

Welcome, attendees!

- If you are attending virtually:
 - We are using the SMPH Video Library:
videos.med.wisc.edu/live
 - Use the chat feature to send your questions for the Q&A
 - 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 Faculty and Staff Meeting

April 28, 2025



Agenda

- Welcome Remarks
- Faculty Vote to Award Degrees to Graduates
- 2025 MD Program Match & SOAP Outcomes
- Administrative Transformation Program Update
- LCME Updates
- Emerging Federal Issues
- Town Hall: Questions, Comments, & Discussion

Faculty Vote to Award Degrees to Graduates

Elizabeth Petty, MD

Senior Associate Dean for Academic Affairs



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Faculty Vote to Award Degrees to SMPH Graduates

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.”

2025 MD Program Match & SOAP Outcomes

Sam Lubner, MD, FACP
Assistant Dean for Students



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2025 National NRMP Match-US MD Seniors

U.S. MD Seniors

U.S. MD Seniors Submitting Program Choices**	20,368	↑ 613	3.1%
U.S. MD Seniors Matched to PGY-1 Positions**	19,044	↑ 579	3.1%
Percent of U.S. MD Seniors Matched to PGY-1 Positions***	93.5	0.0%	
Percent of PGY-1 Positions Filled by U.S. MD Seniors***	47.6	↓ 0.4%	

*Numbers do not include the Match Week Supplemental Offer and Acceptance Program®

**Highest on record

***Increases or declines reflect absolute percent changes since 2024



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2025 UW SMPH MD Match/SOAP

173 Students Participated in 2025 Match

Match Monday
8:30 a.m.

SOAP Thursday
8:00 p.m.

Students fully matched	162	163
Matched to PGY-1 position, no advanced position	2	6
Matched to advanced position, no PGY-1	0	0
No Match/GME	9	1
Extend MD Education @ SMPH		3
Match Rate (Full/Categorical + PGY1 only)	95% (+3%)	99%

Recent History: UWSMPH Match Rates (post-SOAP)

Year	UWSMPH	National-MD
2025	99%	94%
2024	100%	94%
2023	98%	94%
2022	99%	93%
2021	96%	93%
2020	99%	94%

Extending MD Education as a Match Strategy?

2024 Match Class Review & Update

Students Extending SMPH
Education in 2024

n=1

Students Who Matched to
Desired Specialty in 2025

n=1

100% success!

Success After PGY1 Training

2024 Match Class Review & Update

9 Students accepted a PGY1-only Position in 2024

2024 Graduates continuing training in 2025:

- Categorical: 7
- PGY2: 2

UW SMPH Top Specialties 2025

Most Popular Specialties

- Internal Medicine (20.5%**+**)
- Family Medicine (10.8%**-**)
- Emergency Medicine (11.4%**+**)
- General Surgery (10.2%**+**)
- Pediatrics (7.8%**-**)
- Anesthesiology (7.8%**+**)

Primary Care: 40%+****

In Wisconsin: 31%-****



2025 Match Summary

- UWSMPH students continue to succeed in the challenging national landscape
 - Nationally competitive Match/SOAP rates
 - Broad range of specialties
 - Competitive programs across the country (30+ states)
- Strong contribution to Primary Care
- Approximately one-third remain in WI for residency training

It Takes All of Us

“Without Student Services, the Dean’s office, and the WMAA, I cannot imagine how stressed I would have been.”

- Ronnie AlRamahi, MD '25, reflecting on the residency application process for an upcoming Quarterly article



Thank You to All!

Administrative Transformation Program Update

Darlene Wood

Director of Finance

Kristen Seguin, MBA, PHR

Director of Talent Management



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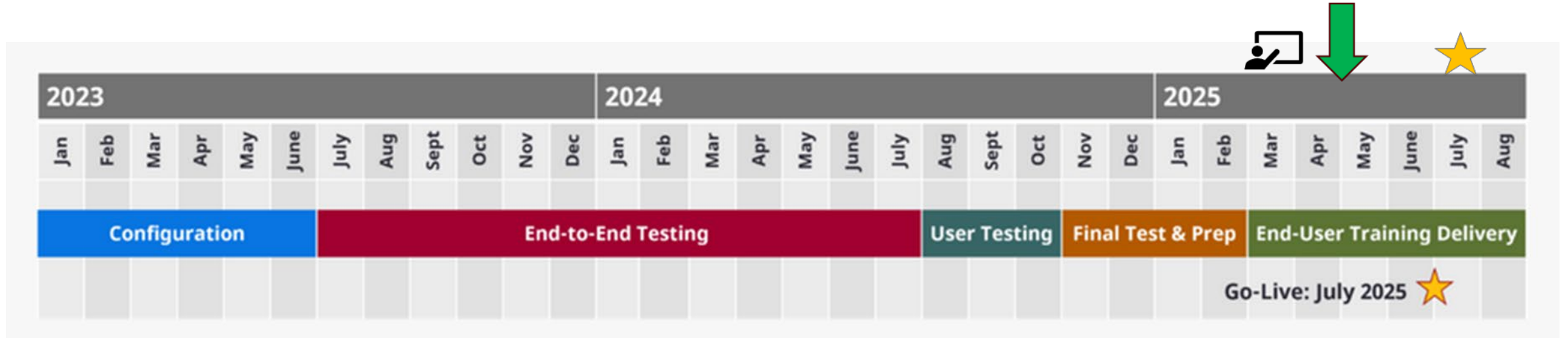
Key Messages

ATP/Workday
Overview

Preparing for
Workday

Cutover Activities

ATP Timeline



 Training started March 2025

 Workday goes live July 1, 2025

SMPH users can access the system July 7, 2025

64 Days to Go-live

Administrative Transformation Program

- All Universities of Wisconsin
- Rebuilt pre-award research admin in the Research Administration Management Portal (RAMP) system (6/23), replacing WISPER.
- Finance, HR, budgeting, and some reporting will all now be in the Workday system
- Reduce the complexity of the current administrative environment
- Easier and greater accessibility to appointment data available to managers and employees

Change Impact

- This will impact all areas of Research, HR, Finance, Budget and IT
- Give yourselves time to take training and learn the system
- Staff will be working as quickly as possible navigating the new systems and job aids/training materials
- Have patience for yourself and with each other
- We will get through this together!

What Can I Do Now to Prepare for Workday?

