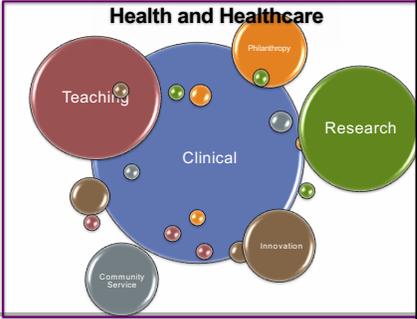## How to make the department better

Aman Mahajan, MD, PhD, MBA
Ronald L Katz Professor and Chair, Dept. of Anesthesiology
Professor of Anesthesiology and Bioengineering
Co-Director, UCLA Cardiac Arrhythmia Center &
Neurocardiology Research Center
UCLA Health System

UCLA Health

Academic Medicine: Mission alignment

1. Clinical
2. Research
3. Teaching
4. Biomedical Innovation
5. Community Service

Health and Healthcare

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STRATEGY PILLARS:
Anesthesiology and Perioperative Medicine

PEOPLE	QUALTY AND SERVICE	GROWTH	INNOVATION	OPERATIONAL & FINANCIAL DELIVERY
Recruitment	**Clinical** • Comprehensive Clin. Services • Quality program • PEPC • Acute Pain • Chronic Pain • CCM	**Clinical Services** •Non-UCLA Health: MLK • UCLA Non-hospital: Community Anesth •Non-OR Pain, Echo, CCM	**Information Management** • Informatics and Analytics	**Value and Mission based investing**
Faculty Development		**Education** •Expand Residency •Expand Fellowships	**Technology and IP development**	**Financial Modeling**
Faculty Wellness	**HS Leadership** • AM MS RS • AD etc etc • PL • JP • IH	**Research** •NIH, other funding •Research consortiums •PHRI •MPOG •AQI	**Perioperative Medicine** •PSH/ValU •ERAS •PAIN	**Practice and Staffing Models**
				Operational Efficiency & Productivity

Faculty Development: Shared Responsibility

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Mentorship

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Investing in Faculty Training and Career Advancement

- Faculty/Fellows Advanced Scholarship Training (*FF*AST) Career Development Program
- Collaboration with-
  - UCLA School of Engineering
  - Anderson Business School
  - Fielding School of Public Health
  - UCLA CTSI
  - Business of Science Center

UCLA CTSI Connections
UCLA Clinical and Translational Science Institute

UCLA ENGINEERING
Henry Samueli School of
Engineering and Applied Science
Birthplace of the Internet

UCLAAnderson
THINK IN THE NEXT

School of
Public
Health

UCLA
BSC

UCLA Health

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*FF*AST Career Development Program

- Fellows in Masters/ PhD
- Junior Faculty in Masters/ Phd- Post-doctoral training
- Time and Funding for the program
- Full Salary
- Seed grants
- Expectation to be on Academic Faculty Senate Track

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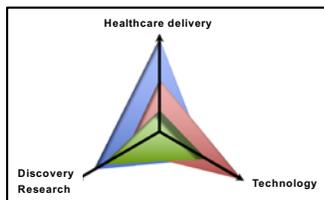

Paying for Faculty Training

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Successes:

- 22 faculty/fellows, 1 not retained at UCLA
  - Informatics (4); Clinical/Translational Research (8); Public health (2); Education (1); Innovation (2); MBA (2); Phd/Post-doc (4)
- 3 FAER grants, 1 K08 Grants, 6 Foundation grants
- 7 patents, 3 UCLA spin-offs in technology
- Development of new research programs
- Research collaborations with other depts and schools
- Training fellowships
- Philanthropy from alumni
- Culture change

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Innovation

Program for Innovation → "ABC" Center for Innovation

UCLA CTSI Connections
UCLA Clinical and Translational Science Institute

UCLA
BSC

UCLA ENGINEERING
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Why we created an Informatics/Analytics Division

- Effective Innovation (QI, Research, Digital technology development) requires data
- Provides a resource for clinical research
- Partner in precision health
- Add value and better partner with the Health System
- Lets you demonstrate results

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Division of Informatics and Analytics

- Find the right people
  - Board certification in informatics
  - Data scientists
  - Programmers
  - Computer scientists
- Invest in infrastructure
  - It can take 2-4 years to get large scale data from the EMR
- Partner extensively
  - Health System, School of Engineering, School of Business
  - Other Departments
  - Other Institutions

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What An Informatics Infrastructure Looks Like

Innovation: Technology Development Hub

Value created by Academic Anesthesiology

Devices
- Closed Loop Systems
- Wireless Biosensors/ wearables
- Tele-Care/ Remote systems

Digital
- Real-time decision support analytics
- Prescriptive Analytics
- Med Apps

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Real-time decision support analytics

Closed loop Anesthesia

Real Time Dashboards

Wireless Biosensors/ wearables

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Department of Anesthesiology Wellness Program

The mission of the Faculty Wellness program is to--
- Increase awareness of healthy lifestyle behaviors
- Provide opportunities to practice these healthy lifestyle behaviors.

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Department of Anesthesiology Wellness Program

- Rapidly growing department: People and places
- Anesthesiology stressful specialty
- Physician burnout increasingly common
  - Medscape Lifestyle Report 2016: burnout in anesthesiologists reported at 50% (increased from 44% in prior year)
- Personal impact as well as on Quality of Care

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Department of Anesthesiology Wellness Program

- Fitness/Physical Health/ Mental Health
- Education
- Resilience Training
- Dealing with Adverse Outcomes
- Social networking

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Department of Anesthesiology Wellness Program

Fitness/Health/Mental Health:

Meditation sessions
Mindfulness training
UCLA Urban Zen representatives
Farm Fresh To You
Gym benefits
UCLA fitness/fundraising events-- AHA Heart Ru
Fitness events around Los Angeles

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Department of Anesthesiology Wellness Program

Education:

Retirement planning
Resilience Training
Time Management
Emotional Intelligence
Healthy Eating
Mindfulness
Dealing with disruptive coworkers
Ergonomics and safe patient handling

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Department of Anesthesiology Wellness Program

Dealing with adverse outcomes

Peer Support: 1:1 Peer Support for individual clinicians and group peer support for healthcare teams
Debriefing with colleague, Balint Rounds, Schwartz Rounds
Return to duty considerations
Additional resources for future needs, align with UCLA Health System groups
Assistance with potential legal procedures
Raising awareness

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Department of Anesthesiology Wellness Program

Resilience Training:

SMART-OP: Stress Management and Resilience Training for Optimal Performance: Collaboration with NASA- Dr Raphael Rose
UCLA Pediatric Resilience Training Program: Dr Barbara Bursch

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Social Events

- UCLA Planetarium visit
- Take Your Kids to Work Day
- Hike in Thousand Oaks
- Social evenings/ Happy hours for faculty from different sites

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Monthly Wellness Calendar

Keep everyone informed and engaged about events

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