduates
- Overview of Graduate Medical Education, Match Outcomes, & Clinical Education
- Financial Update
- Timely Update: Creating the New Normal
- Town Hall: Questions, Comments, & Discussion

Faculty Vote to Award Degrees to Graduates

Senior Associate Dean for Academic Affairs,
Elizabeth Petty, MD



School of Medicine
and Public Health
UNIVERSITY OF WISCONSIN-MADISON

Motion:

"The Faculty recommends to the Regents for their respective degrees those students certified whose names are submitted by the Dean as having completed the requirements for their respective degrees."

Virtual Events:

UW-Madison Graduation May 8, 4:00 p.m. – Graduate and Professional Degrees

UW SMPH MD Graduate Recognition Ceremony May 7, 10:00 a.m.

UW SMPH MD Student Match Summary 2021

Senior Associate Dean for Academic Affairs,
Elizabeth Petty, MD



Largest NRMP Match on Record and Toughest Match with More Un-matched Nationally

- 1% (n=968) increase in PGY1 positions in 2021 NRMP Match
(35,194 in 2021, 34,266 in 2020)
- 6% (n=2,424) increase in applicants seeking PGY1 spots
(42,508 in 2021, 40,084 in 2020)
- 954 more applicants matched in 2021 than in 2020
- 2.2% decreased NRMP national Match rate in 2021
(78.5% in 2021, 80.8% in 2020)
- 1,470 more individuals were un-matched in 2021
(9,155 in 2021 compared to 7,685 in 2020)

US MD Seniors Have Best Match Outcome at 93.7%

52.4 % PGY1 Positions Filled by US MD Seniors (down 0.4% from 2020)

Applicant Type	2020 Match	2021 Match
Seniors US MD Schools	93.7%	92.8% (n=18,435/19,8660)*
Grads US MD Schools	45.6%	48.2% (n=806/1,672)
Seniors US DO Schools	90.7%	89.1% (n=6,327/7,101)
Grads US DO Schools	43.1%	44.3% (n=270/609)
US Citizens – International Med Schools	61%	59.5% (n=3,152/5,295)
Non-US Citizens International Med Schools	61.1%	54.8% (n=4,356/7,943)
Canadian and 5 th Pathway Program Schools	63.6%	31.8% (n=7/22)
TOTAL	80.8%	78.5% (n=33,353/42,508)

* Number of US MD Seniors in Match vs Matched increased by 504 and 327

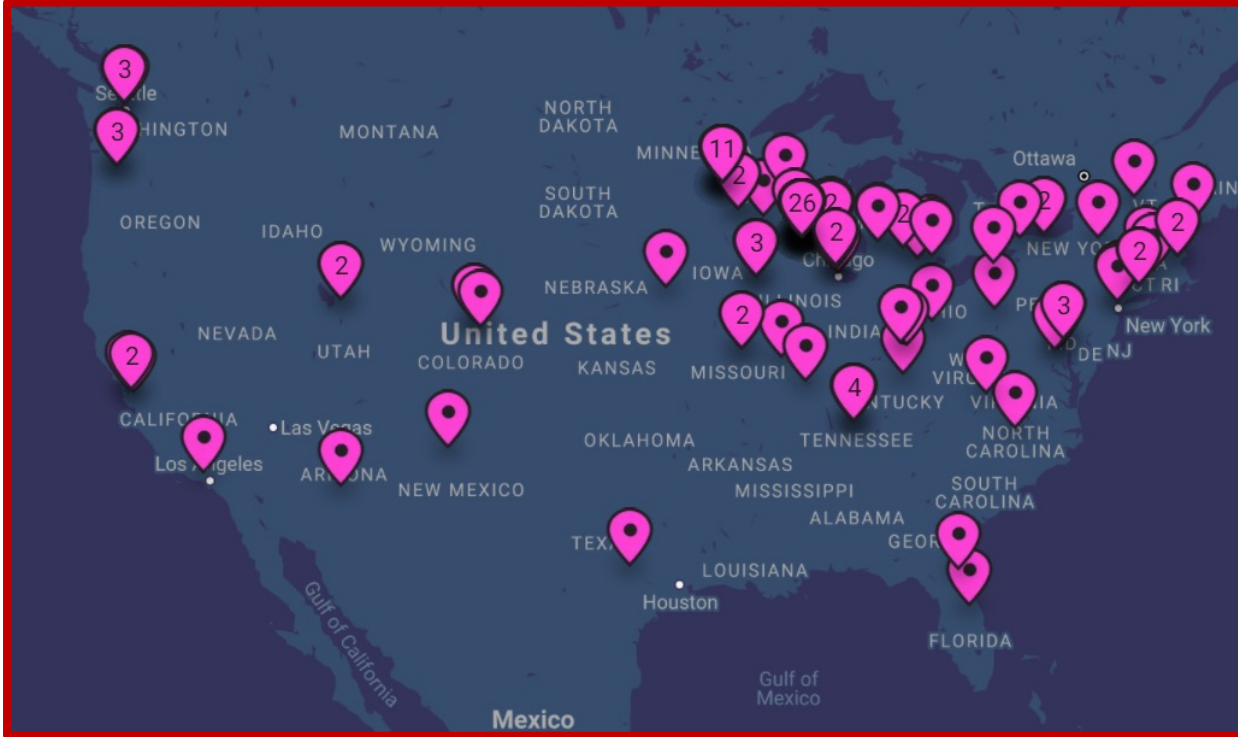
Couples Match: Number of US MD Seniors Couples Match: 93.4% (n=1,089/1,224)

96% UWSMPH MD Match Rate in 2021

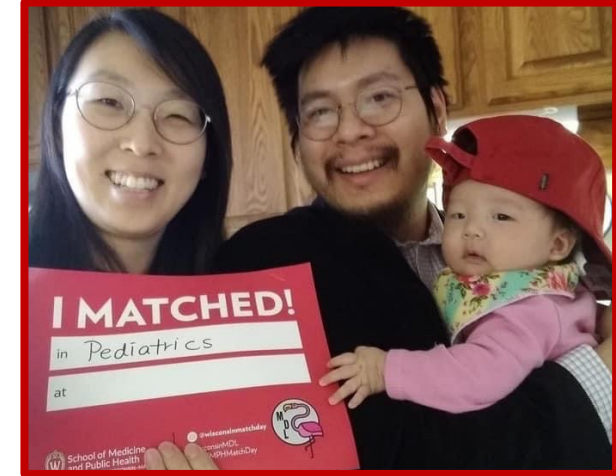
Year	UWSMPH (post-SOAP)	National-MD (pre-SOAP)
2021	96%	93%
2020	99%	94%
2019	98%	94%
2018	98%	94%
2017	98%	94%



UW SMPH Matched into GREAT Programs in 29 States and the District of Columbia



28% Will Begin Residency Training in Wisconsin



45 (28%) of 2021 Grads are Staying in Wisconsin!