- Faculty (non-PI) & staff without an initiator, approver or reporting role
 - Training starts in May!
- Faculty that are PI's on grants
 - Additional training to orient you to the new naming convention and Workday structure
- See appendix for more information
- For descriptions of courses see the course catalog:
<https://www.wisconsin.edu/workday/workday-training/course-catalog/>

Upcoming Cutover Activities – HR

Activity	Key Dates
Employee Self Service Employee updates to personal information, benefits, etc. in HRS	6/14/25
Time Entry Deadline for salary employees to enter their time and absences for July 1, 2024-June 29, 2025	6/14/25
Remote Work Agreements Do not submit new RWAs with effective dates of 6/29/25 or later.	ongoing
Deadline to apply for Parking 1st spin (done in current system); subsequent spins will occur in workday	5/23/25

Detailed information on [SMPH HR Workday Implementation](#)

Upcoming Cutover Activities – Research Administration

- **Proposals**

- To SMPH Dean's office by Friday, June 20 to allow us time to review and submit to RSP
- RSP will be able to process proposals through Friday, June 27
- This is the last day RSP will be acting/submitting proposals

- **Agreements**

- To the Dean's office by Friday, June 20 to allow us time to review
- RSP will be able to process agreements through Friday, June 27

- **Award Set up**

- Friday, May 16 is the last day for departments to complete the project set-up information and ask for an award in advance and award set-up or modification in RAMP

RAMP will be offline at 4:00 p.m. on **June 27** and be back online the morning of **July 1**

Research Admin Cutover Dates: <https://rsp.wisc.edu/workday/>

Upcoming Cutover Activities – Selected Finance Dates

Activity	Key Dates
Catalog Purchase Requisitions Last day to process catalog requisitions over \$1,000 Last day to process catalog requisitions under \$1,000 First day to submit catalog purchase requisitions in Workday	6/18/25 – 5:00 PM 6/23/25 – 5:00 PM 7/7/25
Non-catalog Purchase Requisitions Purchase requisitions submitted after this date may not be able to be processed in FY25 and will need to be recreated in Workday on 7/7	5/7/25 – 5:00 PM
Expense Reimbursement Reports Last day to submit an expense reports in SFS First day to submit expense reports in Workday	6/9/25 – 5:00 PM 7/7/25

All Finance Cutover Activities are Listed Here:

<https://intranet.med.wisc.edu/fiscal-affairs/workday-cutover-deadlines/>

Reporting

- Workday will replace WISER and HRS reporting
- SMPH is prioritizing and rebuilding SMPH-specific reports from many internal reporting systems ex. ADW, FAST, Qlik, HRMed, CATT
- Reporting is behind schedule but working hard to get certain reports ready for go-live. Patience is appreciated
- PI Reporting – working on how to provide similar reporting of PI funding. Additional steps to pull information together

Appendix – Committee on Academic Staff Issues (CASI) Presentation Slides

April 24, 2025



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Key Messages

ATP/Workday
Overview

Preparing
for Workday

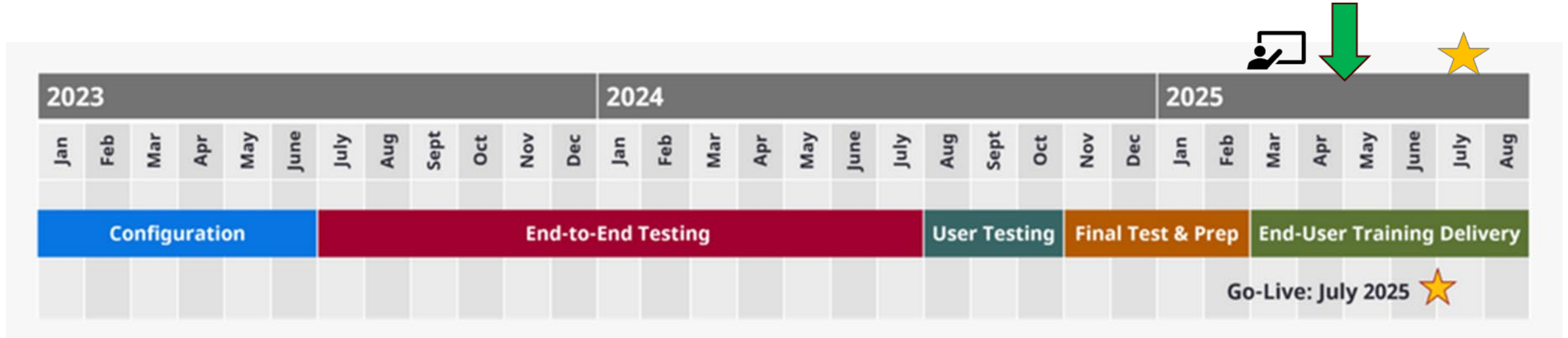
Cutover
Activities

Hypercare



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ATP Timeline



 Training started March 2025

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SMPH users can access the system July 7, 2025

68 Days to Go-live

Administrative Transformation Program

- All Universities of Wisconsin
- Rebuilt pre-award research admin in the Research Administration Management Portal (RAMP) system (6/23), replacing WISPER
- Finance, HR, budgeting, and some reporting will now be in the Workday system
- Workday replaces the Shared Financial System (SFS), the Human Resources System (HRS), and the PlanUW Oracle budgeting system, and other ancillary systems

Benefits of Workday

- Reduce the complexity of the current administrative environment
- Refocus valuable staff time on UW's mission of education, research, and outreach
- Combined HR and finance information in one system
- Get needed information directly from Workday and reduce the number of ancillary systems
- Standardize processes
- Easier and greater accessibility to appointment data available to managers and employees

Change Impact

- This will impact all areas of Research, HR, Finance, Budget and IT
- Everyone is learning a new system
- Give yourselves time to take training and learn the system
- Staff will be working as quickly as possible navigating the new systems and job aids/training materials
- Have patience for yourself and with each other
- We will get through this together!

The Power of

YET

I don't know ...YET

This doesn't work ...YET

I don't understand this ...YET

This doesn't make sense ...YET

I'm not good at this ...YET

I can't do this ...YET

I don't get it ...YET



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What Can I Do Now to Prepare for Workday?

- Faculty (non-PI) & Staff without a financial or HR initiator, approver or reporting role
 - Training starts in May!
 - Worker Fundamentals: Workday for All Employees 45 minutes
 - Employees with Pcards or that will need to submit reimbursements: Expense Reports & Credit Cards in Workday (Parts 1 & 2) 90 minutes total
 - Managers Only: Workday Fundamentals: Workday for Managers 40 minutes
- Employees with a financial or HR initiator, approval or reporting
 - Training started in March
 - Training courses vary depending on your role

What Can I Do Now to Prepare for Workday?

- Faculty that are PI's on grants
 - Workday Fundamentals: Workday for All Employees (45 minutes)
 - Workday Fundamentals: Finance Core Concepts (30 minutes)
 - Workday for Research Administration: Fundamentals (40 minutes)
 - Workday for Research Administration: Grants Management for Departments and Divisions (2.5 hours)
- For descriptions of courses see the course catalog:
<https://www.wisconsin.edu/workday/workday-training/course-catalog/>

What Will Employees Use Workday For?

Self Service: Benefits enrollment, pay stubs, updating personal information, accessing appointment information

Time Entry/Approval

Performance Management

Compliance Training

Remote Work Agreements

Internal Jobs Hub

Onboarding

Upcoming Cutover Activities – HR

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Employee Self Service Employee updates to personal information, benefits, etc. in HRS	6/14/25
Time Entry Deadline for salary employees to enter their time and absences for July 1, 2024-June 29, 2025	6/14/25
Remote Work Agreements Do not submit new RWAs with effective dates of 6/29/25 or later.	ongoing
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Detailed information on [SMPH HR Workday Implementation](#)

Time Entry



Pay attention to reminders from your Payroll and Benefits team. Shortened payroll timelines around go live.



Workday allows for time entry and approval on mobile devices



Late time entries/approvals could result in delayed paycheck.



