



The Physicians of the Future

**ICAHN
2022 Spring
Member
Meeting**

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Dean & Provost
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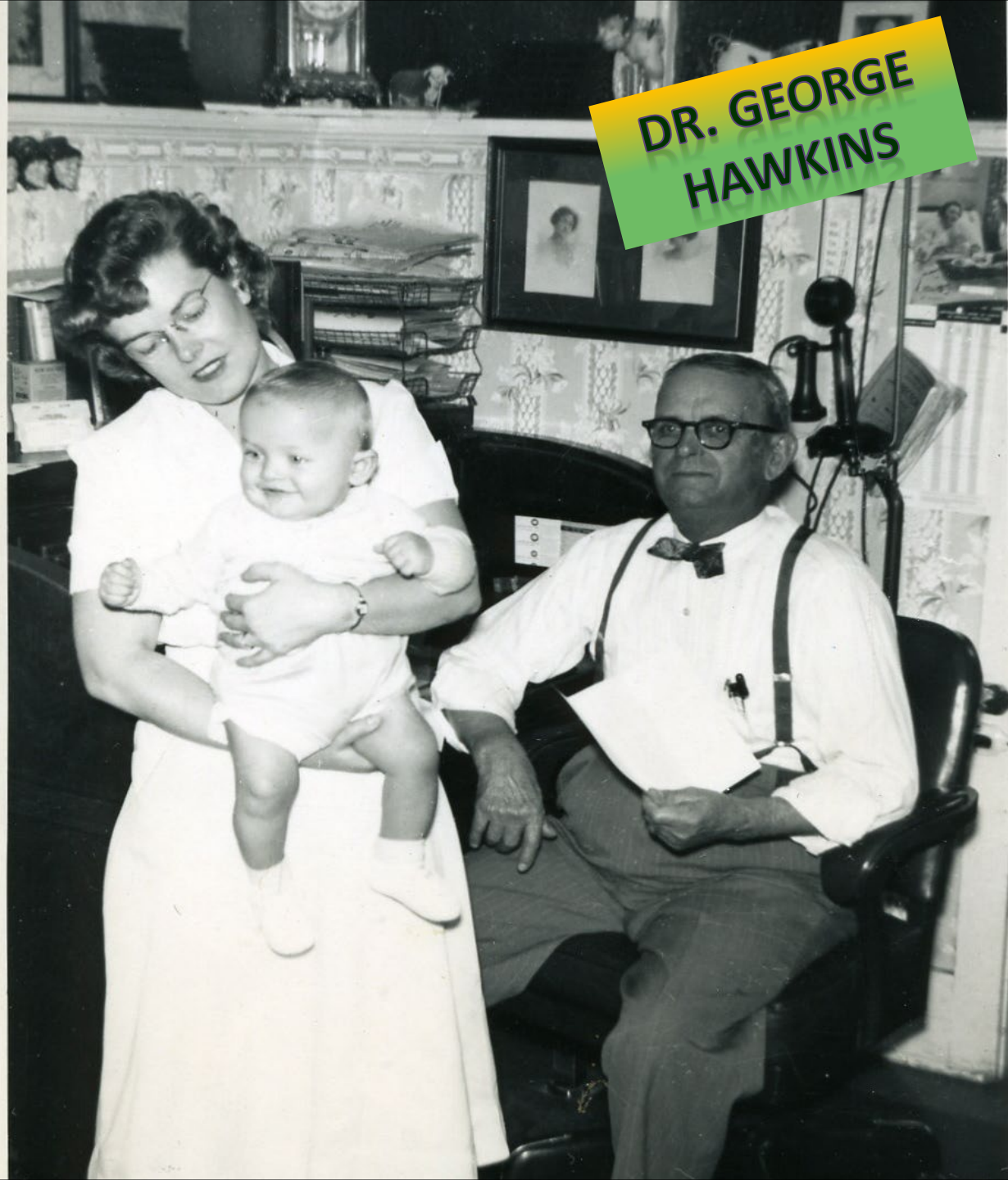
SIU MEDICINE
FORWARD. FOR YOU.





