

# State of the Department

November 16, 2016

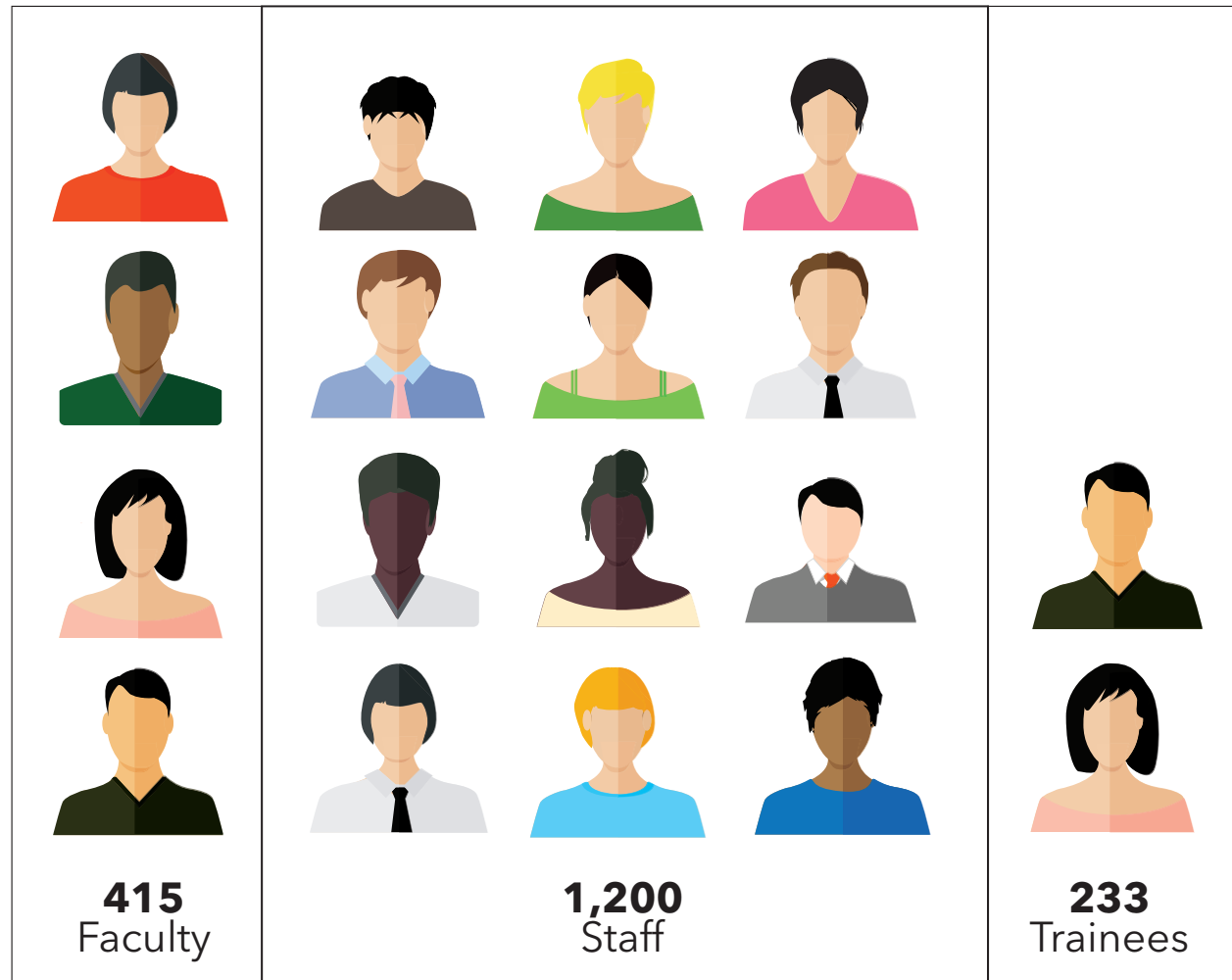
# Mission & Vision

- **Mission:** to maximize health and eliminate suffering
- **Vision:** a world where people live well as long as possible