[More information on Payroll and Benefits Dates](#)

Performance Management in Workday



Look for communication around May 1



Faculty, Clinical and Instructional Staff: Out of Scope

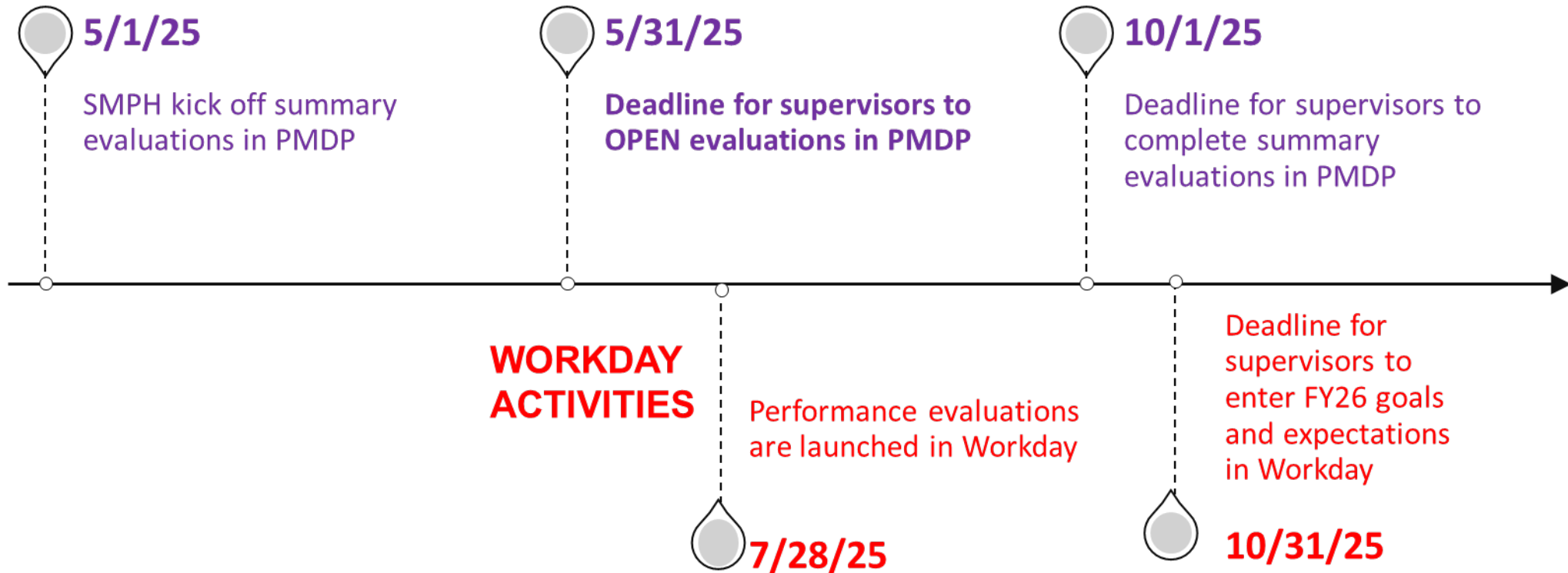


SJDs will be used for populating the duties



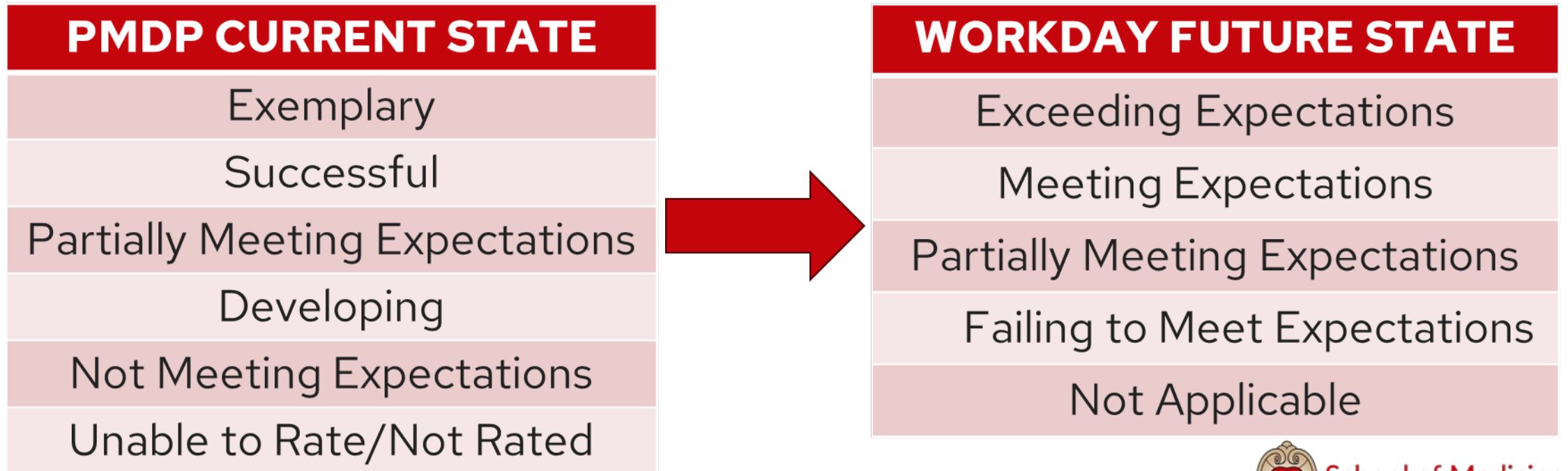
Performance Management Timeline

PMDP ACTIVITIES



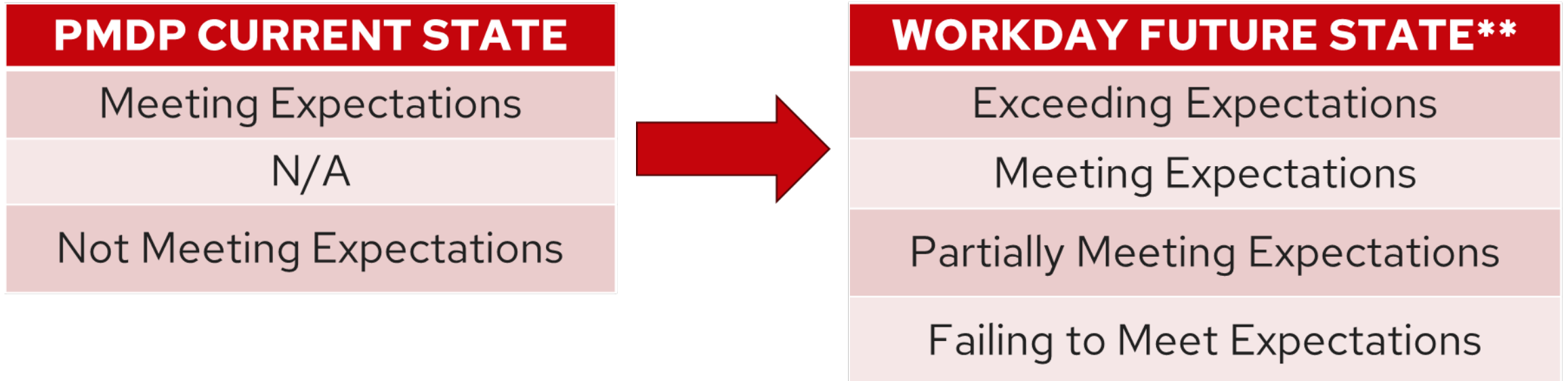
Workday Individual Item Rating Scale

- Must provide a rating for each job responsibility (**future reviews*)
- PMDP "Developing" no longer an option—could be used to describe one or more future state ratings