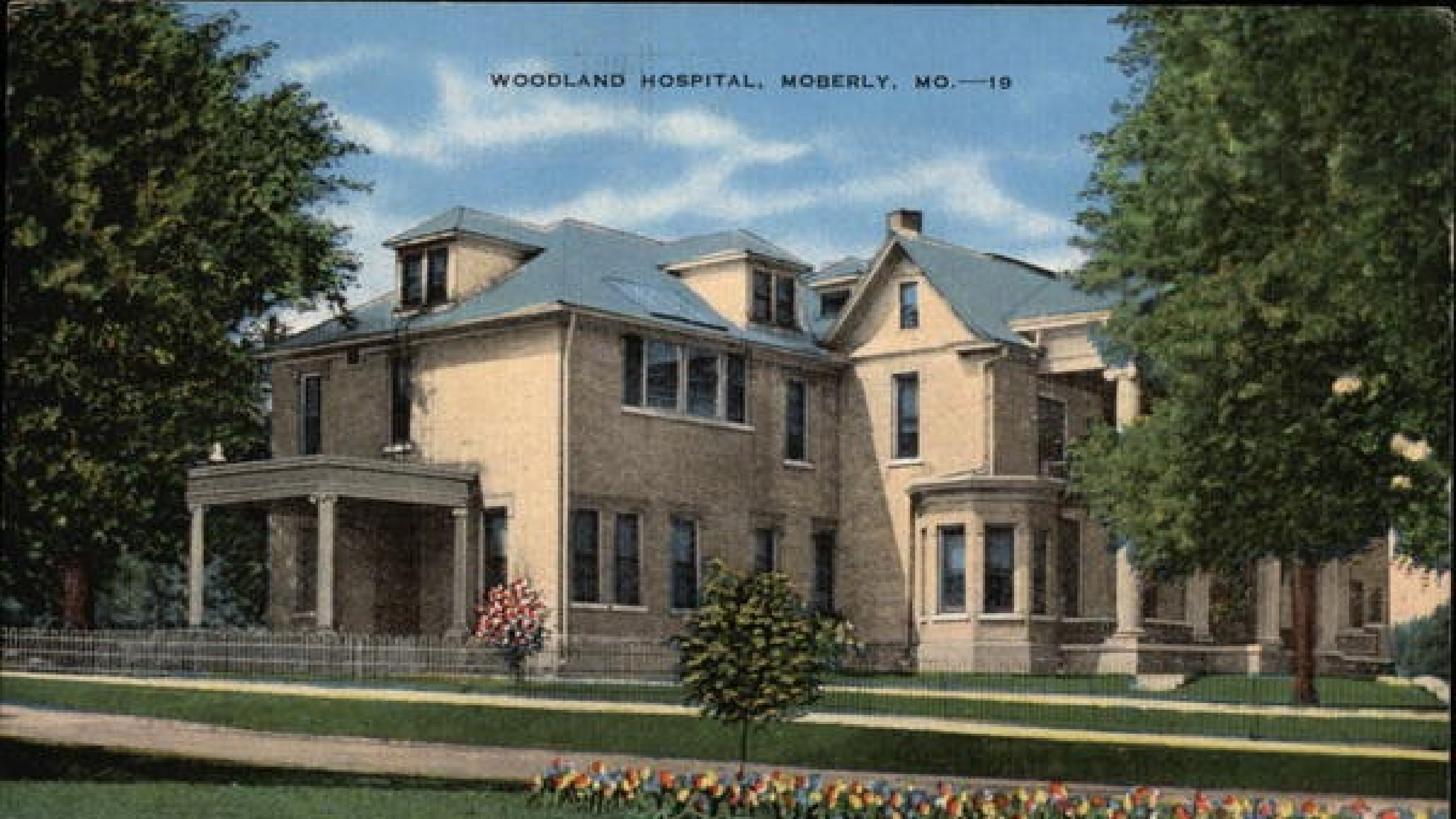


1950



DR. GEORGE
HAWKINS

WOODLAND HOSPITAL, MOBERLY, MO.—19



1953



SERRY - Preaching.



