



Are we educating the health professionals society needs?

Holly J. Humphrey, MD, MACP
President, Josiah Macy Jr. Foundation

April 8, 2022

1

1

Disclosures

I have no conflicts to disclose.



JOSIAH MACY JR. FOUNDATION

2

Three Key Questions



Are we creating a workforce to meet society's needs?

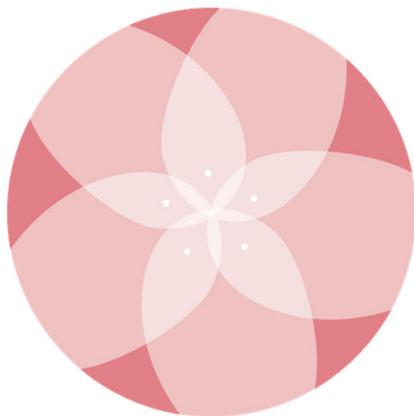


Are we meeting our moral obligation as health professionals?



Are we focused on learning in the clinical learning environment?

3



**PHYSICAL
THERAPY
LEARNING
INSTITUTE**

4

APTA Mission: Building a community that advances the profession of physical therapy to improve the health of society

APTA Vision: Transforming society by optimizing movement to improve the human experience



5



Are we creating a workforce to meet society's needs?

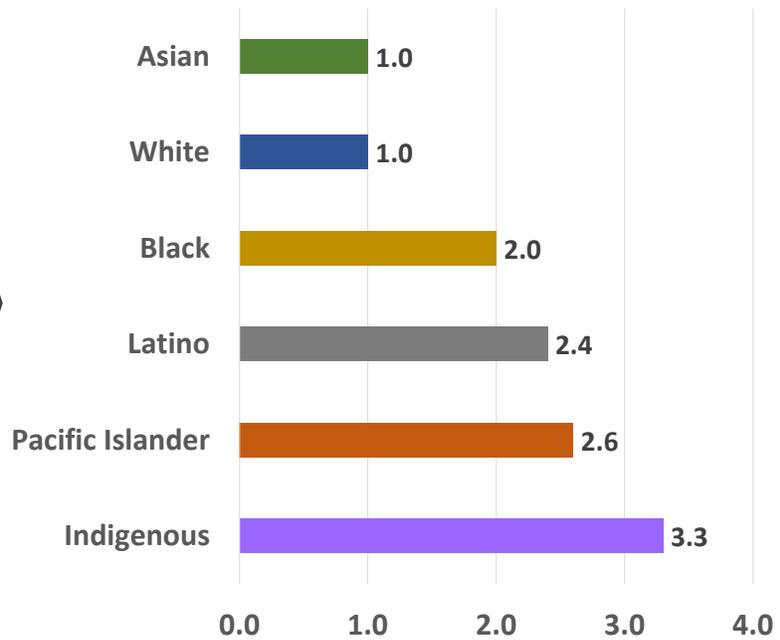
6

Racial and Ethnic Health Disparities in COVID



7

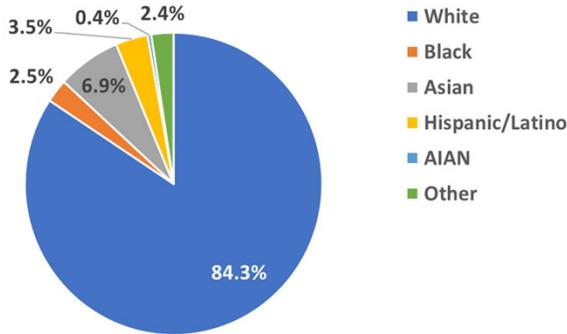
Adjusted for age, other racial groups are this many times more likely to have died of COVID than White Americans



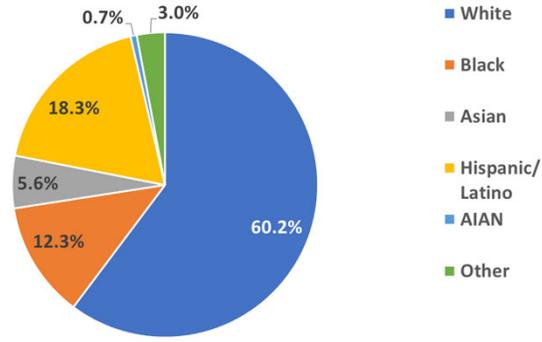
APM Research Lab: The color of Coronavirus: COVID-19 deaths by race and ethnicity in the US, Mar 2021.

