

Integrating a Department of Family Medicine into a New Health System while Maintaining an Academic Mission and Partnership with the College of Medicine

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Background

- HUH closes in 2019
- “New” residency program created
- Residents and faculty become Tower employees
- Drexel creates Academic Chairs
- Our department was committed to maintaining an academic mission with close ties to DUCOM while also striving to establish a strong foothold at CHH and become an indispensable clinical entity to Tower

Objectives

- Identify academic and clinical leaders/decision makers
- Establish shared goals for a partnership between DUCOM and Tower
- Continue to provide outstanding educational opportunities for residents and medical students
- Maintain the connectedness amongst our faculty, residents, and staff that has defined our department- strengthening emphasis on diversity and wellness

Results

- Developed a strategic plan for our department that can withstand transition
- Created strong and indispensable inpatient service at CHH
- Rapidly adapted to changing healthcare needs in pandemic- establishing ourselves as clinical leaders and innovators
- Utilized our experience and leadership to guide Tower GMEC
- Helped to solidify role of Academic Chair
- Consolidated offices, shifted geriatric services, and began planning for a new clinical site closer to CHH in underserved community
- Outstanding match for incoming class of residents
- Maintained medical student rotations during COVID and expanded rotation availability and elective offerings for displaced students
- Focusing on togetherness despite pandemic – Faculty check-ins, Covid Club, Zoom Happy Hours, BLM March, Finish Strong challenge, GroupMe app, Tough Mudder, Celebrated wins and Shared losses

Methods

- Literature review
- Interviews with Family Medicine chairs in different settings, leaders at Drexel and Tower, and former deans from DUCOM
- Strategic planning within our department
- Regular leadership team meetings
- Constant communication and transparency whenever possible

Discussion

- Pandemic and financial crisis created challenges
- Must define non-financial gains
- Important to identify leaders/champions
- Next steps – transition is our new norm

Collaborators

- Leon McCrea, MD, MPH, Annette Gadegbeku, MD, B. Brent Simmons, MD, and Janet Cruz, MD – Senior Leadership Team, Tower Drexel Family Medicine Residency
- Lee M. J. Elias, Game Seven Group, LLC and Howie Cohen, Cohen and Associates, LLC



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