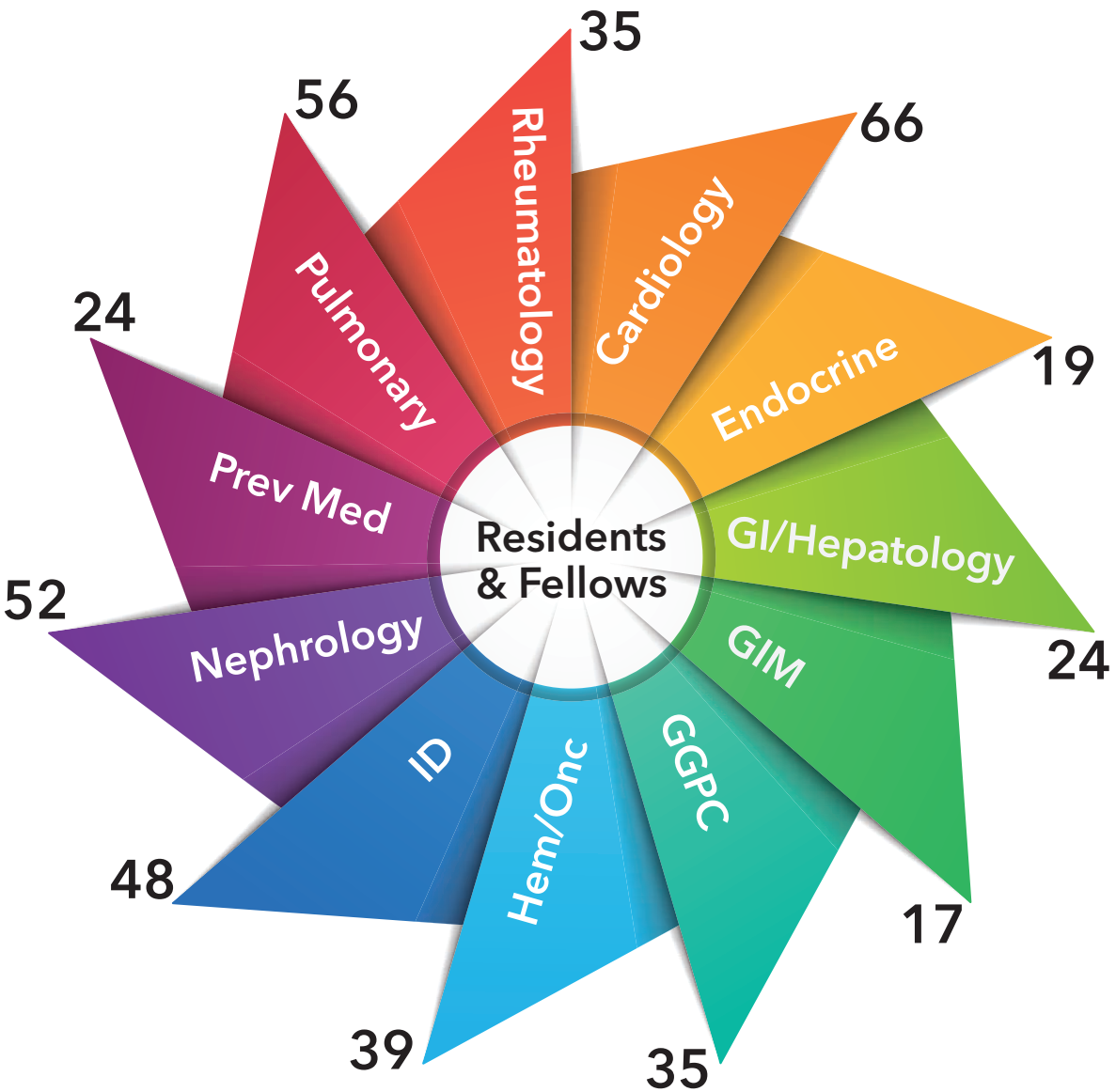
# 5 Strategic Priorities



# Who Are We?

