

DEPARTMENT OF FAMILY MEDICINE

Mission

The Mission of the Department of Family Medicine is to educate and train future physicians and practitioners in the principles and practices of primary care and Family Medicine. This is consistent with the Mission of the College of Osteopathic Medicine, which is to produce primary care physicians for the State of Oklahoma, and is also consistent with the Charter of OSU as a land grant University.

Vision

The Department of Family Medicine will become the premier department of family medicine, both in undergraduate and graduate medical education in the State of Oklahoma, and will develop a National reputation for excellence.

To accomplish this, the department will:

- Develop and coordinate academic programs in the undergraduate curriculum for the first two years of the medical curriculum that create a base for progressing into the clinical years of training.
- Develop and manage Primary Care clinical clerkships in the third and fourth years emphasizing the development of clinical knowledge, skills and experiences in the urban, rural and community hospital setting, with emphasis on rural programs and distant learning.
- Create a residency program in family medicine that will be the flagship of the department and train quality family practice physicians for the 21st Century. It will be the premier residency in the State, attracting the best students.
- Develop academic standards, teaching quality, and evaluation that will support a competency based model for the seven year curriculum in family medicine at the medical school.
- Promote and accomplish scholarly activity and research programs for clinical, educational, quality assurance, and health services research, with the goal of creating high standards for academic excellence in the department, and contributing to the data base of osteopathic medicine.

Core Values

Excellence – We seek excellence in all our endeavors, and we are committed to continuous improvement.

Integrity – We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

Service – We believe that serving others is a noble and worthy endeavor.

Intellectual Freedom – We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

Diversity – We respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds.

Stewardship of Resources – We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public's trust and are accountable for our actions.

In addition:

- An environment where faculty are valued and rewarded for their creativity and work in patient care, teaching and scholarship.
- Quality curriculum and programs in the undergraduate and graduate programs possible
- An environment where scholarship and research skills are valued and nurtured
- Faculty who see themselves as academic professionals
- A department that is patient and student centered and proactive in developing programs that create value for the department and the College

- The ability to collaborate and partner with other individuals, departments, and administration to promote high standards for academics, scholarship, and service.
- Shared governance
- Department chairs who take responsibility for quality and a vision for the future.

Goals Critical Success Factors, Objectives, and Strategies

Goal One: Provide quality educational programs and clinical experiences for the undergraduate programs managed by the department, as well as the family medicine residency program.

Critical Success Factors:

- Stable and improving evaluations of courses from students and faculty
- Stable and improving part I and part II Complex Board Exam scores for departmental material
- Meeting recruitment goals for residency program each year
- 100% pass rate on ACOFP Board Certification Exam for residency graduates
- Obtaining and Maintaining full accreditation for the Family Medicine residency program

Objectives:

Objective 1.1: Create a broad based and realistic curriculum for the undergraduate courses in family medicine that is reflected in quality lectures and labs for CPS, Clinical Skills, OMM, and the Family Medicine Clerkships.

Strategies:

- Implement a competency based curriculum
- Participate in board reviews
- Improve our ability to use formative feedback to implement course changes, and evaluate outcomes
- Review progress of courses on regular basis
- Obtain equipment for labs that improves simulation of clinical skills and relevance
- Syllabus , teaching objectives , and course descriptions all match
- Testing is equitable and meets expectations of course syllabus
- Design a faculty development program for clerkship preceptors on evaluation, giving feedback, counseling students, and teaching.
- Design new modules for CPS
- Incorporate more collaborative teaching with basic science into the undergraduate lectures and labs
- Improve evaluation forms for clerkships and make them on-line
- Develop on-line testing for clinical clerks
- Improve facilities and opportunities for video-taping and remote viewing of students and patients
- Obtain a new full time faculty for OMM
- Implement new courses in medical epidemiology, ethics
- Participate in rotations at the Osage Hills public housing clinic

Objective 1.2: Create a curriculum and experiences for the Family Medicine Residency Program that produces quality physicians trained in the full scope of Family Medicine

Strategies:

- Clinical rotations that reflect the requirements of ACOFP
- Create a competency based curriculum for the residency program that reflects the competencies described by the AOA
- Improved experience in procedural skills for the residents
- More opportunities for the residents to develop continuity with their patients
- Development of a continuity OB clinic for the residents
- Improve the quality of the didactic program, including programs on cultural competence and diversity
- Create a more evidence-based experience for journal club
- Increase the OMM exposure for the residents
- Improve the overall experience in Women's Health
- Improve the behavioral science curriculum and experiences
- Hire an additional faculty as a director for the Women's Health Center
- Create patient access models that allow for both improved access and continuity of care.
- Market the practice appropriately
- Allow residents to become Primary Care Providers (PCP) for Medicaid patients
- Improve the hospital experience for the family medicine teaching service
- Improved opportunities for recruitment of all students for the residency program, but specifically market the residency to include more minority candidates
- Develop Primary Care OB Fellowship in department of Family Medicine
- Implement a management plan that tracks all resident procedures, rotations, Patient data, deliveries, and financial data

Goal Two: Develop research and scholarly opportunities that encompass all aspects of the department.

