



University of California
San Francisco

Undergraduate Medical Education (UME)
High Intensity Teaching (HIT)
Funds Flow Model
Implementation Plan

Office of Medical Education & Financial Affairs

April 2016



Goal: Implement the Centralized Investment Model for Medical Student Education

Outcomes:

- Distribute the cost of the leadership roles and most intense interdisciplinary teaching across departments
- Standardized % effort for equal roles and increase quality
- Expand the opportunity for education leadership roles to faculty from all departments
- Demonstrate commitment that the school recognizes and invests in faculty effort towards outstanding teaching
- Build sustainable funding model for medical student education

Definitions

High-Intensity Teaching (HIT):

Curriculum leadership responsibilities that require an individual faculty member to devote 10% or more time per year to work in the medical student core curriculum.

Examples: course or clerkship director, interdisciplinary topic stewards, i.e. for ethics content.

Normal-Intensity Teaching:

Normal teaching activities in the core or elective curriculum provided as part of a department's commitment to the education mission. Examples: series of lectures, small group facilitation, clinical teaching.

Guiding Principles*

Medical Student Education is a responsibility of and benefits everyone in the medical school and medical center.

- The Funding Model should:
 - be simple, efficient, equitable, transparent, sustainable, and cost effective.
 - maintain and strengthen the core infrastructure needed to support outstanding education.
 - promote and incentivize participation in curriculum leadership.
 - distribute costs proportionally across all funding sources.
 - recognize that all faculty are responsible for Normal-Intensity-Teaching and that it is not covered in this model.

* 2014 Medical Student Education Funds Flow Task Force

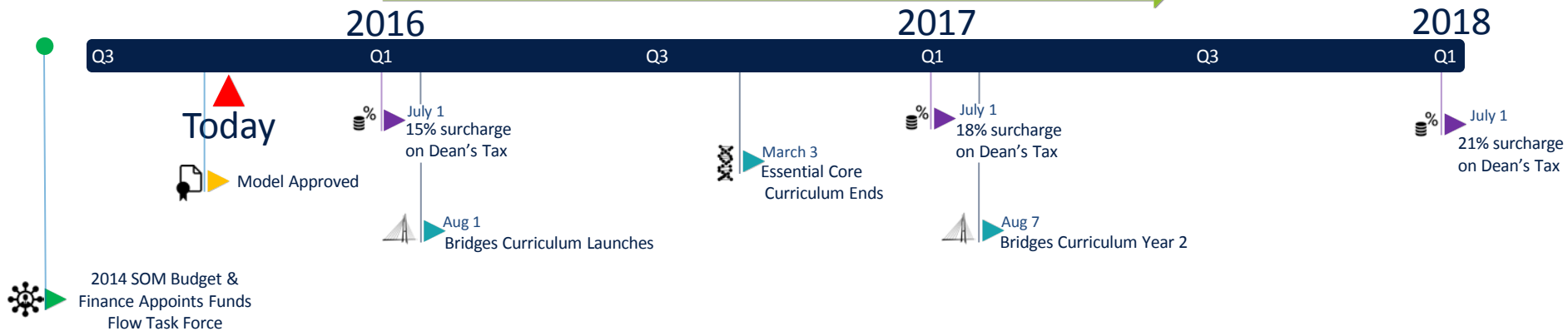
Development and Implementation Timeline

Jan -Mar Funds Flow Model Finalized and Approved

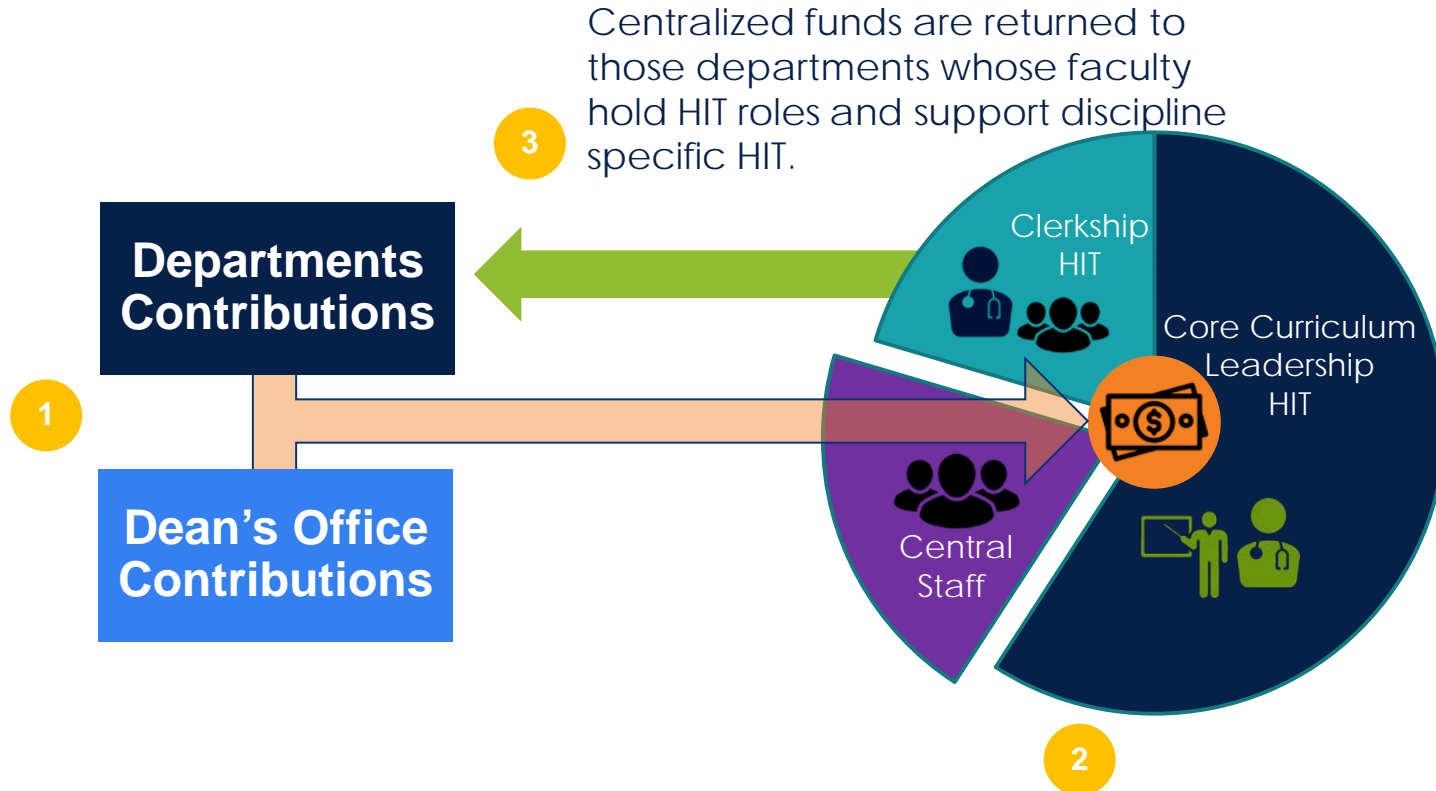
April -June Implementation Process and Communications