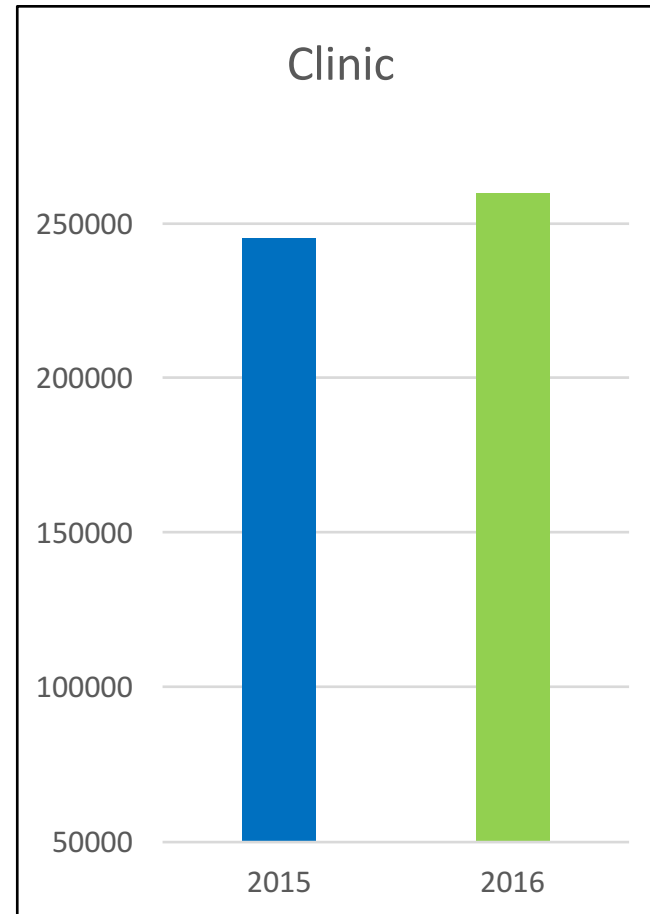
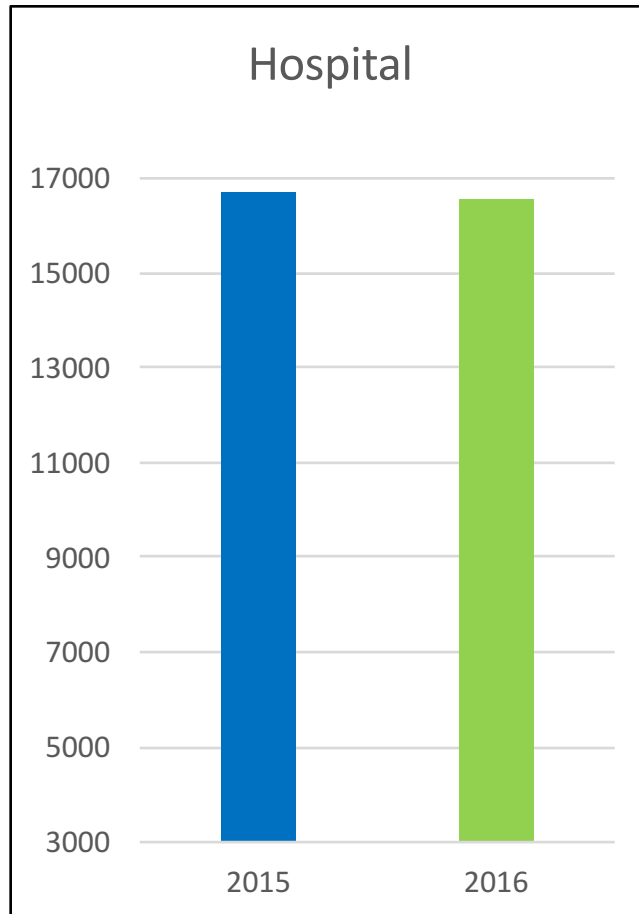