Critical Success Factors:

- Increased activity in publications of all types
- Increased participation in research of all types
- Increase in extramural funding for research and program grants
- Develop a research infrastructure
- Activation and utilization of a rural research network
- Participation by students and residents in research activities
- Development of a graduate program in Rural Public Health

Objectives:

Objective 2.1: Create an environment that encourages participation in research and scholarly activity in the department, along with the tools to help faculty, residents, and students to be successful in these activities.

Strategies:

- Applied for Title VII (HRSA) grant for expansion of academic units in family medicine to create a research infrastructure
- Applied for NBME, (Stemmler), grant to study competency based curriculum in family medicine
- Study options for collaboration or develop on our own, NIH funding for research
- Study options for developing a CAM (Center for Alternative Medicine) site at OSU-COM
- Other sources of funding for clinical research
- Competency based curriculum research project and collaboration with Tulsa University, Psychology Department
- Faculty development presentations on writing for publication, doing research, and evidenced-based medicine
- Projects for rural research network
- Enhancement and completion of video on how to do research
- OMM research projects
- Developing opportunities for collaborative research with basic science and other departments (such as autonomic nervous system research with Department of Physiology)
- Education research
- Clinical research
- Osteopathic research
- Create opportunities for clinical trials
- Mental Health research
- Creation of textbook on faculty development and research for practicing physicians

- Protected time for faculty with IRB approved protocols

Goal Three: Expansion of high quality clinical medicine in all areas of family medicine

Critical Success Factors:

- Participation in a structured Quality Assurance Program
- Appointment schedules that do not go past thirty days for routine appointments
- Residents as PCP's
- Improved access for patients with urgent needs
- Improved patient education programs
- Enhancement of private insurance participation in clinics
- Operation of HCC, Harvard Family Practice, the Women's Health Center, the OB practice, and the In-Patient teaching service as efficient, patient-centered practices
- Develop Harvard Family Practice as an Insurance Based Practice site
- Develop prevention and other programs for Women's Health Center
- Hire a full time Director for Women's Health
- Hire a third Family Medicine Faculty for the Harvard Family Practice
- Market the practice
- Retain and grow the Medicaid side of the patient population
- Continuity clinics (three resident practice groups)
- Creation of an OMT clinic in the upstairs clinic area at the HCC
- Implementation of Electronic Medical Records

Goal Four: Management of budget and overhead, and participation in Practice Plan to enhance the overall ability of the department to enhance its income and provide quality educational and patient care programs.

Critical Success Factors:

- No deficit budget at end of fiscal year
- Ability to fund advances on future earnings (Faculty Salaries) from Practice Plan
- Ability to fund necessary programs for patients and students, and hire new Faculty
- Ability to distribute profits at end of fiscal year

Objectives:

Objective 4.1: Fair and Equitable Financing of Practice Plan and Distribution of Income based on Productivity

Strategies:

- All Primary Care departments participate as PCP's
- All departments contribute to a shared income pool that manages all overhead
- Distribution of income to departments after overhead by impartial Board, based on productivity and volume of patients cared for
- Consider hiring a Practice Plan Manager

Objective 4.2: Management of clinics and department in a financially responsible way

Strategies:

- Work with managers of clinics to establish needs for patient care and support for teaching programs that is most efficient
- Establish a cost accounting that provides details on actual costs in the clinics
- Work with current financial managers to control costs in the clinics

Goal Five: Community Service

Critical Success Factors:

- Substantial number (90%) of faculty participation in college committees over a three year period of time
- 100% of faculty giving to a local charitable organization
- Volunteering time to support charitable activities
- Recognition of support by organizations

Objectives:

Objectives 5.1: Create an environment where faculty and residents feel validated by participating in and supporting charitable and/or underserved populations, as well as participating in the management and governance of the College through its committees, boards and volunteer organizations

Strategies:

- Create a composite of all committees available for faculty participation and their requirements, such faculty senate, research committee, IRB, etc.
- Poll faculty for their preferences in participation on committees, then advocate for their participation
- Work through development office to identify organizations that would be suitable for charitable giving such as, OSU Foundation, Family Fund, Departmental Foundation, Winterset, United Way, or donations to programs at XMAS, etc.
- Department sponsored programs for giving, such Winterset, Family Fund,
- Department support for Osage Hills Public Housing Clinic
- Encourage all faculty to join and participate in Alumni Association
- Encourage participation and volunteering in organizational activities such as physicals for OSU summer camp, boy and girl scouts, other volunteer opportunities
- Participation in State and National committees or organizations that promote, govern, or otherwise enhance the interests of Osteopathic Medicine, the College, and/or the department
- Document community activities as part of credit for promotion and tenure
- Adoption of the “Guidelines for Scholarly Activity” that includes a section on Community Activities
- Marketing the successful relationships with outside charitable or underserved organizations, especially where there are measurable outcomes such as numbers of patients seen, or children immunized, etc.