8

Diversity of Physical Therapist Workforce



Physical Therapy Workforce

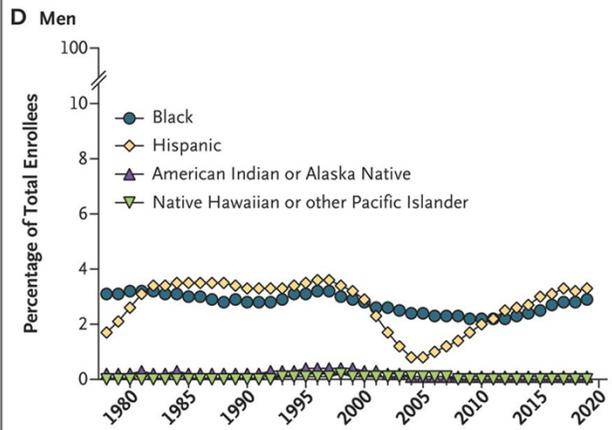
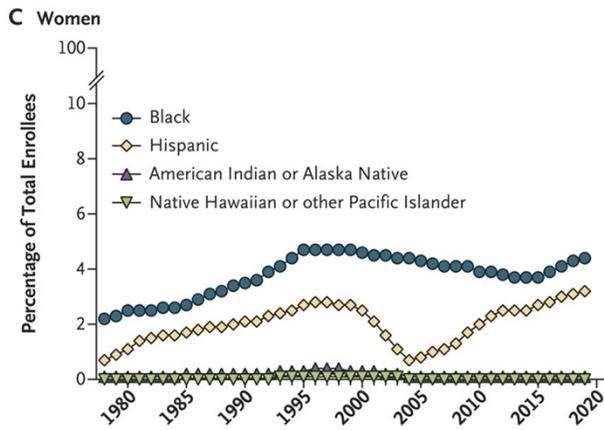


United States Population

APTA Physical Therapy Workforce Analysis, 2020

9

Diversity in Medical School Matriculants: Decades of Inequity



Morris et al. Diversity of the medical student body – four decades of inequities. NEJM, April 2021.

10

10

“The unequal distribution of health-damaging experiences is not in any sense a ‘natural’ phenomenon but is the result of poor social policies, unfair economic arrangements, and bad politics.”

- World Health Organization

Social Determinants of Health

11

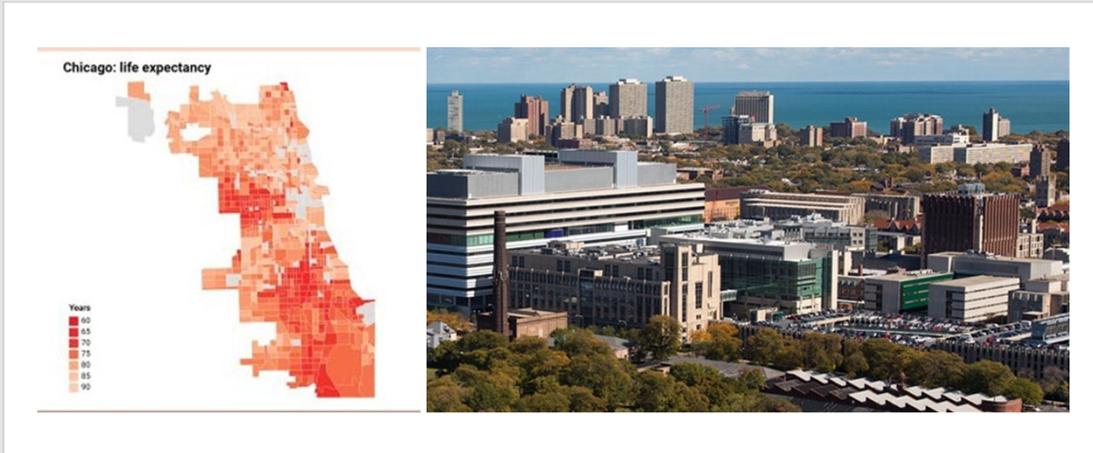
“... social determinants are **the most important consideration** in determining successful **entry, progression, and completion** of medical education.”