- UW Hospitals and Clinics n=33
- Aurora (Milwaukee) n=3
- Gundersen Lutheran La Crosse n=2
- Marshfield Clinics n=1
- Medical College of Wisconsin n=6



Popular Cities for 2021 UW SMPH Grads



- Madison (33)
- Minneapolis (12)
- Milwaukee (9)
- Chicago (7)
- Boston (5)
- Nashville (5)
- Seattle (4)

40% of UW SMPH 2021 Grads are Going into Primary Care 14% are Going into Surgical Specialties

Popular Specialties for our 2021 Grads

- Internal Medicine 19%
- Family Medicine 10%
- Emergency Medicine 10%
- Pediatrics 9%
- Psychiatry 9%
- OB/Gyn 8%

Surgical Specialties 14%

- General Surgery 6%
- Orthopedic Surgery 4%
- Urology 2%
- Ophthalmology 1%
- Plastics 1%

5-yr Primary Care Range at UW SMPH is 39% - 47%

Students in Special Programs Matched to Diverse Specialties and Programs

WARM (25)

- Emergency Medicine 6
- Obstetrics and Gynecology 4
- Family Medicine 3
- Internal Medicine 2
- Surgery-Gen 2
- Pediatrics 2
- Psychiatry 2
- Anesthesiology 1
- Neurology 1
- Orthopedic Surgery 1
- Radiology 1
- Research-Ext 1

TRIUMPH (18)

- Family Medicine 5
- Obstetrics and Gynecology 3
- Pediatrics 3
- Internal Medicine 2
- Medicine-Pediatrics 2
- Otolaryngology 1
- Gen Surg 1
- Research-Ext 1

MSTP (9)

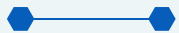
- Internal Medicine 3
- Nuclear Medicine 1
- Neurology-Child 1
- Pediatrics/Med Genetics 1
- Pathology 1
- Pediatrics 1
- Psychiatry 1

What Happens After the Match if Unmatched? SOAP

- 35,194 PGY1 Open NRMP PGY1 Positions in 2021 Match
 - 63,993 Total PGY1 Applicants
 - 28,801 PGY1 US MD Senior Applicants
- 33,353 PGY1 NRMP Positions Filled in 2021 Match
 - **1,841 Unfilled Positions after Match 2021**
 - **9,155 Unmatched Individuals in 2021 including 1,431 unmatched US Seniors in 2021**



Graduate Medical Education Annual Institutional Review 2019-2020



Susan Goelzer, MD, MS
Designated Institutional Official (DIO)
Associate Dean of Graduate Medical Education

GME Institutional Aims

The University of Wisconsin Hospitals and Clinics (UWHC) sponsors **79 graduate medical education programs** in ACGME accredited specialties and subspecialties across all clinical departments of the University of Wisconsin School of Medicine and Public Health.

The mission of UW Health is advancing health without compromise through:

- **Service** – providing the best possible patient care experience and outcomes for all those who need our services as well as programs that support the health and wellness of patients and populations;
- **Scholarship** – delivering contemporary education for the current and future generations of health professionals;
- **Science** – conducting a broad range of research to discover the most promising ways to promote health and to prevent, detect and treat illness in people and in communities; and
- **Social Responsibility** – doing what is best for the individuals and communities we serve through policy advocacy, health care delivery and public health.

Remarkable
HEALTHCARE

GME Institutional Aims

Toward the UW Health mission and vision, UW Health aims to:

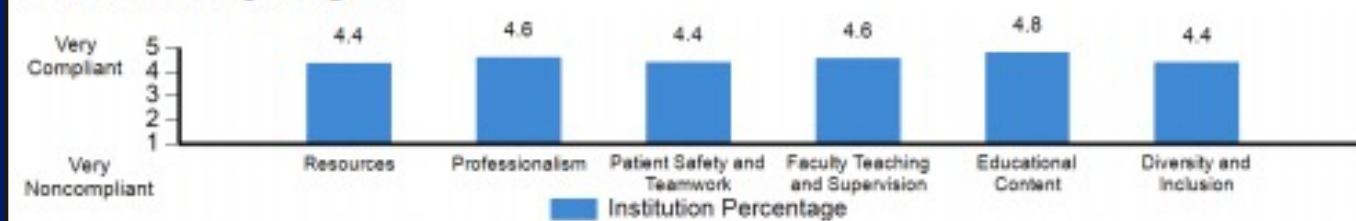
- support a robust GME enterprise;
- have accredited programs without probation or substantial citation from a broad spectrum of specialties and subspecialties;
- recruit the highest caliber medical school graduates that reflects the diversity of the populations our graduates will serve;
- provide a challenging and supportive diverse and inclusive clinical learning environment in which residents develop personal, ethical, clinical and professional competence; and
- educate future generations of medical leaders and excellent practitioners to meet the ever-evolving healthcare needs of our community, the state of Wisconsin, and beyond.



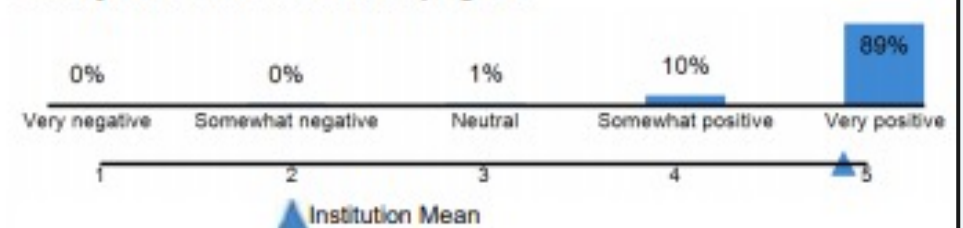
ACGME Institutional Faculty Aggregated Data

National data has been omitted from this administration of the survey based on complications resulting from the COVID-19 pandemic.

