



Mega-Mergers with Hospital Systems

The Beaumont Perspective

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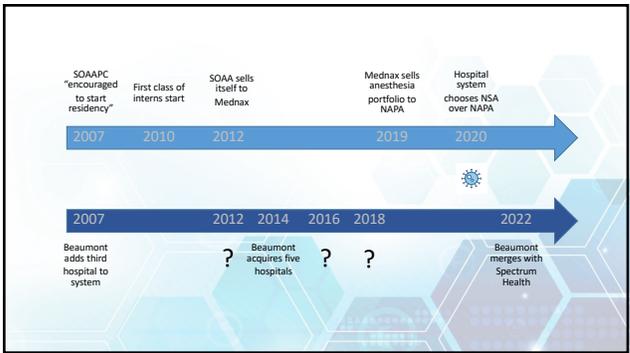
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My Conundrum

- Separating the anesthesia group changes from the hospital mergers
- We're still here, so everything must be fine

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Effects of Group Mergers

Money	Accounting changes
Personnel	Change in/consolidation of Program Coordinator for some residencies <ul style="list-style-type: none"> • Smaller lost, larger gained
Supplies	No change in drugs/equipment/offices
Residency as a whole	Consolidation of Family Practice, orthopedics, pulmonary programs <ul style="list-style-type: none"> • Quality of residents vs. elitism

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Effects of Change

- Threat of merger with HFH drove us to sell practice
- Anticipation of merger with Spectrum drove hospital to consolidate anesthesia groups

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The NAPA → NSA Change

- Lost 50% of clinical faculty
 - Chair/PD/APD stayed same
 - 80% of rotation directors left
 - 50% of prior “teacher of the year” left
 - Bad press
- Created anxiety in residents/remaining faculty
- Created anxiety for surgeons
- Made interview season challenging

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Residency Threats

- Other PDs badmouthing us
- Instability
 - Existential angst among residents
 - Interview season
- Name recognition
 - Residency candidates
 - Fellowship interviews
 - Job candidates

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Residency Opportunities

- We gained 50% new faculty
 - New ideas/techniques/tips
 - Revitalized simulation, POCUS, CCM
- New vision includes enhanced academic footprint
 - “the Cleveland Clinic or Mayo of Michigan”
- Real world for our residents
- Job opportunities for our graduates
- Leadership opportunities for our attendings

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Change is the only constant in life

-Heraclitus, 6th century BCE

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