Social Determinants of Medical Education

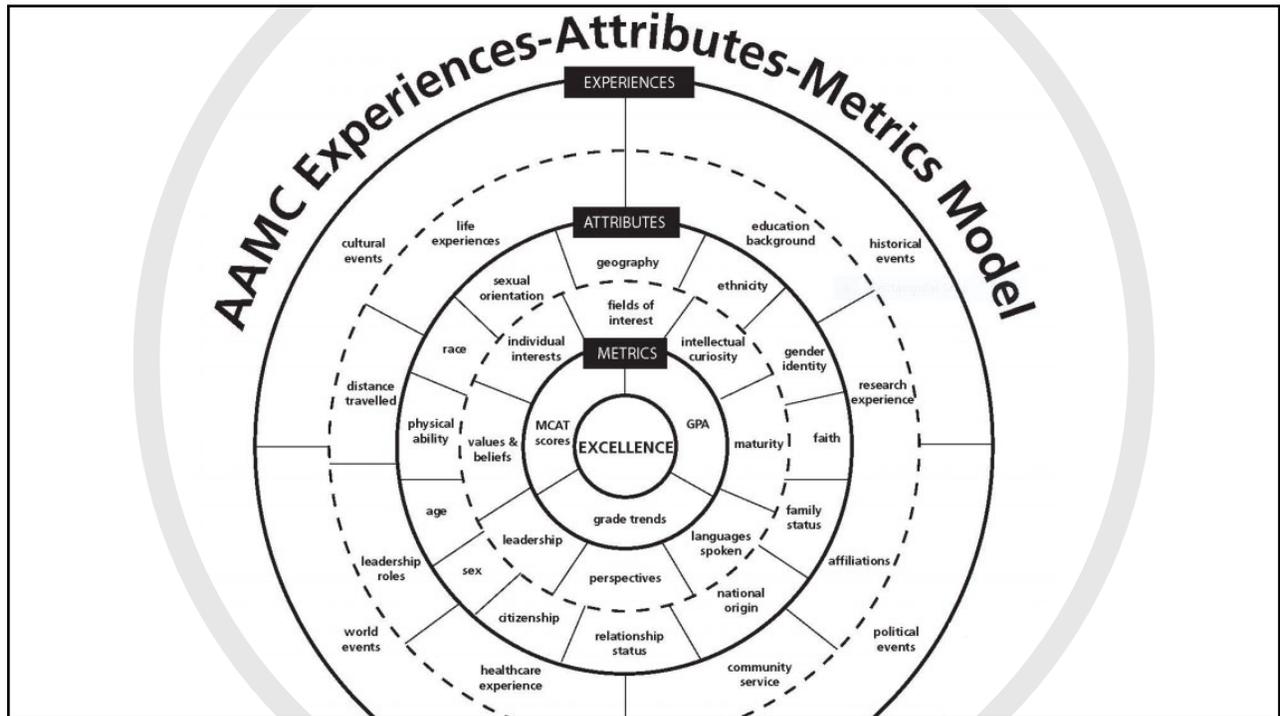
Muller D, et al. Social determinants, risk factors, and needs: A new paradigm for medical education. Acad Med, Mar 2022