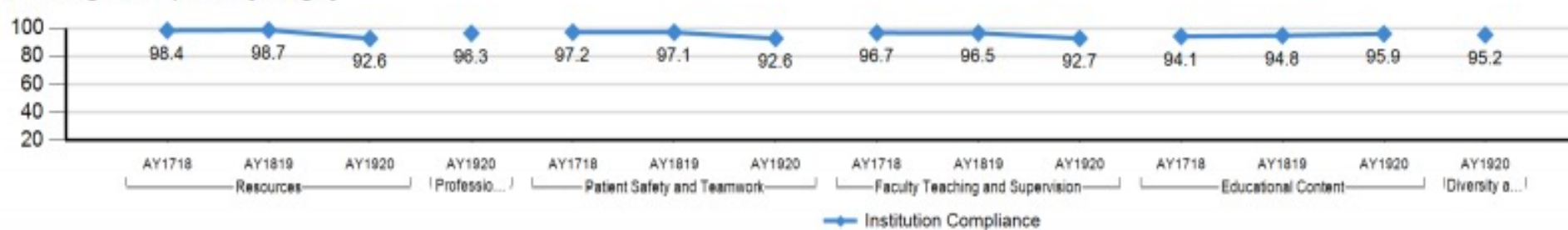
Institution Percentage at-a-glance



Faculty's overall evaluation of the program



Total Percentage of Compliance by Category



2019-2020 ACGME Faculty Survey

Programs Surveyed: 66

Residents Responded:
584/679

Response Rate: 86%

UW Health New GME

New Programs

- Adult Congenital Heart Disease – 1 FTE
- Clinical Biochemical Genetics – 2 FTE
- Laboratory Genetics and Genomics – 4 FTE
- Pediatric Cardiology – 3 FTE

Permanent Complement Increases

- Cardiovascular Medicine – 3 FTE
- Pediatric Hematology and Medical Oncology – 2 FTE
- Pathology – 2 FTE
- Pulmonary Disease and Critical Care Medicine – 3 FTE

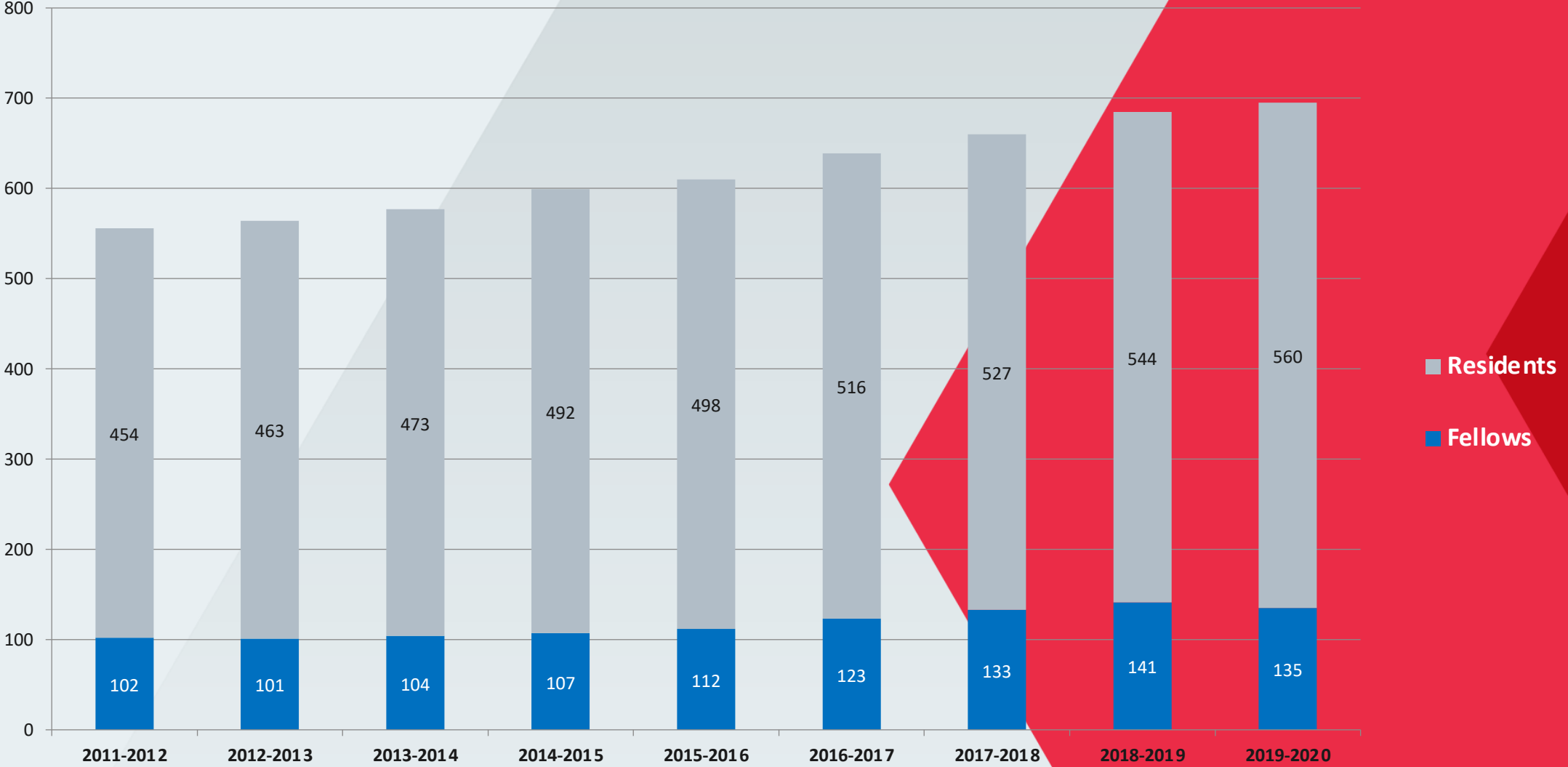
Temporary Complement Increases

- Neurological Surgery – 1 FTE
- Plastic Surgery – 1 FTE
- Surgery – 1 FTE
- Vascular Surgery - 1 FTE

Additional Requests

- Pediatric Hospital Medicine – 2 FTE (not approved FY20)
- Clinical Cardiac Electrophysiology – 2 FTE (not approved FY20)