Oct '15 –June '17 Recruitment for HIT Faculty & Staff Roles

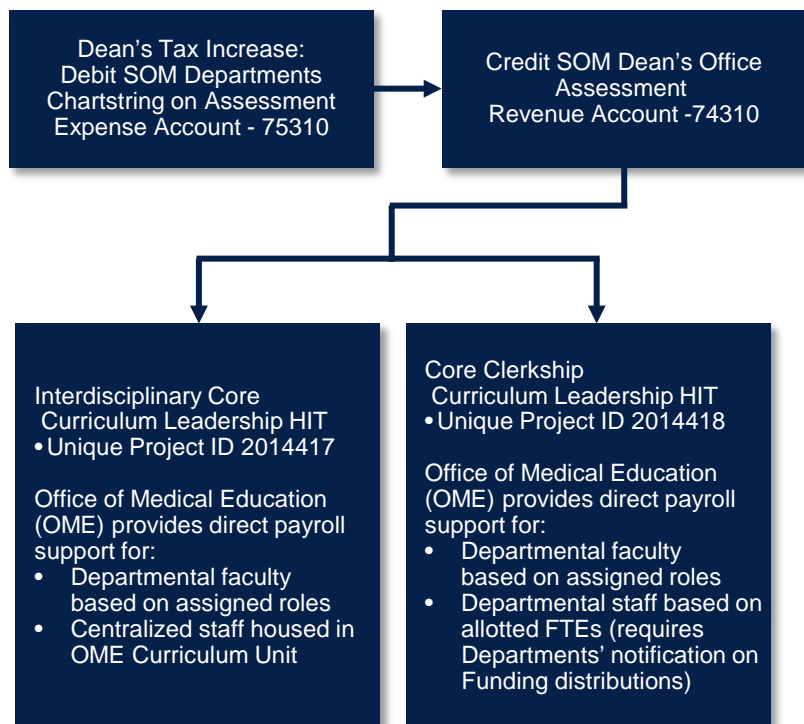
July - Department Direct Charge Begins



How does it work?



Funds Flow Diagram & Planning



Example of FY17 Plan for Anesthesia:
Planning occurs on Expense accounts and amounts are recommended to be spread monthly

- **Estimated FY17 Total Dean's Tax Surcharge = \$536,370**

Core Campus

– 75310-127039-5014-1000000-46 = \$504,142

AND

ZSFG

– 75310-127041-5014-1000005-46 = \$32,228

- **Estimated Total Department Allocation = \$237,156**

Preferred Method (*mirrors implementation*)

– **Employee Planning:** Faculty and/or staff members charged to OME chartstring: 122116-5014-2014418-40

Alternate Method

– **General Planning:** Faculty and/or staff payroll accounts on department selected chartstring as total credit of \$237,156

Faculty and Staff HIT Roles

Total Unfilled Roles $\frac{22}{66}$ Total Faculty Roles

Total Unfilled Roles $\frac{7}{24}$ Total Staff Roles

Total Unfilled Roles $\frac{17}{45}$ Total Coach Roles
Additional Dean Funded HIT Roles (Coaches)

Next Steps

1 Medical Education is preparing packets for each department describing:

- Overview of model
- Impact on specific department staff and faculty
- Proposed recruitment of central staff
- List of department's faculty already funded through the new model
- List of centrally funded open faculty and staff positions

These packets will start going out to department chairs and managers soon.

2 Medical Education is accepting nominations from department chairs for open faculty positions before school-wide recruitment begins

3 Medical Education is available to meet with any department regarding their integration into the model

4 All questions can be directed to Kevin Souza at kevin.souza@ucsf.edu.