12

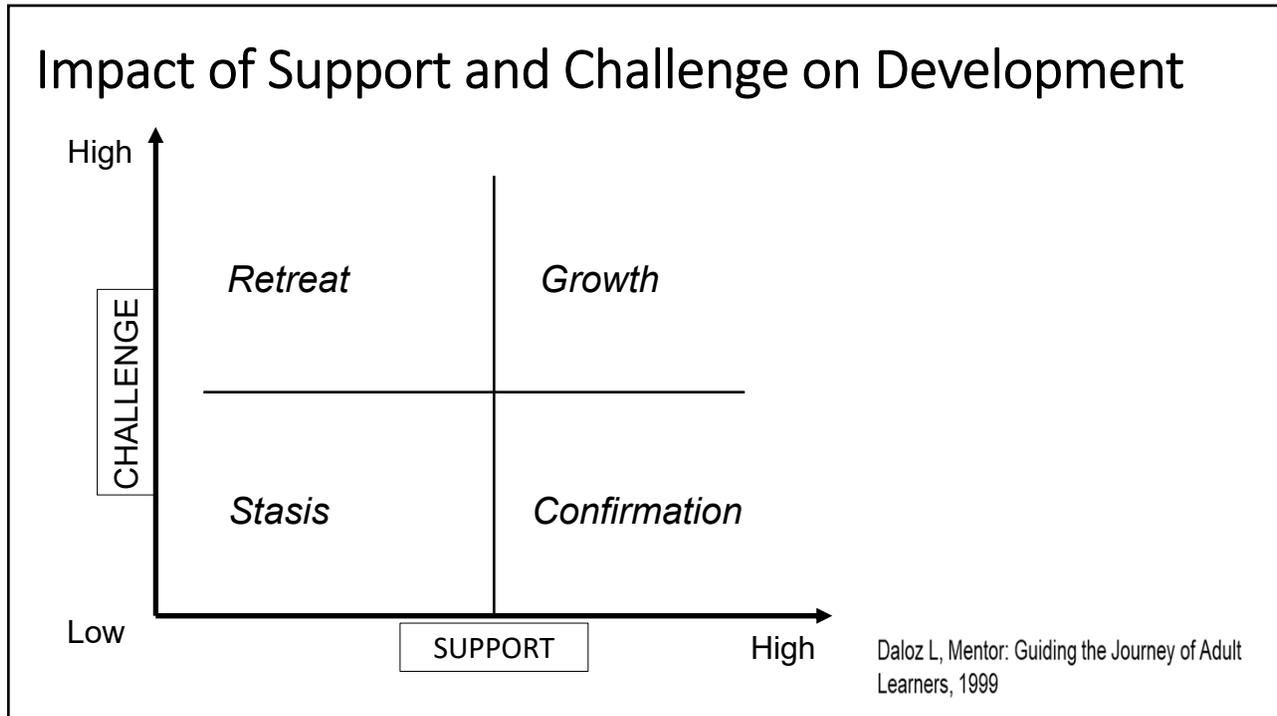
Case Study 1: How do we create a more diverse and inclusive learning environment?