GME Trainees - Residents vs. Fellows

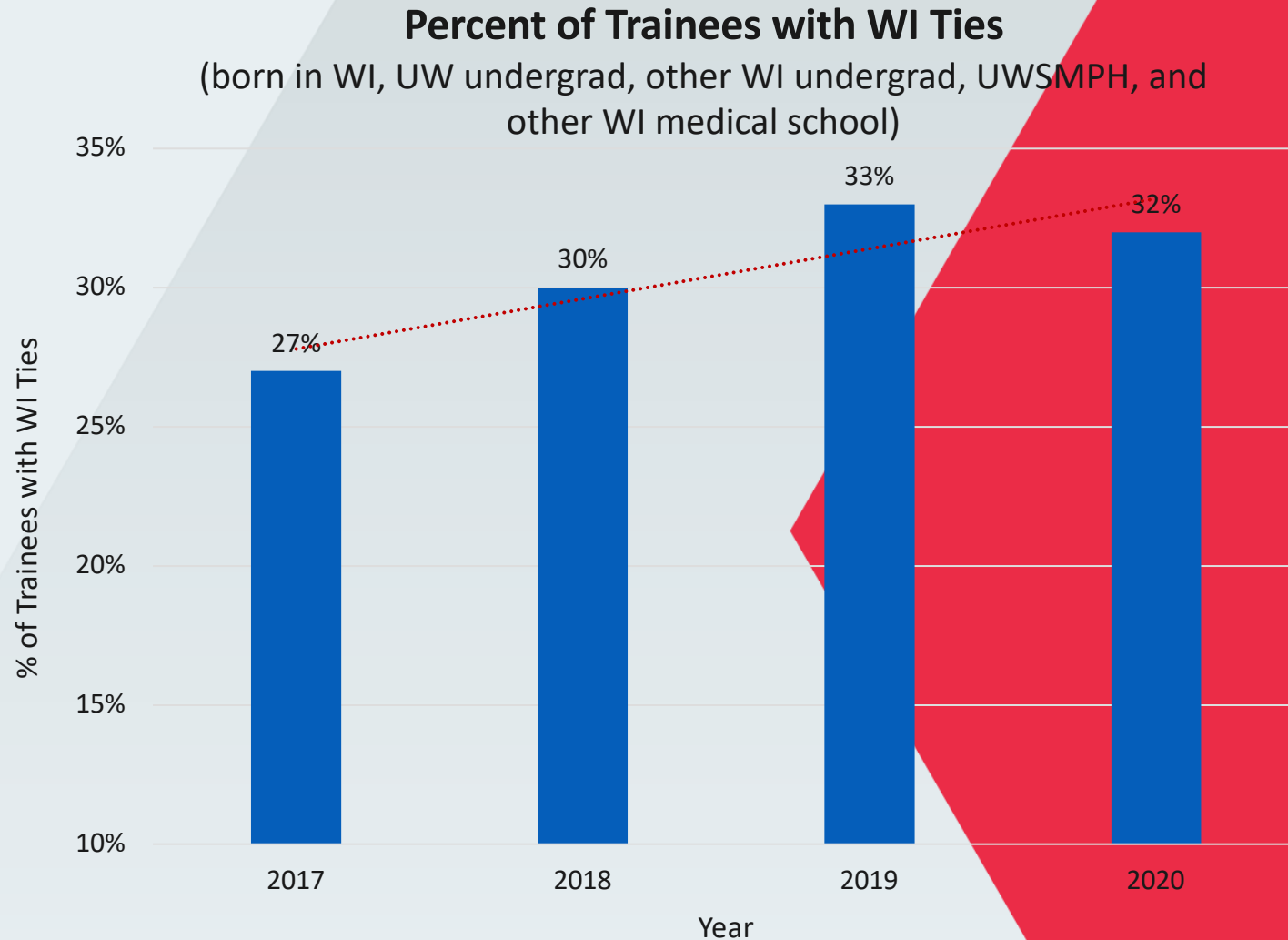


Putting Growth in Context

- Wisconsin has 2,014 residency positions, or 34.6 per 100 thousand population.
- About 50% of individuals who completed residency training in WI between 2008 – 2017 are practicing physicians in WI.
- WI Council on Medical Education & Workforce projects a deficit of 2,196 physicians by the year 2030.

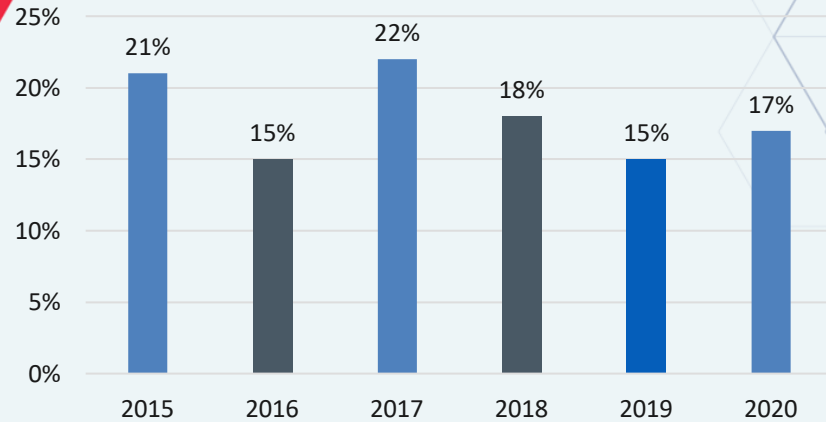
(over 18,000 practicing physicians in WI)

PGY1 Recruitment Metrics (2)

