Health Care Reform: The Future for Health Professions Education

American Dental Education Association
54th Annual ADEA Deans Conference

Darrell G. Kirch, M.D.
President and CEO, AAMC
November 11, 2012
The historical context—
A long, long journey to health care reform
This is Not a New Debate
And Where Did “Organized Medicine” Stand in this Debate?

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That Was Close

Narrow 5-4 decision gives providers vindication and critics ammunition / Page 2

Obama said it's time to focus on implementing the law rather than fighting over it again.

Taking clue from the market / Page 6

Full ahead for ACO program / Page 7

Medicaid uncertainty looming / Page 8
It’s Constitutional.
Given decades of reform efforts, is this time really different?

Yes—we are at a critical juncture!
The “Stockdale Paradox”

“Retain the faith that you will prevail in the end, regardless of the difficulties, and at the same time, confront the most brutal facts of your current reality, whatever they may be.”

–Retired Admiral James B. Stockdale
In the face of our current realities, have we really “reformed” health care?
Our political reality!
Election 2012

OBAMA'S NIGHT
ELECTORAL ADVANTAGE HOLDS; POPULAR VOTE IS TIGHT

G.O.P. Retains House; Democrats Keep Senate Control
By JEFF ZELENY and JIM RUTENBERG 1 minute ago

Voters returned President Obama to the White House, but he will face a Congress with the same divisions that marked his first term.

• Text of Romney's Concession
The Impending Fiscal Cliff

Source: Christopher Weyant, The Hill - 7/18/2012
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Our national economic reality!
“Fiscal cliff” Already Hampering U.S. Economy, Report Says
—The Washington Post, Oct. 25

U.S. Gov't Poised to Hit Debt Limit Before 2013
—Reuters, Oct. 31

Eurozone Unemployment Rises to New Record
—Associated Press, Oct. 31
Crossing a Dangerous Line

$15 Trillion U.S. GDP, 2011
$16 Trillion U.S. Debt, 2012

Source: http://usdebt.kleptocracy.us/
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Largest State Budget Shortfalls on Record

Source: Center on Budget and Policy Priorities survey, revised June 2011

* Reported to date
** Preliminary
The End of the Third Bubble

Neal C. Hogan, PhD

BDC Advisors
Leading Constructive Change
Our health care reality!
2012 Milliman Medical Index

Healthcare costs for American families in 2012 exceed $20,000 for the first time

Because of the way employer-sponsored health insurance is paid for, many families may not realize the cost of their healthcare for a single year is roughly equivalent to the cost of a basic mid-size sedan.
A Sobering Comparison

If other prices had grown as quickly as health care costs since 1945...

- A dozen eggs would cost $55
- A gallon of milk would cost $48
- A dozen oranges would cost $134

Deficits in Outcomes

U.S. Comparison to Developed Nations

2010 Life Expectancy
- Bottom Third
- 78.7 yrs compared to Japan at 83

2010 Infant Mortality
- 3rd Highest
- 6.1% compared to average 4.1%

2009 Adult Obesity
- 1st
- 33.8% compared to average 16.9%

Source: OECD Health Data 2012, June 2012
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The World is 17 Million Tons Overweight

More than 46x the weight of the Empire State Building

Source: BMC Public Health, 12:439
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TO WIN, WE HAVE TO LOSE.

THE WEIGHT OF THE NATION

CONFRONTING AMERICA'S OBESITY EPIDEMIC.

WATCH THE FILMS  TAKE ACTION
Does *Any* of This Affect Dentistry?
In the face of these challenges, how will *you* lead transformational change?

Ask and answer these questions!
#1 Do you feel an obligation to *think beyond your own personal tenure*?
#2  Do dental schools have a sustainable business model?
Five Decades of Medical School Growth

Growth in U.S. Population, GDP, and Medicine 1960-61 to 2010-11

- U.S. Population: 72%
- GDP in Constant Dollars: 370%
- # of Physicians: 278%
- # of Fully Accredited Medical Schools: 56%
- # of Graduates: 148%
- # of Full-time Basic Science Faculty: 425%
- # of Full-time Clinical Faculty: 1,500%
Medical School Revenue by Source
126 Fully Accredited Medical Schools, FY2011

- Faculty Practice Plans: 37%
- Hospitals & Medical School Programs: 16%
- Federal Grants & Contracts: 20%
- Other Grants & Contracts: 10%
- Government & Parent Support: 5%
- Gifts & Endowments: 4%
- Tuition & Fees: 4%
- Miscellaneous: 4%

Total Revenue: $93B
Median Revenue: $526M

Source: LCME Part I-A Annual Financial Questionnaire, FY2011
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#3 How will you participate in the inevitable migration away from fee-for-service to population-based reimbursement and the creation of new delivery models and teams?
Creating a “True” Health Care System

American Attitudes

Care Model

Workforce

Economic Model

Institutional Culture
The Role of Academic Health Centers in Innovation

Representing only 6 percent of all hospitals, AAMC-member institutions are over-represented in CMMI programs:

- **44 percent** of Health Care Innovation Award grantees
- **34 percent** of Innovation Advisors Program
- **21 percent** of all CMS ACOs
  - **34 percent** of Pioneer ACOs
  - **17 percent** of Medicare Shared Saving Program
#4 In education, will dentistry be a leading model for competency-based learning and assessment?
Creating a True Continuum of Health Professions Education

