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Residency Track at an Academic Medical Center

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Background: Scholarly tracks have been increasingly implemented to help residents identify a career-focus or academic niche. Early adopters have received praise from their graduating residents. At the University of Wisconsin School of Medicine and Public Health, we developed a Healthcare Administrative Scholars Program (HASP) to adequately train our residents for administrative roles within community or academic centers.

Educational Objective:

- Teach the basics of healthcare administration including quality management, operations management, healthcare economics, healthcare law, and healthcare information systems
- Expose residents to administrative careers
- Develop an administrative project portfolio

Curricular Design: Whereas many programs or tracks consist of larger groups with primarily didactic content, our program is mirrored after an administrative fellowship, with recruitment limited to one administrative scholar per class in order to optimize residents' access to mentorship and high-level meetings. The HASP two-year curriculum spans the EM2 and EM3 years and consists of departmental and hospital-wide meetings, required readings, successful completion of a quality improvement project, and paid attendance to a national meeting. Administrative scholars are chosen based on interest and academic record. Year one has an emphasis on operations, IT and coding. Year two has an emphasis on quality, safety, law and health policy.

Impact: Initial six-month review from the first administrative scholar reflects an overwhelmingly positive experience. We plan to collect and publish career-outcome data at the five and ten year mark.

References:

- 1)Regan L, et al. Scholarly tracks in emergency medicine. *Acad Emerg Med.* 2010;17 Suppl 2:S87-94.