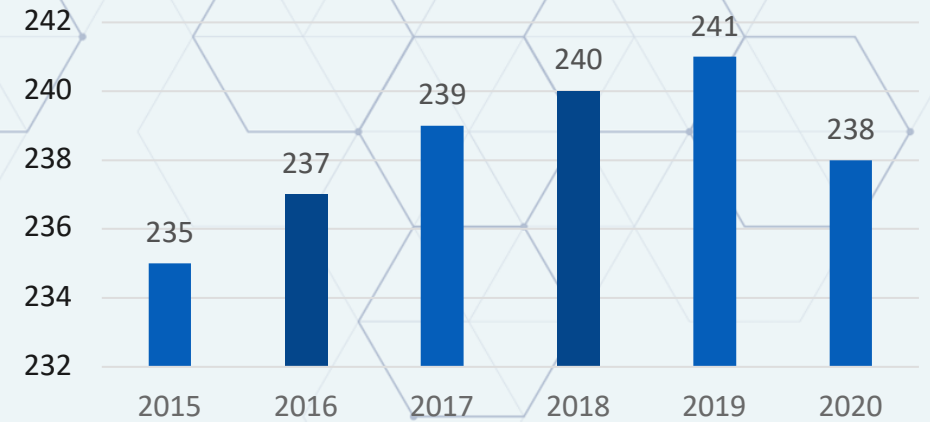


2020 PGY1 Recruitment Metrics (1)

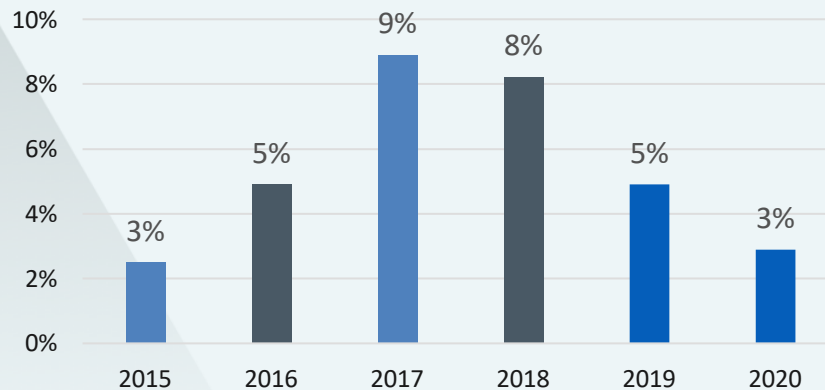
Percent of PG1s - AOA



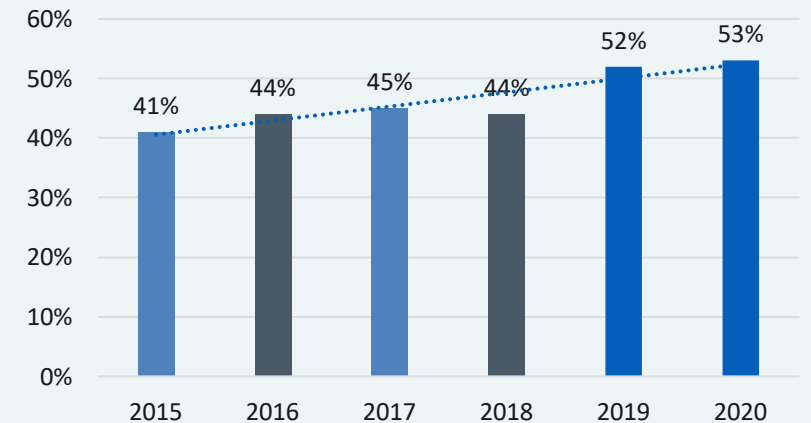
Average PG1 USMLE Step 1 Score



Percent of PG1s - International Medical Graduates

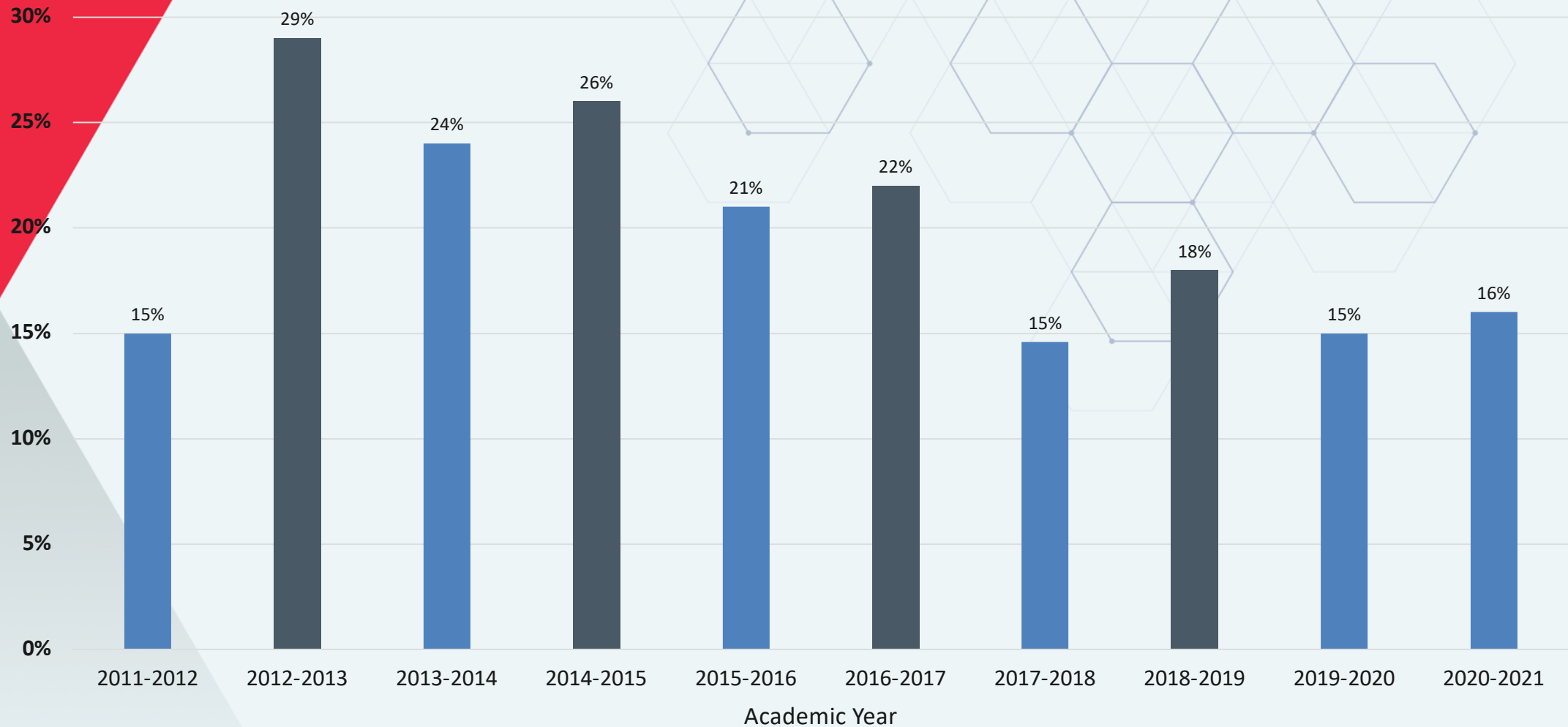


Percent of PG1s - Female

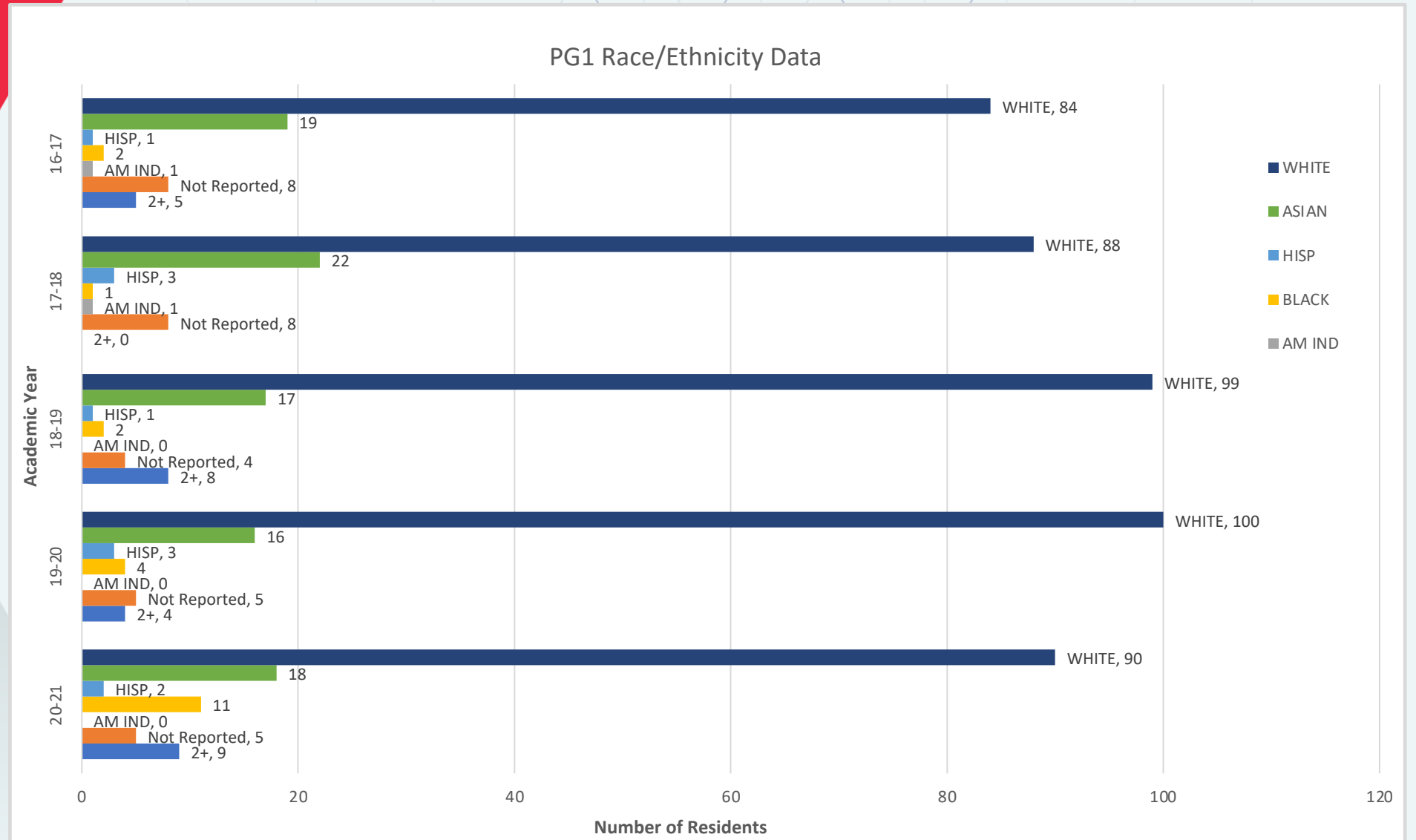


PGY1 Recruitment Metrics (3)

Percent of PG1s that graduated from UWSMPH



PGY1 Recruitment Metrics (4)



UW Health Physician Workforce

Physician Workforce