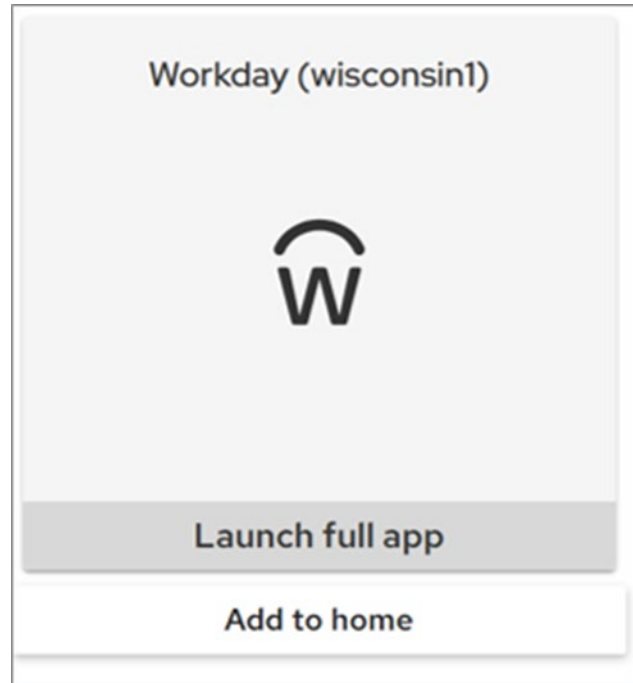


Overall Rating Scale

Only the Manager will assign an overall rating for the review



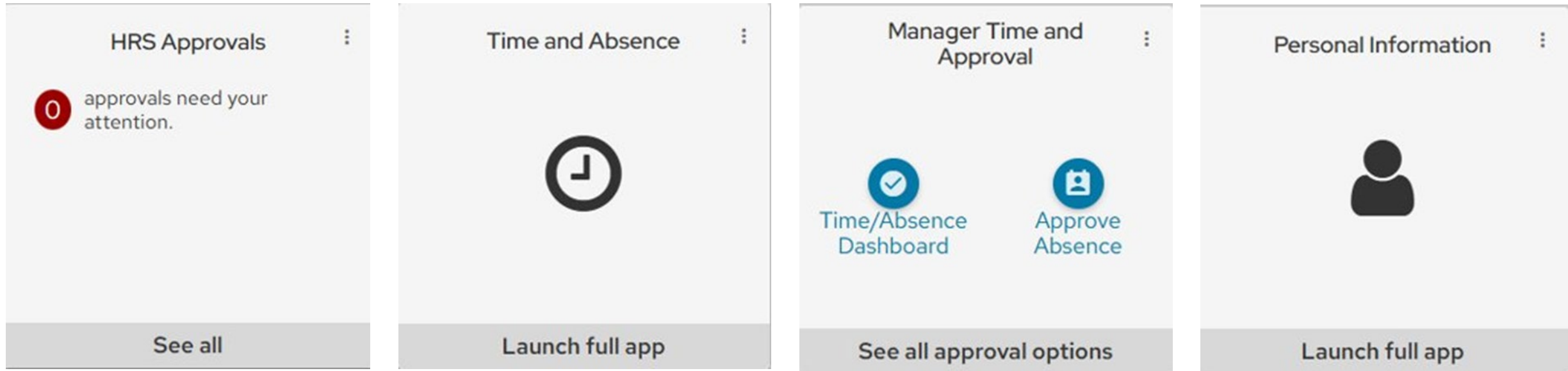
My UW Tiles – How to Access Workday



**New
Workday
tile coming
July 7,
2025.**

Access Workday to report and approve time, view earning statements, access tax documents, and complete a variety of HR-related tasks on a self-service basis.

My UW Tiles – Replaced

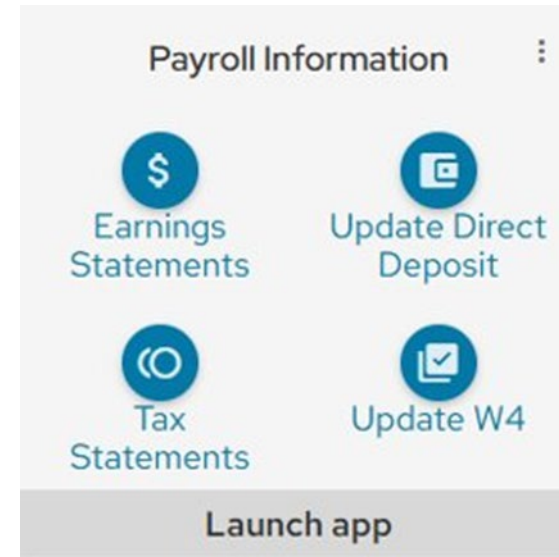


Removed July 7, 2025

My UW Tiles – Changed

View-only:

- Earnings statement
- Tax statements
- Button potentially changes to historical payroll information



Remove update buttons:

- Direct deposit
- W4

Changed July 7, 2025

Flexible Work Arrangements



Currently called Remote Work Agreements (RWA)



In Workday will be called Flexible Work Arrangements (FWA)



The policy is not changing. Flexible work arrangements will still to be submitted each fiscal year.



Do not submit any new RWA's in current system effective June 29 or later.



Will be submitted as FWA's in workday

Kickoff timeline is TBD

Likely a few month grace period for compliance

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Upcoming Cutover Activities – Finance

Activity	Key Dates
Catalog Purchase Requisitions Last day to process catalog requisitions over \$1,000 Last day to process catalog requisitions under \$1,000	6/18/25 – 5:00 PM 6/23/25 – 5:00 PM
Non-catalog Purchase Requisitions Purchase requisitions submitted after this date may be held for processing in FY26; may need to recreate requisition in Workday	5/7/25 – 5:00 PM
Direct Payments (DP) & Payment to Individuals (PIR) <i>Must be generated in ShopUW+ with all approvals needed</i> Forms may be submitted after this date, but FY25 processing is not guaranteed; forms not fully approved by 6/19/25 will need to be recreated in Workday	5/19/25 – 5:00 PM
External Vendor Invoices Last day to guarantee FY25 processing for vendor invoices	5/23/25 – 5:00 PM
Purchase Order Change Requests Last day to make changes to PO's in ShopUW+ Any not approved will need to be entered directly into Workday after go-live	6/18/25 – 5:00 PM
Purchase Order Receipts Last day to create PO receipt in ShopUW+	6/20/25 – 5:00 PM

Upcoming Cutover Activities – Finance

Activity	Key Dates
Purchasing CORs & Internal Work Orders	
Purchase Card Last day to load P-Card transactions in SFS	6/23/25
Expense Reimbursement Reports Last day to submit an expense reports in SFS First day to submit expense reports in Workday	6/9/25 – 5:00 PM 7/7/25
Salary Cost Transfers 101 Fund – Processed via the Cost Transfer Tool and submitted to SMPH All other funds – Processed via the Cost Transfer Tool and submitted to SMPH <i>*133/144 Funds – Aging overdrafts, outstanding transfers, and awards ready to close</i>	5/2/25 – 5:00 PM 6/13/25 – 5:00 PM 5/16/25 – 5:00 PM
Non-Salary Cost Transfers Transfers must be approved in Cost Transfer Tool <i>*133/144 Funds – Aging overdrafts, outstanding transfers, and awards ready to close</i>	6/30/25 – 5:00 PM 5/16/25 – 5:00 PM

All Finance Cutover Activities are Listed Here:

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Reporting

- Workday will replace WISER and HRS reporting
- Crosswalk of WISER reports to Workday reports
- SMPH is prioritizing and rebuilding SMPH-specific reports from many internal reporting systems ex. ADW, FAST, Qlik, HRMed, CATT
- Reporting is behind schedule but working hard to get certain reports ready for go-live. Patience is appreciated
- PI Reporting – working on how to provide similar reporting of PI funding. Additional steps to pull information together

Hypercare Planning

- A period of enhanced customer support
- Planning at campus and SMPH levels
 - Open Houses
 - Ticketing system
 - Exploring local help in Dean's Office and departments
- Evaluating and planning for high-volume Workday transactions post go-live

SMPH Workday Open House



Mark your Calendar!