# Department of Medicine

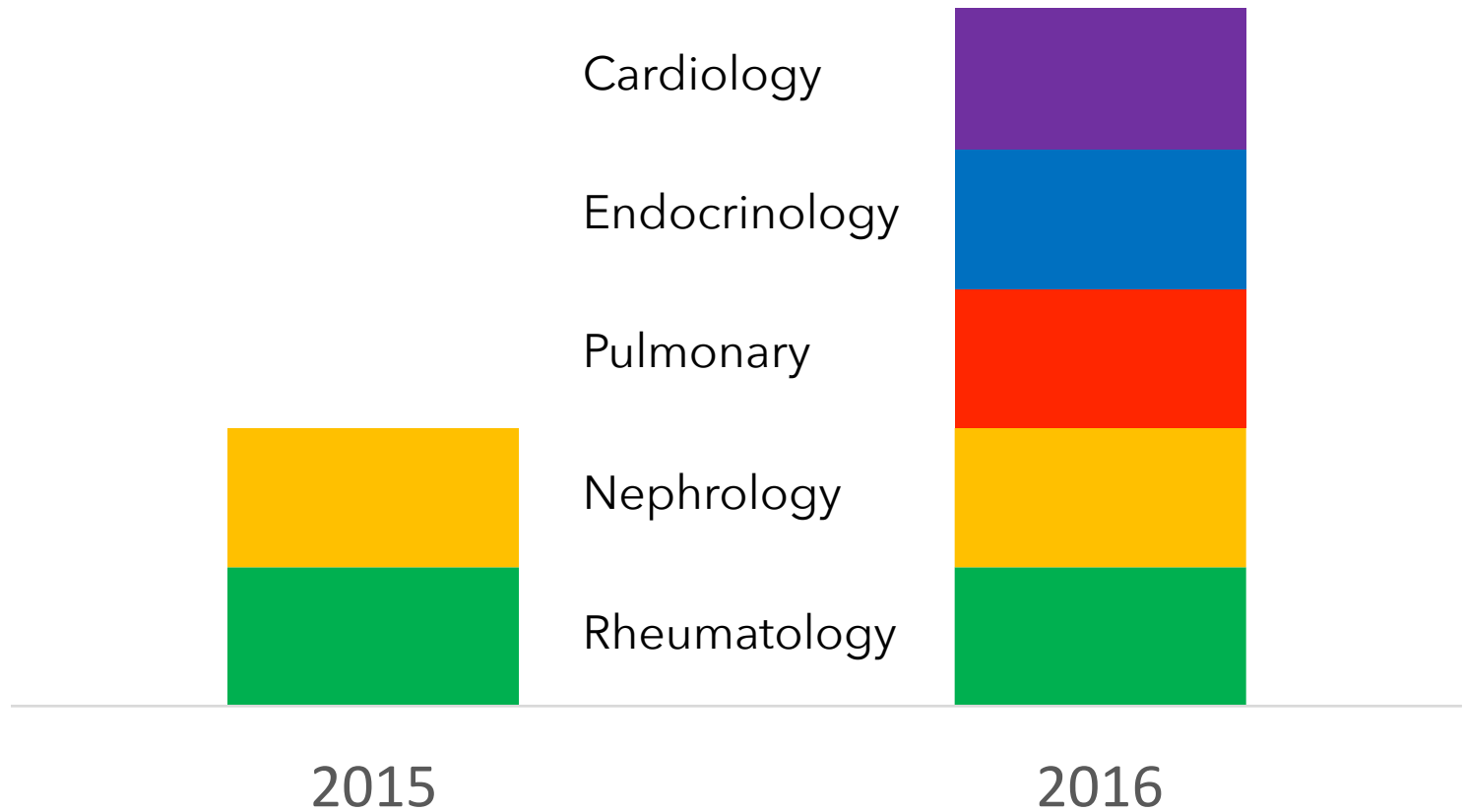


# 11 Divisions

# Patients



# Programs in *US News* Top 50



# Tinsley Harrison Internal Medicine Residency Program



- 45 Schools
- 41% Women
- 10% Underrepresented in Medicine
- 20% AOA
- 96% ABIM Pass Rate



