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

Structure

Learning

Patient

Caring

Practice Redesign

MESOSYSTEM

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