

# Transforming a division into a department University of Washington School of Medicine

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# UW Medicine DEPARTMENT OF MEDICINE

## Background

The University of Washington School of Medicine was comprised of 30 academic departments.

The Emergency Medicine (EM) program functioned as one of 14 divisions within the Department of Medicine since its inception in 1997.

## Why transition?

## Nationally, EM programs are established as departments

Other key drivers for this include:

- Recognizing EM as a distinct and established academic discipline
- Recruiting and retaining high caliber faculty
- Increasing funded grant applications
- Enhancing national recognition
- Engaging with the school at a departmental level



## Timeline

EM met or exceeded its goals, including establishing a residency program that now ranks as one of the top 10 residency programs in the U.S.

The committee recommended departmental status and the formal process to establish a new academic unit began in spring 2016.

The dean charged a committee to evaluate the transition of EM to a department.

2017

The Board of Regents approved department status on September 16, 2017.

## Implementation

## Compliance:

Adherence to the University of Washington Faculty Code Section 26-41: Reorganization, Consolidation, and Elimination Procedures – applies to reorganization, consolidation or elimination of a program.

Input and support from EM and Department of Medicine faculty, School of Medicine elected faculty councils and the Medical School Executive Committee.

## Focus groups:

Workgroups were formed from all levels of the University in the following areas:

Clinical

Organizational Chart

School o

- Research
- Educational programs
- Finances
- Academic and Staff HR
   Facilities

## \* 2010-15

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## Faculty growth and development

Number of full-time faculty increased from 12 to 56

## Education

education.

- Emergency Medicine Residency program established
- •Four fellowships created: EMS, Medical Education, Research, Rural Emergencies/Global Health

### Clinical and Research

The dean agreed to

consider departmental

status after five years,

benchmarks in clinical

care, research and

pending achievements of

- Academic and clinical initiatives integrated across medical centers
- Significant increase in research and scholarly activity
- •EM now ranks in the top 20 nationally in research funding, # of grants submitted, and # of grants awarded



Emergency Medicine Residents, 2017

## Lessons learned

- It's never too early to start the process
- •Transition complex processes with multiple stakeholders first
- Engage all partners
- Communicate and update

## Results to date

- •Transitioned: Faculty, staff and trainees; finance and grants management, compliance, payroll, education
- •Established: A&P Committee (specialty-specific criteria in development)
- •In process: Administration (Shared services: Administrator, IT services, network, website support, clinical program reporting)