SMPH Workday Open House

HSLC 1325

7:30-4:30 p.m.

Presentation from ATP at 11:00 a.m.

Additional Time & Absence Open Houses

- 6/16/25 WIMR 1022 7:30 a.m. - 4:30 p.m.
- 6/19/25 HSLC 1345 7:30 a.m. - 4:30 p.m.
- 6/24/25 MFCB 3156 7:30 a.m. - 4:30 p.m.
- 6/26/25 Henry Mall 1148 8:30 a.m. - 3:30 p.m.
- 7/10/25 Meriter 1st Floor
Conference Room 9:00 a.m. - 3:30 p.m.

Additional Resources

- UW System ATP Website: <https://atp.wisconsin.edu>
- Madison ATP Website: <https://atpmadison.wisc.edu/>
- Madison Training Information (course catalog descriptions and link to Workday training tenant): <https://atpmadison.wisc.edu/training/>
- Foundation Data Model Tool (FDM) to see the crosswalk from current funding strings and cost center values to future state:
<https://fdmmapping.atp.wisconsin.edu/>

Medical Education Program (LCME) Accreditation Affirmation

Elizabeth Petty, MD

Senior Associate Dean for Academic Affairs

Megan Heneke

Director of Education Accreditation & Compliance



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All UW SMPH Programs Meet or Exceed National Accreditation Standards

	CSP Clinical Simulation Program	DPT Doctor of Physical Therapy	GME Graduate Medical Education (UW Health and SMPH)	ICEP UW- Madison Inter-professional Continuing Education Partnership	MGCS Master of Genetics Counselor Studies	MD Doctor of Medicine	MPAS Master of Physician Assistant Studies	MPH Master of Public Health
Accrediting Body	SSH Society for Simulation in Health Care ACS-AEI American College of Surgeons	CAPTE Commission on Accreditation in Physical Therapy Education	ACGME American College of Graduate Medical Education	ACCME, ACPE & ANCC Joint Accreditation Inter-professional Continuing Education Partnership	ACGC Accreditation Council for Genetic Counseling	LCME Liaison Committee on Medical Education	ARC-PA Accreditation Review Commission on Education for the Physician Assistant, Inc.	CEPH Council on Education for Public Health)
First Accredited	2018	1929	1981	2016	1998	1942	1977	2009
Current Status	Full	Full	Full, Continued	Full, with Commendation	Full	Full	Full	Full
Last Re- Accreditation	SSH 12/23 & ACS 6/2023	3/2022	6/2023	12/2022	10/2019	10/2018	9/2019 & 5/2023 (UWP)	3/2022
Interim Reports	Annual	Annual	Annual	Annual	Annual	Per LCME Last 12/24	Annual	Annual
Cycle (years)	5	10	10	6	8	8	10	7
Next Review	2028	2031-32	2033	2028	2026-27	2025-26	THIS WEEK	2028-29

Doctor of Medicine (MD) Program, est. 1907

In 1926 became 4-yr school with statewide campus

MD degree: 4 year/3 phase/152 credits, 176 students/yr (~70% residents, ~ 30 % URiM)

Innovations:

- Self-directed learning emphasis, pass/fail fully integrated competency-based curriculum
- **WARM** - **W**isconsin **A**cademy of **R**ural **M**edicine based in La Crosse, Marshfield, & Green Bay
- **TRIUMPH** - **T**raining in **U**rban **M**edicine and **P**ublic **H**ealth based in Milwaukee
- Strong **MD-PhD & MD-MPH** dual degree programs
- 5 **Paths of Distinction**: Research, Public Health, Medical Education, Bioethics, Interprofessional Education and Practice



**Christine Seibert,
MD**

Associate Dean,
Medical Student
Education and
Services

1

Core basic
science content
integrated with
community and
clinical
experiences

54 weeks
(M1, M2)

2

Core clinical
training integrated
with basic science
and public health
content

48 weeks
(M2, M3)

3

Advanced
learning and
training in basic
science, clinical
science, and
public health

48 weeks
(M2, M3)

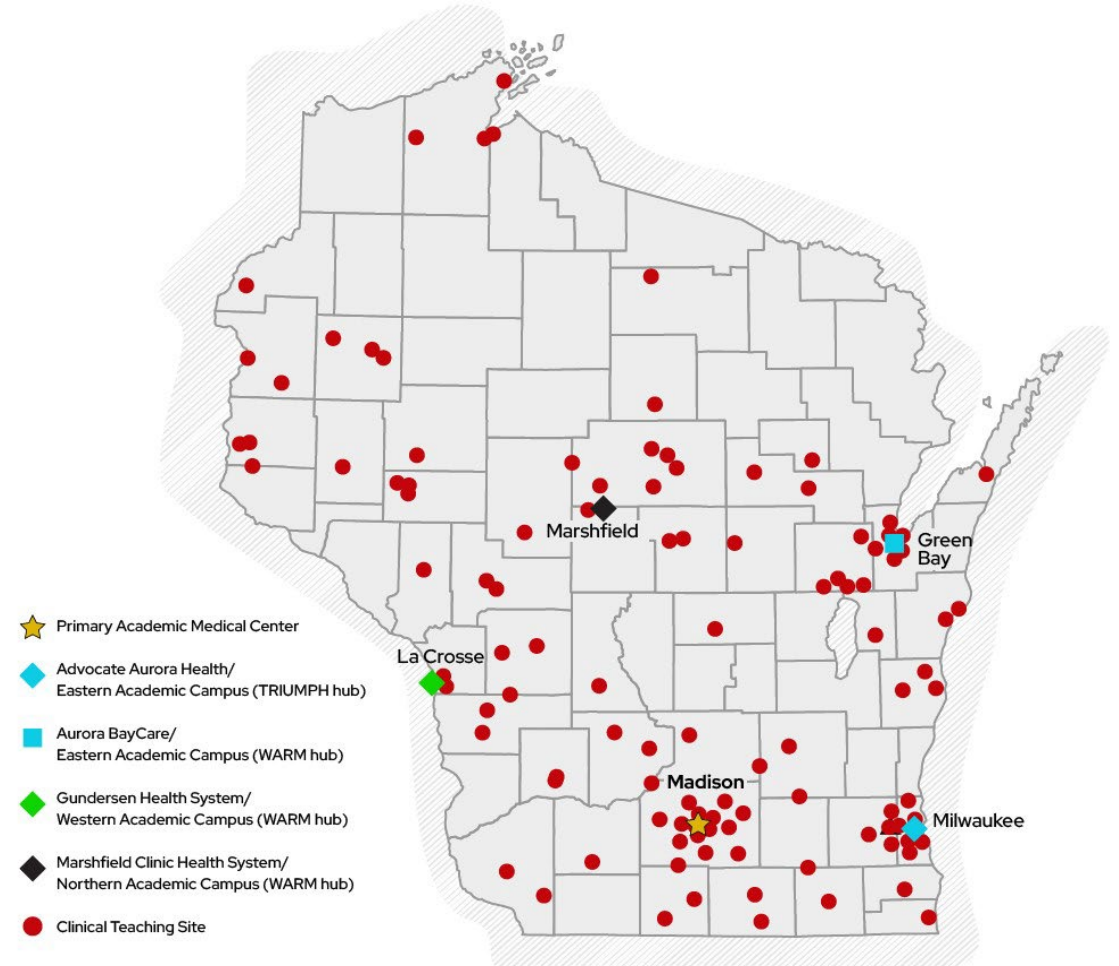
We Know We Have an Awesome Statewide School