- 1500 Faculty Physicians
- 700 Resident and Fellow Physicians

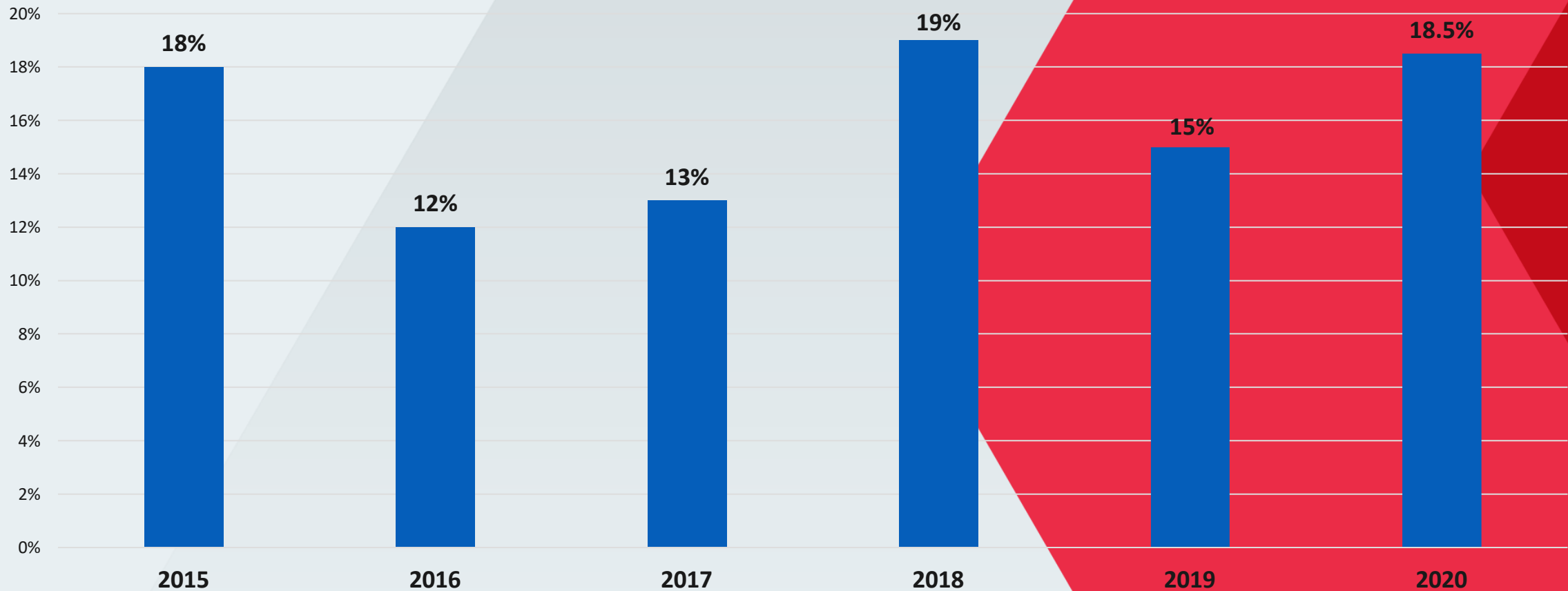
Pipeline

- 39% of all UW Health clinical faculty did their GME training at UW Health
- 15% of new UW Health GME alumni joining UW Health/UWSMPH faculty this past year
- 47% of all Department of Medicine faculty did their GME training at UW Health (Medicine hosts our largest residency program with over 85 trainees and more than 17 fellowships).
- 46% SMPH trained DFM Faculty

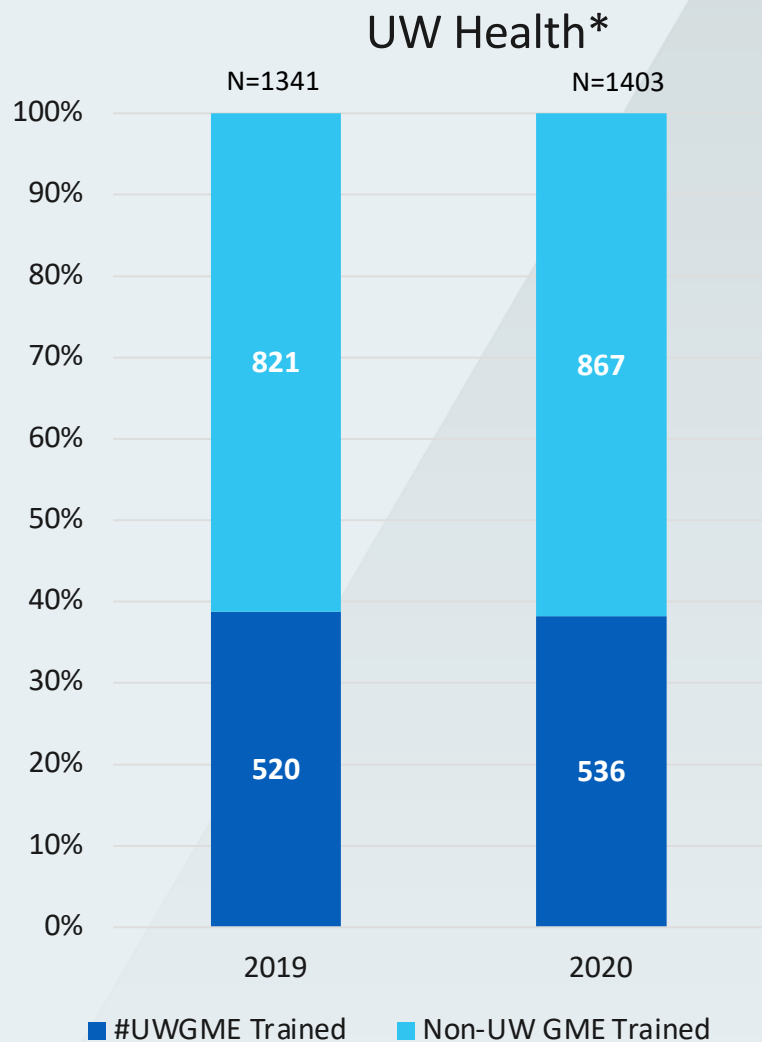
Graduate Metrics (2)

