



**How To Make The Department Better:  
Chairs Share Ideas**

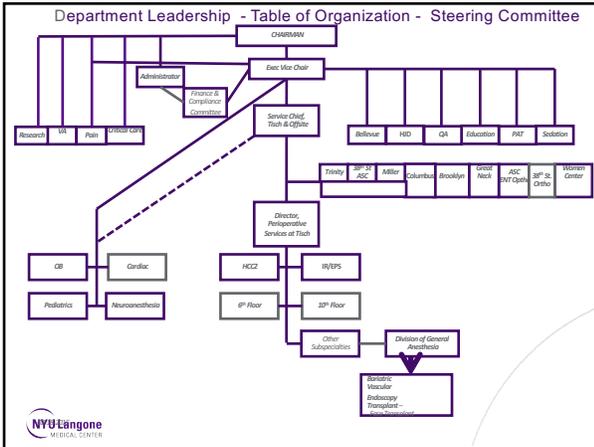
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Perioperative Care & Pain Medicine

**Department of Anesthesiology, Perioperative Care and Pain Medicine**

- Faculty Development
- Faculty Well Being
- Faculty Educators




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**Departmental Retreat**

- Departmental retreat was held-
- Kick off Dinner- Dean addressed department leadership
- All Day Meeting




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**Department of Anesthesiology, Perioperative Care and Pain Medicine**

- **Mission:** To provide world-class patient-centered perioperative anesthesia and subspecialty care in an academic environment that fosters and supports excellent education and research.
- **Vision:** NYU Anesthesiology will be the premier department in the country, maintaining the highest standard of patient care in and out of the OR and creating an inspirational educational environment that attracts & retains excellent clinicians, researchers and thought leaders in our field.



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**DEPARTMENT OF ANESTHESIOLOGY**  
Strategic Imperatives 2014 - 2017

*Mission: To provide world-class patient-centered perioperative anesthesia and subspecialty care in an academic environment that fosters and supports excellent education and research.*  
*Vision: NYU Anesthesiology will be the premier department in the country, maintaining the highest standard of patient care in and out of the OR and creating an inspirational educational environment that attracts & retains excellent clinicians, researchers and thought leaders in our field.*

DIVISION	IMPERATIVE	BASIC GOAL	STRATEGICAL
All Division	<p><b>Develop</b> The Academic And Clinical Potential At Each Institution And Within Each Subspecialty</p> <p><b>Drive</b> perioperative service and intraoperative efficiency using defined performance &amp; accountability metrics.</p> <p><b>Implement</b> a state-of-the-art quality assurance &amp; patient safety program</p> <p><b>Incorporate</b> Surgical Home concept by aggregating all care into one cohesive unit</p> <p><b>Meet</b> required metrics in HCAHPS, Hospital Consumer Assessment of Healthcare Providers and Systems) defined by hospital leadership</p>	<p><b>Develop</b> The Academic And Clinical Potential At Each Institution And Within Each Subspecialty Area (see established goals below for each area)</p> <p><b>Drive</b> perioperative service and intraoperative efficiency using defined performance &amp; accountability metrics.</p> <p><b>Decrease</b> in OR to areas ready by 10% for selected cases.</p> <p><b>Decrease</b> turnover time by 10%</p> <p><b>Implement</b> a state-of-the-art quality assurance &amp; patient safety program by ...</p> <p><b>Incorporate</b> Surgical Home concept by aggregating all care into one cohesive unit: Establish 2 SH by ... 2 more by ... 2 more by ...</p> <p><b>Meet</b> required metrics in HCAHPS.</p>	<p><b>Develop</b> The Academic And Clinical Potential At Each Institution And Within Each Subspecialty Area</p> <p><b>Drive</b> perioperative service and intraoperative efficiency using defined performance &amp; accountability metrics.</p> <p><b>Decrease</b> in DR to areas ready by 12% for selected cases.</p> <p><b>Decrease</b> turnover time by 15%</p> <p><b>Implement</b> a state-of-the-art quality assurance &amp; patient safety program by ...</p> <p><b>Incorporate</b> Surgical Home concept by aggregating all care into one cohesive unit: Establish 2 SH by ... 3more by ... 2 more by ...</p> <p><b>Meet</b> required metrics in HCAHPS.</p>
Perioperative Services	<p><b>Prepare</b> for new locations including ACC and new hospital</p> <p><b>Recruit</b> more pediatric anesthesiologists including clinician/researcher</p> <p><b>Develop</b> and assess fellowship</p> <p><b>More</b> scholarly research</p> <p><b>Collaboration</b> with Pain group</p>	<p><b>Prepare</b> for new locations including ACC and new hospital</p> <p><b>Recruit</b> more pediatric anesthesiologists including clinician/researcher</p> <p><b>Develop</b> fellowship by ...</p> <p><b>More</b> scholarly research ...</p> <p><b>Collaboration</b> with Pain group by ...</p>	<p><b>Prepare</b> for new locations including ACC and new hospital by ...</p> <p><b>Recruit</b> more pediatric anesthesiologists including clinician/researcher ...</p> <p><b>Develop</b> fellowship by ...</p> <p><b>More</b> scholarly research ...; Peer review articles by ...</p> <p><b>Collaboration</b> with Pain group by ...</p>
Quality Assurance	<p><b>Develop</b> new defined metrics to follow for QA and OPPE</p> <p><b>Utilize</b> EPIC to become a member of AQI and MPOG</p>	<p><b>Develop</b> new defined metrics to follow for QA and OPPE by ...</p> <p><b>Utilize</b> EPIC to become a member of AQI and MPOG by ...</p>	<p><b>Develop</b> new defined metrics to follow for QA and OPPE by ...</p> <p><b>Utilize</b> EPIC to become a member of AQI and MPOG by ...</p>