MD Program:

Statewide Campus, National Electives, Global Health Opportunities

Now we need to prove it!

We need to showcase all the great things about our school of medicine and public health, highlight our commitment to quality improvement, and demonstrate compliance with all accreditation standards to outside reviewers and the LCME



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What Is LCME & Why Is It So Important?

- The AAMC and AMA is sponsored **Liaison Committee on Medical Education (LCME)** and recognized by the US Department of Education for accreditation of US medical education programs
- LCME goals are to:
 - **ensure all medical education programs meet prescribed standards, and**
 - **promote institutional self evaluation and improvement**
- Formal re-accreditation every 8 years, where school organization, infrastructure, resources, and educational programs are analyzed by students, staff, and faculty to identify issues
- CQI and a comprehensive self-study are core to the process
- Needed for select federal grants and programs (e.g., financial aid, eligibility for USMLE exams, most state licensing boards, ACGME accredited residency programs)

LCME Accreditation: 12 'Standards' with 93 'Elements' Set Minimal Expectations

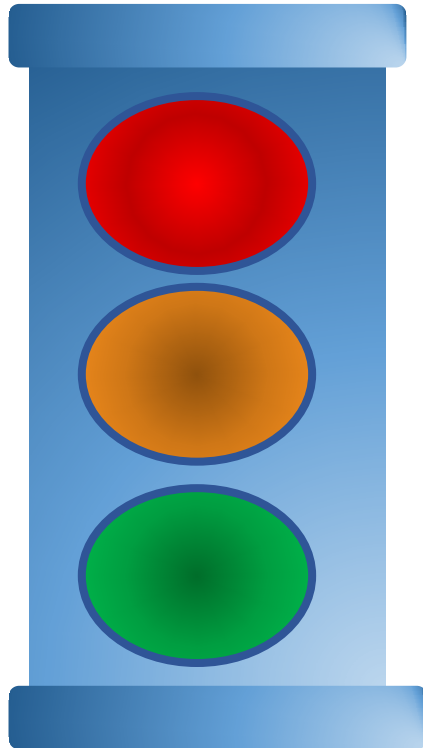
- 
1. Mission, Planning, Organization, and Integrity
 2. Leadership and Administration
 3. Academic and Learning Environments
 4. Faculty Preparation, Productivity, Participation, and Policies
 5. Educational Resources and Infrastructure
 6. Competencies, Curricular Objectives, and Curricular Design
 7. Curricular Content
 8. Curricular Management, Evaluation, and Enhancement
 9. Teaching, Supervision, Assessment, and Student and Patient Safety
 10. Medical Student Selection, Assignment, and Progress
 11. Medical Student Academic Support, Career Advising, and Educational Records
 12. Medical Student Health Services, Personal Counseling, and Financial Aid Services

Three Core Questions

To demonstrate MD grads exhibit professional competencies appropriate for the next stage of training and serve as the foundation for lifelong learning and proficient medical care, LCME asks:

- Has the school clearly established mission and institutional learning objectives for medical education?
- Are the curriculum and resources organized to meet its mission and objectives?
- What evidence demonstrates this? Is likely to meet them in the future?

For Each Standard, the LCME Determines if Elements are:



Unsatisfactory

Satisfactory with a Need for Monitoring

Satisfactory

Rulings on Elements Determine Compliance for Each of the 12 Standard



LCME REPORT CARD 2018

12 Standards

0 Non-compliance (0%)
2 Compliance with a Need for Monitoring (17%)
10 Full Compliance (83%)

93 Elements Across 12 Standards

3 Unsatisfactory (3%)
4 Satisfactory with a Need for Monitoring (4%)
86 Satisfactory (92%)

LCME Element Status Report Card 2018-2025

Elements (7 of 93)	2018 Outcome	2019 Outcome	2021 Outcome	2023 Outcome	2025 Outcome
1.1 Strategic planning & CQI	U	S			
3.3 Diversity/pipeline programs and partnerships	U	S			
4.4 Feedback to faculty	U	S			
7.6 Cultural competence & health care disparities	SM	S			
8.5 Medical student feedback	SM	SM	SM	SM	SM
9.8 Fair and timely summative assessment	SM	S			
11.2 Career advising	SM	SM	SM	SM	



S = Satisfactory

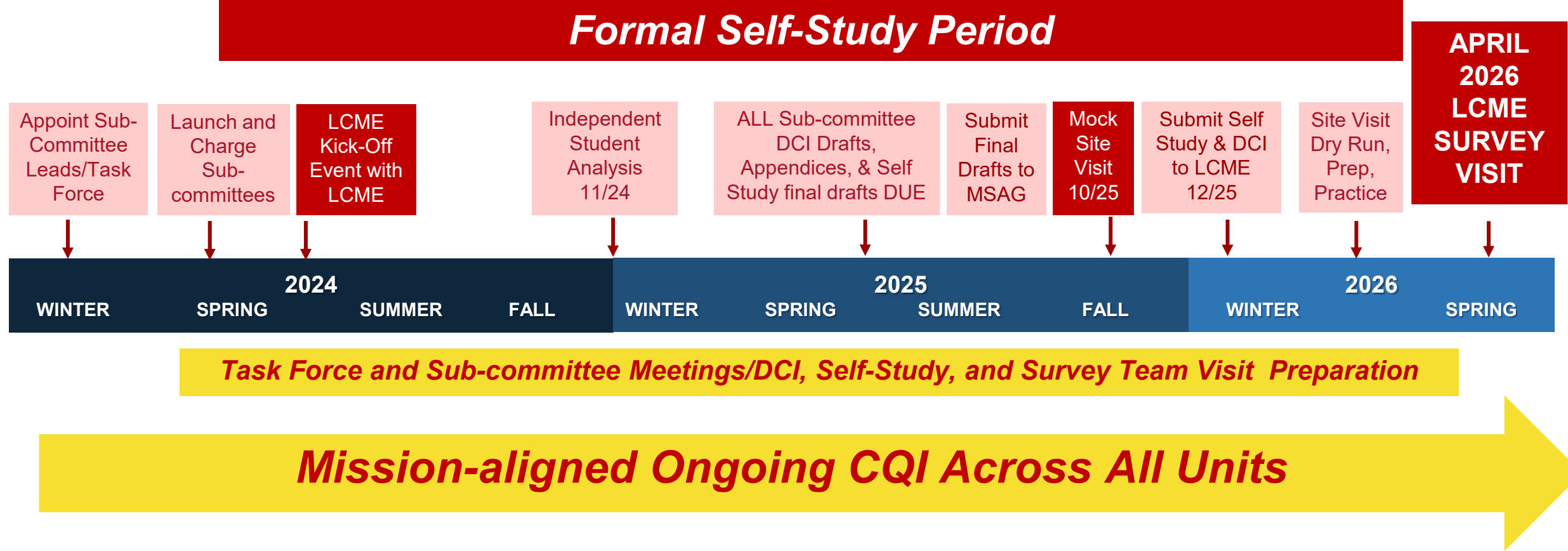
SM = Satisfactory with a Need for Monitoring