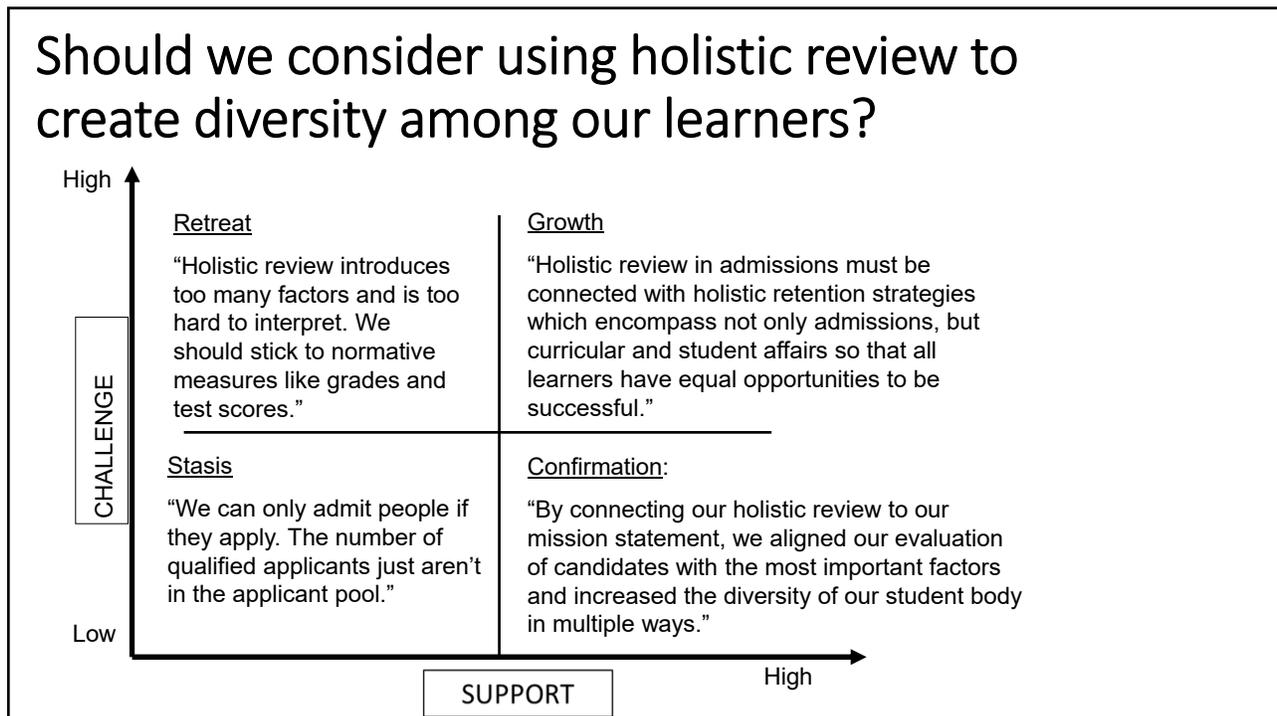
13



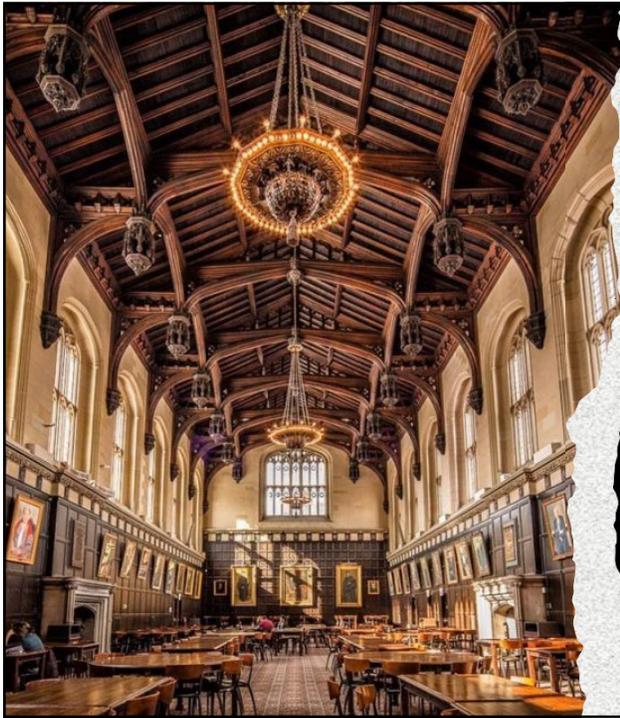
14



15



16

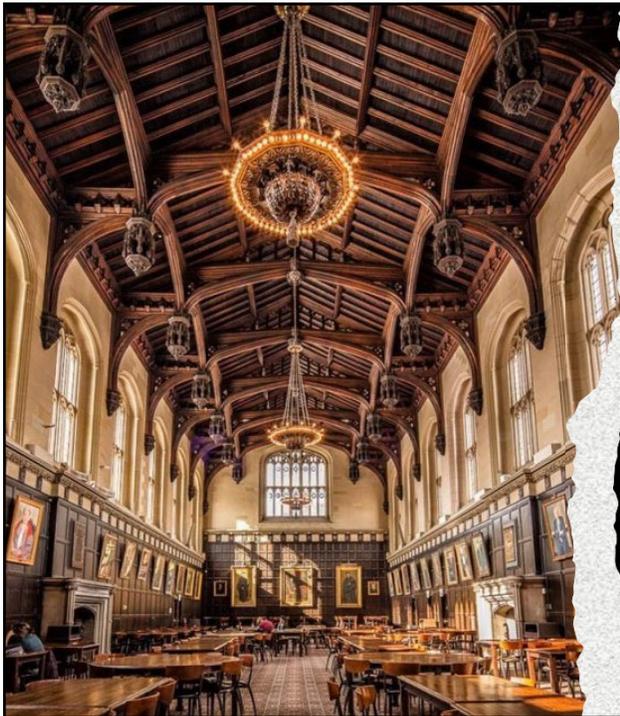


Case Study 1: What did the school do?

Start with mission

“At the University of Chicago, in an atmosphere of interdisciplinary scholarship and discovery, the Pritzker School of Medicine is dedicated to inspiring diverse students of exceptional promise to become leaders and innovators in science and medicine for the betterment of humanity.”

17



Case Study 1: What did the school do?

Start with mission

“At the University of Chicago, in an atmosphere of interdisciplinary scholarship and discovery, the Pritzker School of Medicine is dedicated to inspiring **diverse** students of **exceptional promise** to become **leaders and innovators** in **science and medicine** for the **betterment of humanity.**”