# 14 Specialty Fellowships



# We Teach Medical Students



**Craig Hoesley, MD**



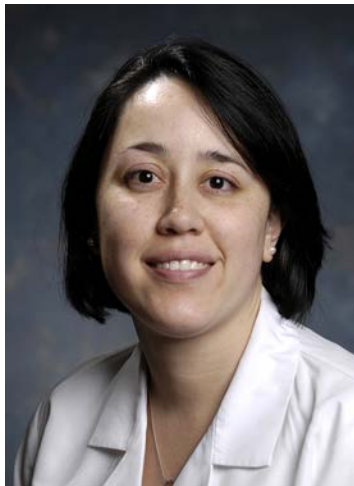
**Kevin Leon, MD**



**Shawn Galin, PhD**



**Tavo Heudebert, MD**



**Caroline Harada, MD**



**James Willig, MD**

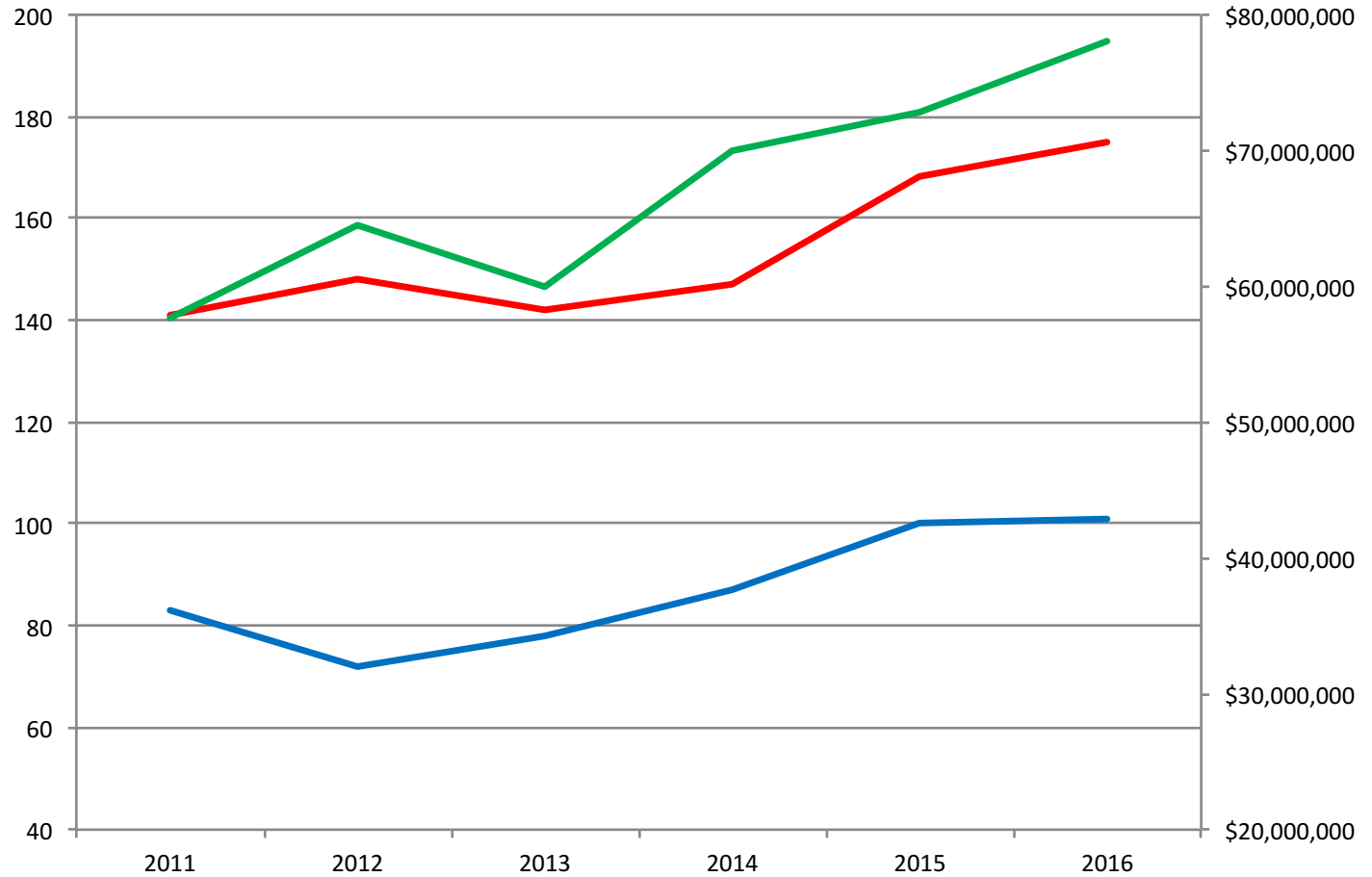


**Bill Curry, MD**



**Nick Van Wagoner, MD**

# Research: NIH Funding



■ Investigators ■ Grants ■ Funding

# Research Honors



## **American Assn. of Physicians**

**Victor J. Thannickal, MD**  
*Director, Pulmonary, Allergy,  
and Critical Care*

**Ravi Bhatia, MD**  
*Director, Hematology and  
Oncology*



## **American Society of Clinical Investigation**

**Will Geisler, MD**  
*Infectious Diseases*

**Jeffrey Curtis, MD, MPH**  
*Clinical Immunology  
and Rheumatology*

# Our Culture



**Monica Baskin, PhD**  
*Inaugural Vice Chair for  
Culture and Diversity  
(Preventive Medicine)*



# Sustainability FY17 Goals

- Standardize expectations, policies, and resource toolkits for Annual Comprehensive Performance Reviews for faculty
- Develop recommended guidelines for an onboarding and ongoing retention process for new DOM faculty
- Establish a follow up interview process for candidates who decline a faculty position

# Clinical FY17 Goals

- Ensure continual improvement of the inpatient subspecialty consult process
- Establish a Clinical Efficiency Team to identify health system resources available to mitigate DOM clinical/operational concerns
- Develop recommendations for creation of Destination Programs within the DOM

# Education FY17 Goals

- Ensure that education activities are discussed and recognized at the annual faculty review
- Enhance incentives and resources for outstanding medical educators
- Expand last year's work to improve the quality of Medicine Grand Rounds



# Research FY17 Goals

- Evaluate the incentive program for research faculty
- Evaluate the percent effort requirement and salary coverage among research faculty
- Improve collaborations among PhD and MD faculty
- Explore appropriate metrics for assessing the impact of investigators' scholarly contributions

# Culture FY17 Goals

- Undertake an objective study to identify possible gaps in compensation for female faculty members in the DOM
- Catalog known opportunities/requirements for UAB and national awards to promote DOM faculty nominations
- Support the Clinical Workgroup in establishing its Clinical Efficiency Team