U = Unsatisfactory

Steps in 2-year LCME Self-Study Process

- Completion/analysis of Data Collection Instrument (DCI) addressing 12 standards/93 elements
- Completion/analysis of Independent Student Analysis (ISA)
- An Institutional Self-Study Task Force of sub-committee leads to review ISA, draft/review DCI, and contribute to Self-Study Report
- A 3-day Survey Team Visit of peers from other medical schools who review documents; interview students, residents, staff, faculty, and administrative leaders; and tour core facilities
- Submission of a report of findings by the Survey Team to the LCME for review, discussion, and accreditation decision

2024-2026 TIMELINE for SMPH LCME Success



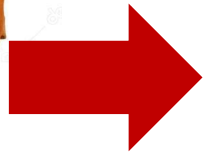
SMPH LCME Committees & Subcommittees	Dean's Office & Dept. Co-Chair(s)	Statewide Leader(s)	Project Manager(s)	Administrative Champion(s)	Core Members
Strategic Improvement & Accreditation	M Heneke E Petty		J Gould	J Gould	H Broadus, S Chheda, H Conrad, A Golden, L Knoll, M Kueppers, G McIntosh, R Perrin, S Rogers, C Seibert, J Temte, R Tsuchida, A Walaszek, other content experts
LCME Task Force	E. Petty	All below	M Heneke	J. Gould	LCME subcommittee chairs, statewide champions & project managers
Institutional Settings	A Golden E Hartenbach E Quinlan	J Bidwell	A Poehling	C Brink	...enkova, ...an
Diversity	B Drolet F Pelegri R Tsuchida	K Kn			...M Santiago
Faculty	L Sch V Sp A W				...rench, ...narez, J Hess
Education Resources				M Slouber	K Fons, C Hooper-Lane, J Korab, C Kramer, S Pertzborn, M Wells, D Wood
Medical Education		...heimer	E Tuschen	N Dunbar	B Altschaf, P Gomez, S Mead, K Nackers, A O'Rourke, E Pelley, T Pesavento, P Pillai, N Shenai, J Smith, A Stickford Becker, K Yang
Medical Student Services Admissions	...keller G McIntosh D Rakel M Shah	M Medich	A Jacobson	M Christophel	D Bernhard, S Brask, B Camacho, S Lubner, T Mwasi, S Rothschild, S Zander, K Zimonick
Medical Student ISA	J Kain S Vrba			J Foertsch	A Brooks, E Dai, E Davis, T Dorobek, J Ewald, A Kosharek, O Oniah, B Rodriguez, A Webb

Thank You!
LCME Dream Team!

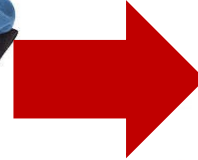
CQI & Self-Study Process



Spring '24



Spring '25



Spring '26

What LCME Peer Reviewers Will Use to Judge Compliance with Standards & Elements...

- Self-study report based on subcommittees findings
- Database of institutional metrics and outcomes (DCI) with comparisons to national outcomes and peer institutions
- Student input on LCME school-wide student survey (ISA)
- Student input on AAMC GQ
- Meetings with institutional leaders, faculty, staff, students

High expectations for established schools

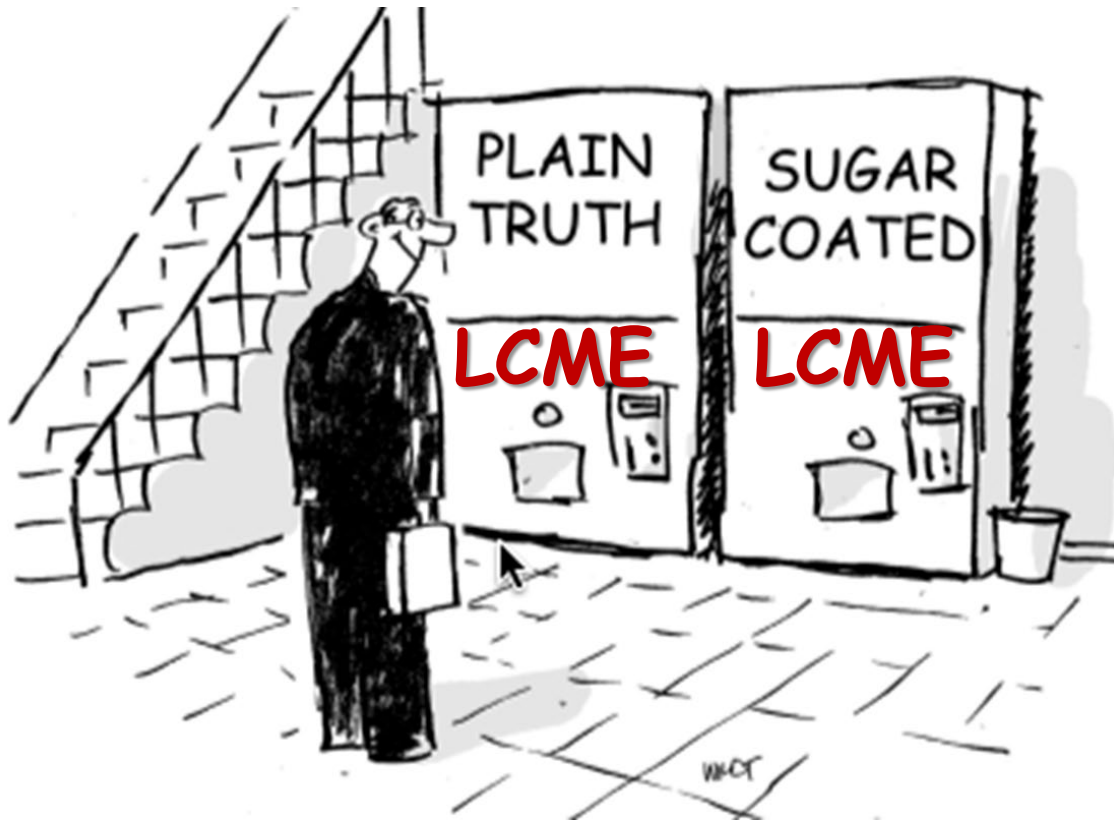
High expectation that previous areas of concern have been fully resolved

Based on Findings, the LCME May:

- Grant accreditation for full 8 years
- Continue accreditation with or without specifying shorter term
- Continue accreditation with program on warning
- Continue accreditation with program on probation
- Deny accreditation or withdraw accreditation

If non-compliance with ≥ 1 standards, unsatisfactory performance in ≥ 1 key elements, or multiple areas that require monitoring, LCME may require:

- Limited survey visits
- LCME consultations
- Submission and completion of action plans, and/or
- Status reports