### Faculty Development

- Place critical people in important roles at the institution-  
Example- What are the critical areas that need to be addressed?  
"Director of off-site locations"
- Chair meets individually with each attending – Challenge when you have 150 attendings
- Determine those people who are interested in advancing their career and help them
- Institution has developed a robust academic mentoring program- really kicks in after first year. Have 2 mentors that meet with attending to help career development

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### Faculty Development cont-

- Place talented attendings in charge of programs as opportunities arise-  
These become the "go-to" people for the surgeon to relate to  
Structural Heart  
Hypertrophic Cardiomyopathy  
Face Transplant  
Pre-surgical Testing  
Name leaders early in process for new initiatives- ex new off-site amb centers- creates ownership, and hosp leaders know MDs
- Integrate Department personnel in any important hospital initiative  
VBM, Patient safety
- Choose Associate Directors for areas who have a long term career vision
- Encourage Clinical and Laboratory Research- Try to give time to those who need it to be productive in the lab or for clinical research

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### Seed Money Grants- To Generate Department Research Interest

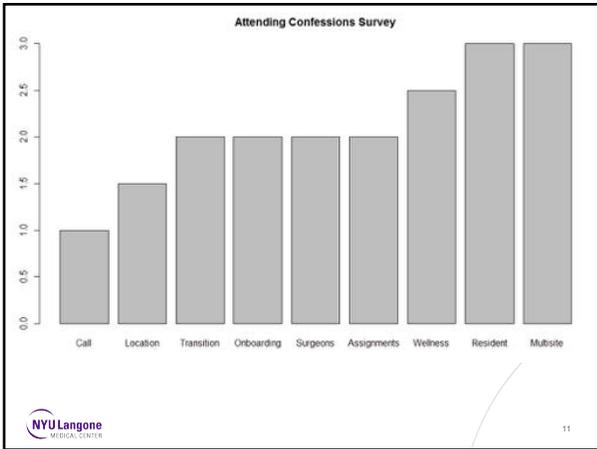
- TransThoracic Echocardiography continuing medical education using the FATE protocol.
- Development of a Protocol for Preoperative Identification and Perioperative Optimization of the Chronic Kidney Disease Population.
- An Investigation into attitudes about analgesia in OB providers.
- A Prospective, randomized, single-blinded comparison of intraoperative ketamim infusion versus placebo in patients having lumbar spinal fusion.
- Randomization, placebo-controlled study on the effects of IV dexmedetomidine in pts on chronic opioid therapy undergoing elective spinal surgery.
- Comparison of periarticular infiltration of depofoam bupivacaine with and without single-injection adductor canal block for analgesia following total knee arthroplasty: A prospective study on pain control and functional outcome.
- Milestone Assessment of Resident Professionalism and Communication Skills via Professional Standardization Patients.  
\*Referred for alternate source of financing
- Goal-Directed hemodynamic management in face transplant anesthesia.

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### Faculty Well Being

- Institution has developed mechanism to deal with bad outcomes
- In the department- meet with attendings when there are bad outcome but..
- For Well Being- think about it in particular with the newer attendings
- Confessions- our PD developed program- new residents anonymously fill out a questionnaire which includes some embarrassing thing that happened and it gives the opportunity to open discussions.  
• [Confessions of Physicians: What Systemic Reporting Does Not Uncover](#). Karan SB, Berger J, Wajda M. J Grad Med Educ. 2015 Dec;7(4):528-30.
- Did this with new attendings- questions on a 1- 5 scale with 1 being no problem and 5 being difficult.  
Rated areas such as: transition to attending status, onboarding, wellness, working with residents, interactions with surgeons, and even looked at those who trained at NYU vs outside residency
- Results:

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### Take homes from the confession survey:

- Transition seems to go well in general
- Young Clinical Mentors for new attendings
- Booklet for each location- "survival guide"
- Probably more attention can be spent on wellness

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### Faculty Educators

- Promote Educators as much as possible by
  - Departmental Lectures to Residents  
28% given by attendings in first 3 years out
  - Participating in CME activities such as workshops and other educational opportunities TTE MOCA simulation
  - Simulation sessions

