A Systems Approach to Health Professional Education Reform

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Well Being

Health

Health Care
Dilemmas

• We are educating students for practice in a health system that no longer exists
• Health system redesign is forcing
  – Development of integrated care models
  – More attention to populations and communities
• System redesign and educational reform are poorly aligned
The “Triple Aim”

- Health Outcomes
- Experience of Care
- Per Capita Cost
Integrated Health

• Caring about persons, communities and populations
• Cross-sectorial engagement
• Learning that emphasizes shared workplaces
• High functioning interprofessional teams
• Continuous quality and performance improvement
• Cost control
IOM Consensus Study

• Conclusions
  – Systems Alignment
  – Conceptual Model
  – Study Design & Reporting

• Recommendations
  – Learning Outcomes
  – Health & System Outcomes
Educational Reform

MICROSYSTEM

Learning

Patient

Caring

Practice Redesign

MESOSYSTEM

Structure

Financing

MACROSYSTEM
Enabling or Interfering Factors

Foundational Education
Graduate Education
Continuing Professional Development
Interprofessional Education

Professional culture
Institutional culture
Workforce policy
Financing policy

Learning Continuum
(Formal and Informal)

Learning Outcomes
Reaction
Attitudes/perceptions
Knowledge/skills
Collaborative behavior
Performance in practice

Health and System Outcomes
Individual health
Population/public health
Organizational change
System efficiencies
Cost effectiveness
Systems Changes

• Enhanced alignment between education and health delivery systems
• Joint investment by the academic and practice communities
• External support from private foundations based on potential societal benefits
• Infusion of public funds based on documented societal benefits
• Broad-based, cross-professional public financing of health professions education
Three Generations of Reform

1900

Science based

Problem based

Systems based

2000+

Instructional

Scientific curriculum

Problem-based learning

Competency driven: local-global

Institutional

University based

Academic centres

Health-education systems