(all programs)

Percent of graduates who became UWSMPH faculty



Percent of Attendings who trained at UW Health

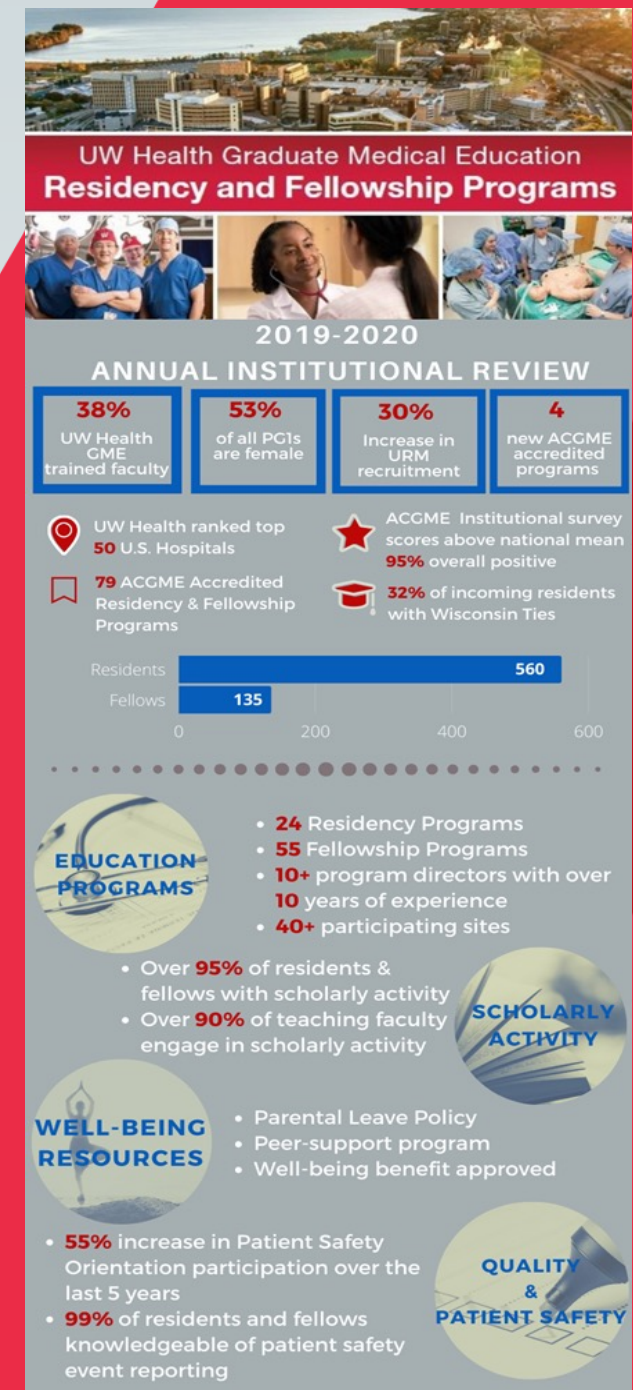


Four Largest GME Programs



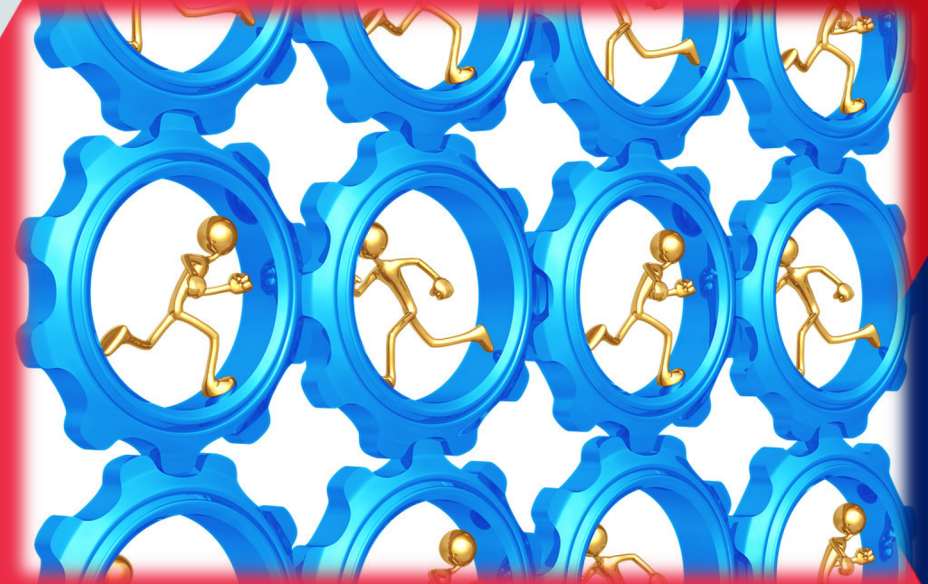
GME Accomplishments 2019-2020

- Continued ACGME-accreditation status for all 79 programs
- Acquired ACGME-accreditation for four new GME programs;
- Achieved overall positive institutional scores in both resident and faculty ACGME surveys, at or above the national means
- Increased well-being resources and initiatives for residents and fellows
- Developed new Parental Leave Policy
- Provided a wellness benefit of \$500 annually to residents and fellows
- Created a GME Diversity, Equity, and Inclusion (DEI) GMEC Subcommittee
- Established ERAS unscreening/unblinding workflow to facilitate diversity efforts
- Increased Underrepresented in Medicine (URM) recruitment initiatives and DEI modules
- Succeeded with the first all-virtual institutional orientation
- Integrated fully new *GME* program and position requests through UW Health Workforce Planning;
- Streamlined MedHub login process by enabling single sign-on (SSO) for users
- Succeeded with a GME retreat which included content on running effective meetings, program evaluations, and conflict management
- Strengthened partnerships with UW Health (UWH) and University of Wisconsin School of Medicine and Public Health (UWSMPH) key collaborators – UWH Diversity, Equity, and Inclusion Department, UWSMPH Office of Multicultural Affairs, UWSMPH Office of Faculty Affairs, and UWSMPH Family Medicine Residency Program.