18

Holistic Review Screening Rubric



Diversity



Academic promise



Leaders and innovators

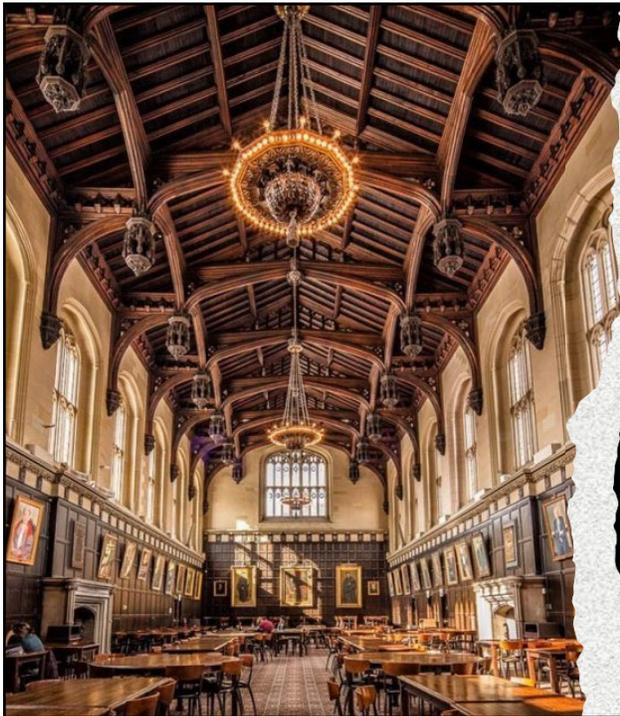


Science and medicine



Betterment of humanity

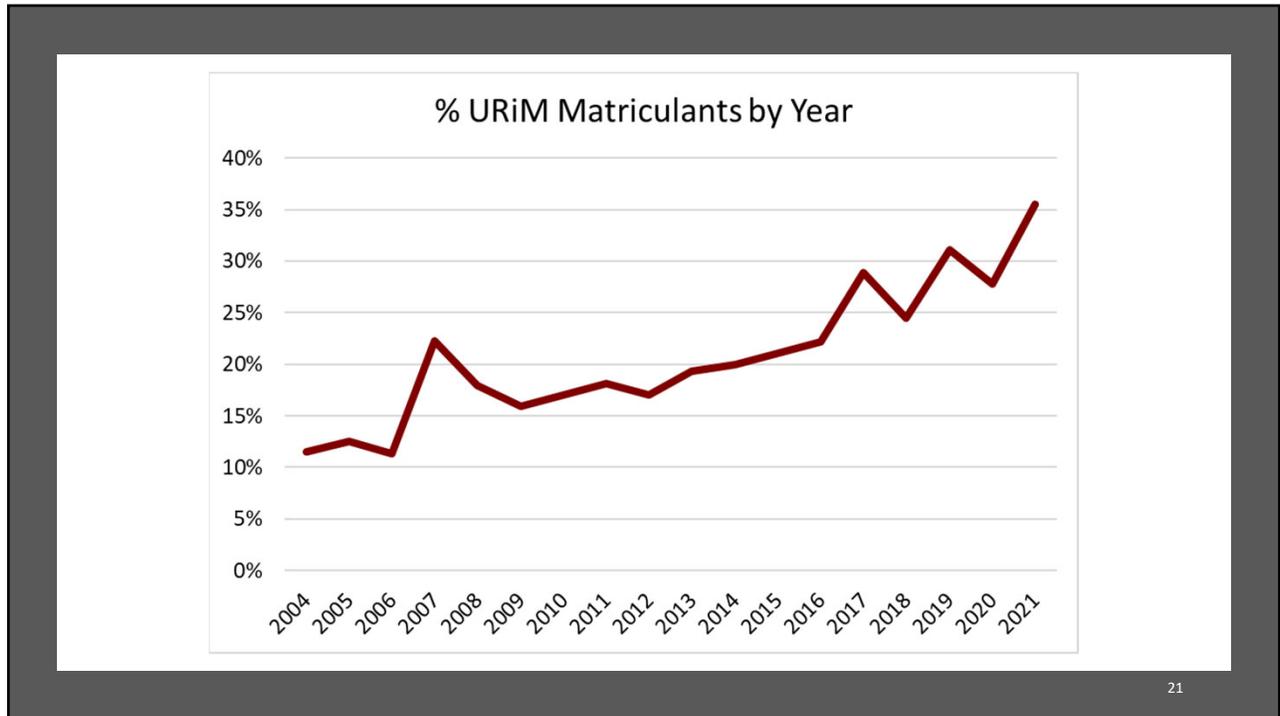
19



Case Study 1: What did the school do?

- Diversity of Admissions Committee
- Implicit bias training
- Scholarship support
- Diversity of medical school faculty and staff
- Student affinity groups
- Student feedback and co-creation
- Utilize data to assess student experience and learning climate

