

Training next generation leaders in

Hospital medicine

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Yale
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Aim:

To design a fellowship in Hospital Medicine that trains leaders in the world of Clinical Medicine.

Background:

Current residency training curriculum trains our residents well in clinical medicine, but falls short in providing leadership and administrative training; It also lacks in understanding of how Hospital and Health care system works. Our specially design fellowship program bridges this gap. It trains residents for leadership position in Hospitalist Department. It also give them understanding of Health care System and Hospital as an organization.

Action:

We created a fellowship curriculum that included clinical, administrative, and leadership training.

For **leadership training** our fellow goes through 360 degree evaluation for leadership qualities to uncover her strength and weaknesses. Subsequent to that she has a tailored program to improve her weaknesses. She has opportunities to lead Clinical Redesign project and participate in many Quality improvement committees.



Under **administrative training**, the fellow has opportunity to participate in many administrative meetings like Board meeting, Chief operations meeting, Quality Council meeting. She also gets opportunity to be mentored by many System leaders like our CEO, CMO, COO and Director of Hospitalist Program.

Under **clinical training**, the fellow works in various Hospitalist rotations, specially observation unit, night float, regular medical floor. She gets training for ultrasound guided procedures like mid line placements, thoracentesis, paracentesis and lumbar puncture. She works with Emergency Medicine, Intervention radiology and Palliative care teams as well.

Nocturnist rotation	4 weeks
Observation Unit	4 weeks
Floor team	4 weeks
Orthopedics Co management service	2 weeks
PCU	4 weeks
Critical Care medicine	4 weeks
Intervention radiology	2 weeks
Emergency Medicine	2 weeks
Elective rotation (Nephrology, GI, Cardiology)	6 weeks
Palliative care team	2 weeks
Leadership Training through IFE	8 weeks
Shadow various Health System Leaders	2 weeks
Clinical Redesign/ Quality Improvement/ Research/ CME	6 weeks

Discussion:

Hospital Medicine is a rapidly growing field of Medicine. Hospitalist not only care for increasing number of patients in hospitals, but also drive quality of care, length of stay and practice of evidence based medicine in hospitals. They are leaders of various Clinical Redesign Projects. Hospitalist also have a growing impact on Hospital as an institution and Health care as a system. It is hence integral to design a fellowship where Internal medicine and Family medicine residents get trained in both leadership and administrative skills so they have a greater understanding of Hospital and Health care system.