How I thought

Health System & Policy Characteristics Associated with Improved Health Outcomes & Lower Cost

2005

1. Regional planning and resource allocation
2. Universal health insurance and access
3. No out-of-pocket expenses for primary care services
4. Narrow range of physician incomes
5. High supply of primary care physicians
6. Highly regulated health insurance function
- 7. Relationship with a usual source of comprehensive, longitudinal medical care**

7.
**The Patient-Centered
Medical Home**

Starfield, Shi, Macinko. *The Milbank Quarterly* 2005;83(3):457-502

Baicker K, et al: *Health Affairs*, Apr. 7, 2004 p.184f

Reid TR: *The Healing of America*

The Patient-Centered Medical Home

The Four Essential Functions

1. First Contact Access
2. Patient-focused Care Over Time
3. Comprehensive Care
4. Coordinated (Integrated) Care
5. Family Orientation
6. Community Orientation
7. Cultural Competence

4. Comprehensive Care

Starfield, et al: The Milbank Quarterly 83(3), 2005; 457-502

Starfield & Shi: Pediatrics, 2004;113:1493-99

Rosenthal T: J Am Board Fam Med 2008;21:427-440

Care Coordination

The Essential Functions

1. Identification of High Risk, High Vulnerability, High Utilization

Top 1% - Hotspot (Ultra High Risk)

Top 10% - Targeted Interventions (High Risk)

2. Registries

3. Transitions of Care

4. Specific Disease Management Programs

5. Community Health Workers

6. Teams

Kruse J: Fam Med 2012;44(7):516-518

Kruse J: Fam Med 2012;44(10):739-742



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PHYSICIAN SCRUTINY

The new generation of doctors are hyper-aware that they're always being rated.



77% OF PATIENTS
use online reviews as their
first step in finding a
new doctor.



80% OF CONSUMERS
trust online reviews as
much as personal
recommendations.



60% OF CONSUMERS
need to read four or more
reviews before forming
an opinion.

The Physician of the Future

The Physician of the Future – Background

1. Physicians over age 55 are retiring in droves
2. Medical School curricula are almost all problem-based and collaborative
3. ACGME Work Hour Requirements (2003) – no more than 80 hr. per week
4. High Medical School Debt – median SIU SOM 2021 debt – \$210,000
5. Enamored with evidence-based decision making
6. Physicians age less than 35 years, compared to older physicians:
 - Work 13% fewer hours
 - Have 30% less direct patient encounters

The Physician of the Future

Characteristics of the Current Generation of Physicians

1. Value teamwork and collaboration, and they are good at it. **Group Think**
2. Technologically adept – **Digital Natives**
3. Educate themselves – Electronically, Efficiently, Effectively
4. Like (expect, demand) immediate feedback
5. High achievers and collaborative leaders
6. Socially conscious – They want to **“Change the World”**
7. More women, more diversity
8. They expect to be scrutinized and rated
9. Tend to distrust eminent experts in white coats
10. Move more often and make more career path changes

The Physician of the Future

The Current Generation of Physicians – What They Want

- 1. Work – Life Balance**
- 2. Collaborative Environment – Interprofessional Care**
- 3. Technologically advanced workplaces**
- 4. Enough pay for debt load and work-life balance**
- 5. Health Equity and a Diverse Environment**
- 6. Defined Work Hours**

The Physician of the Future

The Current Generation of Physicians – Perceptions & Warnings

1. Perfectionists
2. Short Attention Span
3. Lazy / Entitled – NOT!!
4. Relaxed

The Physician of the Future

The Current Generation of Physicians – How to Engage Them

1. Make contact with them as early as possible, even before medical school
2. They like money up front, more than long-term benefits
3. They expect a great website, social media options, email
4. They like brand names, use rating sites, and use LinkedIn
5. Show them a collaborative work environment, flexibility and variety
6. Show them a high tech setting, good EMR, digital library
7. E-Medicine – Virtual consultations, telemedicine, on-line scheduling
8. Define your institution – mission matters, diversity matters
9. Flexibility in work hours

1. Effectiveness

Improve population-based healthcare outcomes

Improve educational and work outcomes

2. Efficiency

Reduce the per capita cost of health care

Improve organizational efficiency

3. Equity

Access for all – Fairness – Respect – Inclusion

4. Enjoyable

Exceptional Patient and Provider Experience

Exceptional Staff, Faculty and Learner Experience

**The SIU
Triple Aim
+ 1**



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