Learning

Pre-dental  Dental School  Residency  Practice

Assessment

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A DEA Competencies for the New General Dentist
(As approved by the 2008 ADEA House of Delegates)

Preamble

The general dentist is the primary oral health care provider, supported by dental specialists, allied dental professionals, and other health care providers. The general dentist will address health care issues beyond traditional oral health care and must be able to independently and collaboratively practice evidence-based comprehensive dentistry with the ultimate goal of improving the health of society. The general dentist must have a broad biomedical and clinical education and be able to demonstrate professional and ethical behavior as well as effective communication and interpersonal skills. In addition, he or she must have the ability to evaluate and utilize emerging technologies, continuing professional development opportunities, and problem-solving and critical thinking skills to effectively address current and future issues in health care.

As used in this document, a “competency” is a complex behavior or ability essential for the general dentist to begin independent, unsupervised dental practice. Competence includes knowledge, experience, critical thinking and problem-solving skills.

A DEA Foundation Knowledge and Skills for the New General Dentist
(As approved by the 2011 ADEA House of Delegates)

In the ADEA Competencies for the New General Dentist, each of the thirty-nine competencies is introduced with the phrase “Graduates must be competent to.” In this document, the supporting foundation knowledge and skills appear below each competency.

1. Critical Thinking
1.1 Evaluate and integrate emerging trends in health care as appropriate.
   • Trends in health care
   • Health care policy
   • Economic principles of health care delivery
   • Health care organization and delivery models
   • Quality assessment and quality assurance
   • Demographics of the oral health care workforce
   • Interprofessional health care relationships
   • Relationship of systemic health to oral health and disease
   • Impact of political and social climate on health care delivery
   • Critical evaluation of health care literature
1.2 Utilize critical thinking and problem-solving

   • Reading comprehension
   • Ethics
   • Statistics literacy
   • Computer literacy
   • Epidemiological methods

2. Professionalism
2.1 Apply ethical and legal standards in the provision of dental care.
   • Ethical decision making and conflicting obligations
   • Legal and regulatory principles and standards
2.2 Practice within one’s scope of competence, and consult with or refer to professional colleagues when indicated.
   • Self-assessment of competence
   • Standards of care
Competency Domains for Oral Health Professionals in Emerging Workforce Models

Communication
Culture and Diversity
Evidence Based Patient Care
Health Policy and Advocacy
Health Promotion and Disease Prevention
Professionalism and Ethics
Systems Thinking and Financial Management
#5 Are you actually *taking advantage of the power of technology*?
Meet the Faculty of the Future!

Salman Khan
The Khan Academy
#6 Will future dentists participate as part of an interdisciplinary coordinated health care team?
Collaborating with Other Health Professions

Core Competencies for Interprofessional Collaborative Practice

Sponsored by the Interprofessional Education Collaborative*

Report of an Expert Panel

*IPED sponsors:
- American Association of Colleges of Nursing
- American Association of Colleges of Osteopathic Medicine
- American Association of Colleges of Pharmacy
- American Dental Education Association
- Association of American Medical Colleges
- Association of Schools of Public Health

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#7 How will dentistry define its role in “the science of health care delivery reform?”
Supporting the Full Spectrum of Scholarship to Improve the Health of All

Bench Research

Implementation & Dissemination Research

Comparative Clinical Effectiveness Research

Health Equity

Diverse Workforce

Health Care Delivery Research

Community & Population Research

Health Professions Education Research
Comparative Effectiveness Research in Evidence-Based Dental Practice

Francesco Chiappelli, PhD\(^1\), Olivia S. Cajulis, DDS\(^2\), Michael G. Newman, DDS\(^3\)

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\(^3\) Private Consultant - Periodontics, Los Angeles, CA

Will evidence-based dental practice (EBDP) benefit from the projected new drive for comparative effectiveness research (CER)? Optimists may answer Yes certainly, because CER and EBDP are intertwined, and benefit and feed on each other. Others may be more cautious. Any differences in opinion likely arise because the similarities and the differences between CER and EBDP are not clear cut.
#8 Are you taking advantages of global opportunities?
The New Global Mobility

Source: YouTube “A Day in the Life of Air Traffic Over the World,” 2010 (http://www.youtube.com/watch?v=G1L4GUA8arY)

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#9 Will dentistry actively lead in transforming the culture of health care delivery?
Transforming Health Care Will Require a Different Culture

Hierarchical  Collaborative
Autonomous  Team-based
Competitive  Service-based
Individualistic  Mutually Accountable
Expert-centered  Patient-centered
#10 How will dental schools respond to the leadership imperative in health care?
Transforming Health Care Requires Different Leadership Competencies

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Speech teaser

The New Leaders of Health Care

NATIONAL BESTSELLER

THE CULTURE CODE

AN INGENIOUS WAY TO UNDERSTAND WHY PEOPLE AROUND THE WORLD LIVE AND BUY AS THEY DO

CLOTAIRe RAPAILLE

multipliers

HOW THE BEST LEADERS MAKE EVERYONE SMARTEr

LIZ WISEMAN | WITH GREG McKEOWN

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The New Leaders of Health Care
Health Care Leaders as “Multipliers”

“Multipliers are leaders who look beyond their own genius and focus their energy on extracting and extending the genius of others.”