Some Recognized Vulnerabilities & CQI

- Mistreatment in learning environment
- Personal counseling/mental health/wellness
- A few curricular areas
- Responsiveness to student feedback
- Elective counseling
- Statewide faculty appointments & reviews
- Space & storage at some clinical sites
- Equivalency
- Transitions in leadership, financial resources

We will not sugar coat vulnerabilities found and will demonstrate how we are addressing them

SIAC Compliance Monitoring

- 1.1 Strategic Planning and CQI
- 2.4 Sufficiency of Administrative Staff
- 2.6 Functional Integration of the Faculty
- 3.5 Learning Environment & Professionalism
- 3.6 Student Mistreatment
- 4.1 Sufficiency of Faculty
- 5.1 Adequacy of Financial Resources
- 5.11 Study/Lounge/Storage Space/Call Rooms
- 6.2 Required Clinical Experiences
- 6.3 Self-Directed & Lifelong Learning
- 6.4 Inpatient/Outpatient Experiences
- 7.1 Biomedical, Behavior, Social Sciences
- 7.2 Organ Systems/Life Cycle/Primary Care/Prevention/Wellness/Symptoms/Signs/Differential Diagnosis, Treatment Planning, Impact of Behavioral and Social Factors
- 7.3 Scientific Method/Clinical/Translational Research
- 7.9 Interprofessional Collaborative Skills
- 8.2 Use of Medical Education Program Objectives
- 8.3 Curricular Design, Review, Revision/Content Monitoring
- 8.4 Evaluation of Education Program Outcomes
- 8.5 Medical Student Feedback
- 8.7 Comparability of Education/Assessment
- 8.8 Monitoring Student Time
- 9.1 Preparation of Resident & Non-Faculty Instructors
- 9.2 Faculty Appointments
- 9.4 Assessment System
- 9.7 Formative Assessment and Feedback
- 9.8 Fair and Timely Summative Assessment
- 9.9 Advancement and Appeal Process
- 11.1 Academic Advising and Counseling
- 11.2 Career Advising (includes elective advising)
- 12.1 Financial Aid, Debt Management, Counseling, Student Educational Debt
- 12.3 Personal Counseling, Mental Health, Wellness
- 12.8 Student Exposure Policies/Procedures

Red denotes frequently cited elements by LCME

To Be Successful We Must...

- Meet or exceed LCME standards and elements
- Identify, address, and rectify areas needing improvement
- Anticipate and address any potential threats that could impact compliance non-compliance
- Be our own worst critics (internally) and most vocal champions (externally)



Exceptional Education for Extraordinary Futures



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and Public Health**
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Learn More About LCME at Med Ed Day: May 29, 2025

9:00-10:30 a.m.

Plenary Keynote Address, Tavinder K. Ark, PhD

Preparatory Mock & LCME Survey Team Visits

- **Mock:** October 6-7, 2025
- **LCME :** April 13-15, 2026

1:30-3:30 p.m.

LCME Workshop - please attend!

- **Updates & Overview**
- **Break Out Groups**
 - Responsiveness to student feedback
 - Knowledge of and effectiveness of activities to prevent mistreatment
 - Secure storage space for students at clinical sites
 - The amount and quality of formative feedback
 - Summative assessments are clear and consistent
 - Student wellness programming and access
 - Main campus communication with campuses and clinical sites

Thank You

it takes a village with the active participation of well-informed, committed, and engaged members to be successful

LCME Questions?

General: uwlcm@med.wisc.edu / <https://lcme.org/>

Jessica Gould: jjgould2@wisc.edu

Megan Heneke: megan.heneke@wisc.edu

Liz Petty: epetty@wisc.edu

Christie Seibert: cseibert@wisc.edu



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Emerging Federal Issues

Connie Schulze

Director of Government Affairs

Elizabeth Lee

Principal & Chair of Health Care Group, Venn Strategies



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Congress

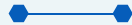
Government Spending

- Congress is operating under a Continuing Resolution through September 30, 2025
- The FY 26 appropriations process is underway, but no spending bills have been drafted
- We will likely not see legislative text for any major spending bills until after May, when President Trump is expected to release his budget proposal

Reconciliation

- Congress is putting together a “budget reconciliation” package according to the budget resolution passed by Congress on April 5
- The resolution directed Congress, and specific committees, to find a range of spending cuts, including in the Medicaid program
- The Senate Finance Committee is instructed to increase deficits by no more than \$1.5T
- The Energy and Commerce Committee is instructed to produce \$880B in savings
- We expect drafting and mark-ups to happen through May and June, with potential passage by late July (although more likely September)

Federal Update: Agencies & White House



HHS Restructuring

- 20% reduction in staff through “Reductions in Force” or offering staff buy-outs
- Streamlining 28 divisions HHS divisions into **15**.
- Reducing 10 regional offices to **5**.

“We aren't just reducing bureaucratic sprawl. We are realigning the organization with its core mission and our new priorities in reversing the chronic disease epidemic. This Department will do more – a lot more – at a lower cost to the taxpayer.”

- Secretary Robert F. Kennedy, Jr.

Several top
HHS staff have
been let go or
reassigned.

Agency	Staff
FDA	• Peter Marks • Brian King
NIH	• Dr. Jeanne Marrazzo • Renate Myles • Dr. Eliseo J. Pérez-Stable • Dr. Shannon Zenk • Dr. Diana Bianchi • Dr. John Howard
CDC	• Dr. Karen Hacker • Kayla Laserson • Dr. Jonathan Mermin

HHS Reorganization

- **There will be a new Administration for a Healthy America focused on ending chronic disease.**
 - This will combine OASH, HRSA, SAMHSA, ATSDR, and NIOSH into one entity.
 - Governance of the 340B program is moving from HRSA to CMS.
- **AHRQ, the lead federal agency for patient safety research, will also be phased out.**

New Spending Policies

- Federal agencies are making it more difficult to draw down funds on existing grants
- Each draw down requires justification, and “Defend the Spend” initiatives make those reviews longer and more challenging
- Grantees are also being asked to attest to certain grant conditions, such as not engaging in certain DEI activities

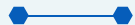
Leaked Budget

- **Earlier this month, a draft of the HHS budget was leaked**
- **Proposed cuts to NIH were \$20B, or 40% of current baseline**
- **The budget also proposed reductions to other grant funding across HHS**
- **Some of these proposals require Congress, others can be done administratively**

Higher Ed Executive Orders

- **Trump released a new set of executive orders targeting higher education, including**
 - **Changes to accreditation, authorizing more college accrediting bodies**
 - **Disclosure of foreign funding**
- **He looks to be continuing his aggressive stance toward elite universities, which started with Columbia and has recently escalated with Harvard**

Advocacy In Action



NIH Roundtable

- On March 26, Senators Baldwin and Welch held the forum "Cures in Crisis: What Gutting NIH Research Means for Americans with Cancer, Alzheimer's and Other Diseases."
- Dr. Sterling Johnson, UW Madison professor and Associate Director of the Wisconsin Alzheimer's Disease Research Center, testified at the event.
- His remarks focused on the impact of NIH funding on Alzheimer's research, our progress over the past 20 years of investment, the consequences of proposed cuts and delays to patients, institutions, and local economies, and more.



Town Hall

Open for Questions

- *In person*: Raise hand to receive microphone
- *Online*: Use the chat feature to submit