2020-2021 Action Plan

- Provide institutional support to assist programs with virtual interview season preparation
- Formalize PD/APD orientation curriculum
- Complete site surveys of affiliated institutions to confirm participating site requirements are being met (i.e. call rooms, access to food)
- Establish a committee to develop criteria for implementing a formal UWH CARES rotation sites for electives in WI underserved and rural communities, starting these rotations in the 21-22 academic year.
- Formalize virtual GME Curricula for annual events (GME Orientation, Quality Symposium, Patient Safety Orientation, GME Retreat, etc.)
- Gather best practices and create excellence in virtual venues
- Formalize Council of Chiefs
- Fully integrate GME diversity initiatives with SMPH Office of Multicultural Affairs and UW Health DEI efforts and encourage URM resident/fellow involvement
- Continue efforts to provide a supportive, diverse, and inclusive environment
- Prepare for evolving ACGME Institutional and Program Requirements
- Recalibration of GME administrative services to ensure regulatory and accreditation requirements are being met through high-quality services with increased workload and decreased funding



SMPH Unaccredited Programs (non-ACGME)

Clinical Departments

Anesthesiology (4)

Emergency Medicine (8)

Family Medicine and Community Health (5)

Human Oncology (2)

Medicine (6)

Neurological Surgery (4)

Neurology (1)

Ophthalmology and Visual Sciences (6)

Orthopedics and Rehabilitation (3)

Pathology and Laboratory Medicine (3)

Pediatrics (1)

Radiology (8)

Surgery (5)

Urology (2)

Total Reported Programs (59)

Based on department reports to the UWH GME office as these programs are not under the purview of this office. There are additional fellowship programs that are not included as they were not clinical programs.

Questions?



UW Health Graduate Medical Education

2639 University Ave, Suite 201

Mail Code 9920

Madison, WI 53705

(608) 263-0572 (option 5)

www.uwgme.org
uwgme@uwhealth.org

Financial Update

Senior Associate Dean for Finance,
Ken Mount



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Business “101”

SMPH is not a company, we are part of a large state organization.



- The University of Wisconsin System is a major enterprise fund of the State of Wisconsin. There are 13 distinct universities with 26 campuses. Leadership – Board of Regents, President



- The University of Wisconsin – Madison is the flagship campus of the UW System. There are 23 Schools & Colleges at UW-Madison. Leadership - Chancellor



- The School of Medicine and Public health is one of the largest schools on the UW-Madison campus. Leadership - Dean



Business “101”

- Like any business unit, SMPH has revenues and expenses.
- FY 2020 SMPH total expenditures at UW-Madison were over \$720M.
This excludes departmental clinical funds expended at UW Health.

SMPH Major Revenues

- Grant Funding (Direct & Indirect Costs)
 - Clinical Funds (UW Health Funding)
 - Tuition
 - State Support
 - Gifts and Investment Earnings
 - Fee for Service Revenues
- A little over 2/3 of SMPH UW revenues are derived from grants and UW Health funding.
 - The remaining 1/3 comes from all other sources

Grant Funding

- For FY 2020, SMPH grant revenues were
\$251 million from Federal awards
\$ 54 million from Non-Federal awards
This amount has been steadily increasing
- Through 8 months of FY 2021, grant spending is down 2% from FY 2020, and grant awards are also down slightly.
- SMPH faculty and staff continue to generate over 1/3 of total UW-Madison grant revenues.

Clinical Funds

The total amount of clinical funding, including funds to departments, funds to the Dean and UW Health funds withdrawn from the UW Foundation in FY 2020 was approximately **\$209 million**. Based on 9 months of activity in FY 2021, that number is expected to be similar for the current year.

SMPH Expenses

By major category, FY 2020 expenses in SMPH were as follows:

- Salary & Fringe \$ 460 million
- Supplies & Services \$ 182 million
- Capital & Building \$ 13 million
- Financial Aid \$ 26 million

SMPH Pandemic Impacts

UW-Madison Budget Reductions

- One-Time for FY21 - \$9 million including fringe benefits
- Permanent - \$4.2 million including fringe benefits
- Furlough reductions are additional

Other impacts are revenue drops in some tuition capture and chargeback areas due to lower volume.

Campus Pandemic Recovery

- The major budget impacts to UW-Madison were a reduction in state funding, drops in tuition revenues and large drops in auxiliary revenues.
- The hope is with a return of students to campus this fall, tuition and auxiliary revenues will recover
- State funding will depend on the budget process.

UW Health Pandemic Recovery

- Clinical activity across UW Health has rebounded from the impact of the pandemic.
- Some activity is back to pre-pandemic levels, while other areas are still below.
- Overall margin, while positive has not returned to needed levels.
- General school support is expected to increase in FY 22.

Overall Budget Prognosis

- FY 22 is hoped to be a rebound year in terms of overall funding.
- The expectation is no further furloughs, increased school support from UW Health and a return to growth in grant funding and clinical volume.
- We anticipate returns from the effort to increase clinical trials and have already received increased funding from campus.

Timely Update: Creating the New Normal

An Update on Return to Campus & Remote Work

Associate Dean for Human Resources,
Hope Broadus



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Guiding Principles For Remote Work

1

**High-Quality
Services**

2

**Face-to-Face
Interactions**

3

**Vibrant Campus
Community**

4

**Central Guidance &
Decentralized
Decision-Making**

5

**Equity, Inclusion,
and Diversity**

6

**Dynamic, Evolving
Nature of Work**

7

Campus Spaces

8

**Continual Learning
and Evolution**



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and Public Health**
UNIVERSITY OF WISCONSIN-MADISON

Draft Remote Work Policy

- **Remote work:** some or all work is performed at an off-campus location
- Eligibility and frequency is based on the needs of a position, department/unit, and university
- Should support the best interest of the university and not present significant risks for university, school or employee
- Remote work option provided at the discretion of SMPH leadership, division HR, and supervisor

Draft Remote Work Policy

- Remote work considered on case-by-case basis, evaluating a standard set of factors
- SMPH determines specific procedures for evaluating remote work requests, consistent with guiding principles
- Supervisor should communicate appropriate assignments for remote work and performance standards and measures
- Arrangement memorialized in remote work agreement (reviewed annually)

Other Important Matters

- Final Remote Work Policy: mid-May, 2021
- Equipment, Materials, and Supplies
- Out-of-State Remote Work
- International Remote Work
- Tools and Resources

Town Hall

Open for Questions

Use the Q&A feature to submit