20



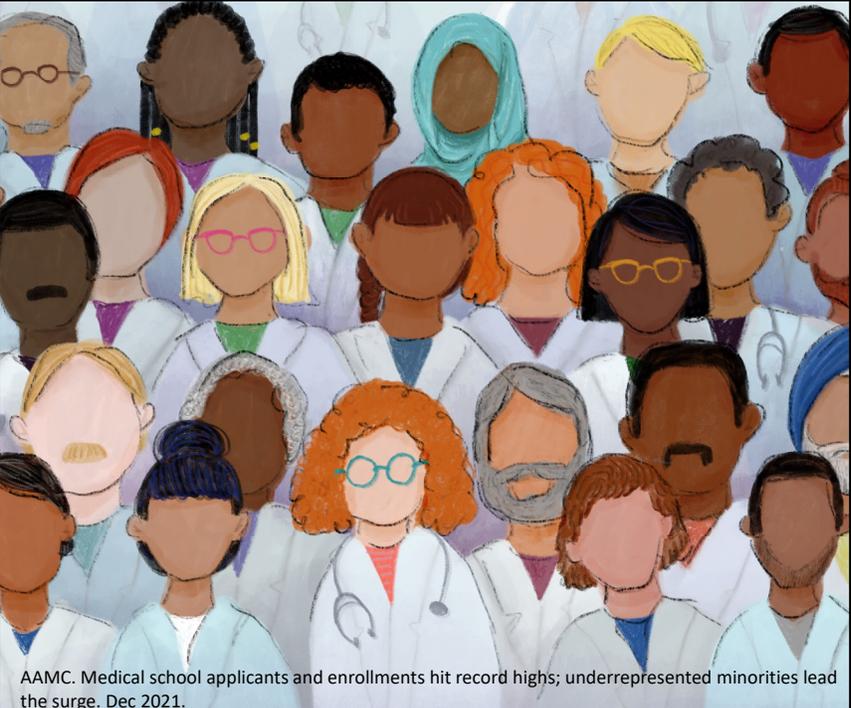
21

21

2021 Medical School Matriculants

- 21% increase in Black or African-American matriculants
- 8% increase in Asian matriculants
- 7% increase in Hispanic/Latino matriculants

Holistic admissions strategies require holistic **retention** strategies



AAMC. Medical school applicants and enrollments hit record highs; underrepresented minorities lead the surge. Dec 2021.

22

Three Key Questions



Are we creating a workforce to meet society's needs?



Are we meeting our moral obligation as health professionals?



Are we focused on learning in the clinical learning environment?

23



Are we educating health professionals to meet our moral obligation to society?

24



Kenneth M. Ludmerer. Time to Heal: American Medical Education from the Turn of the Century to the Era of Managed Care. Oxford University Press, 2005

Are health professions a public trust?

25



Kenneth M. Ludmerer. Time to Heal: American Medical Education from the Turn of the Century to the Era of Managed Care. Oxford University Press, 2005

Health professions as a public trust

- Exemplary health and health care for the American people
- Preparation for practice without supervision

26

APTA Model Oath

As a physical therapist dedicated to providing the highest quality care and services, I solemnly pledge I will:

- Respect the rights and dignity of all individuals who seek my services or with whom I work
- Act in a compassionate and trustworthy manner
- Exercise sound professional judgment while abiding by legal and ethical requirements.
- Demonstrate integrity during interactions ... for the enhancement of patient care and the profession
- Enhance my practice through lifelong acquisition and application of knowledge, skills, and professional behavior
- Participate in efforts to meet physical therapy and health care needs of local, national and global communities

Thus, with this oath, I accept the duties and responsibilities that embody the physical therapy profession.

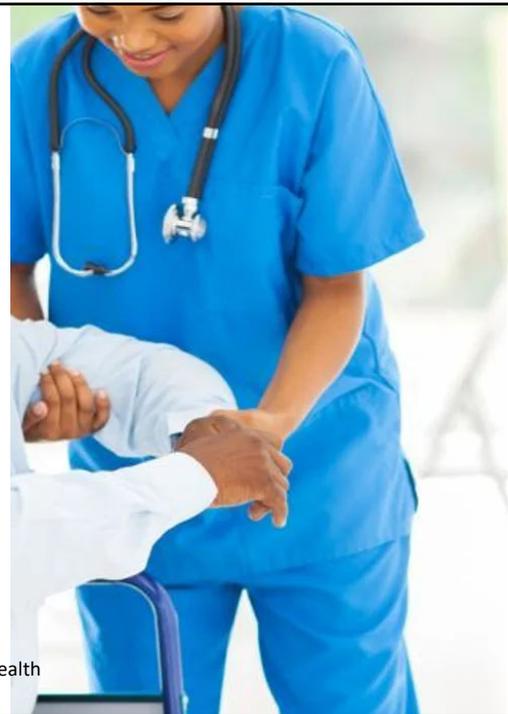


27

Physicians' Perceptions of People with Disability and Their Health Care

- 82% of physicians reported that people with significant disability have overall worse quality of life
- 56% of physicians strongly agreed that they would welcome people with disability into their practices
- 41% of physicians felt confident in their ability to provide equal quality care to people with disability
- 18% of physicians strongly agreed that the health care system treats disabled patients unfairly

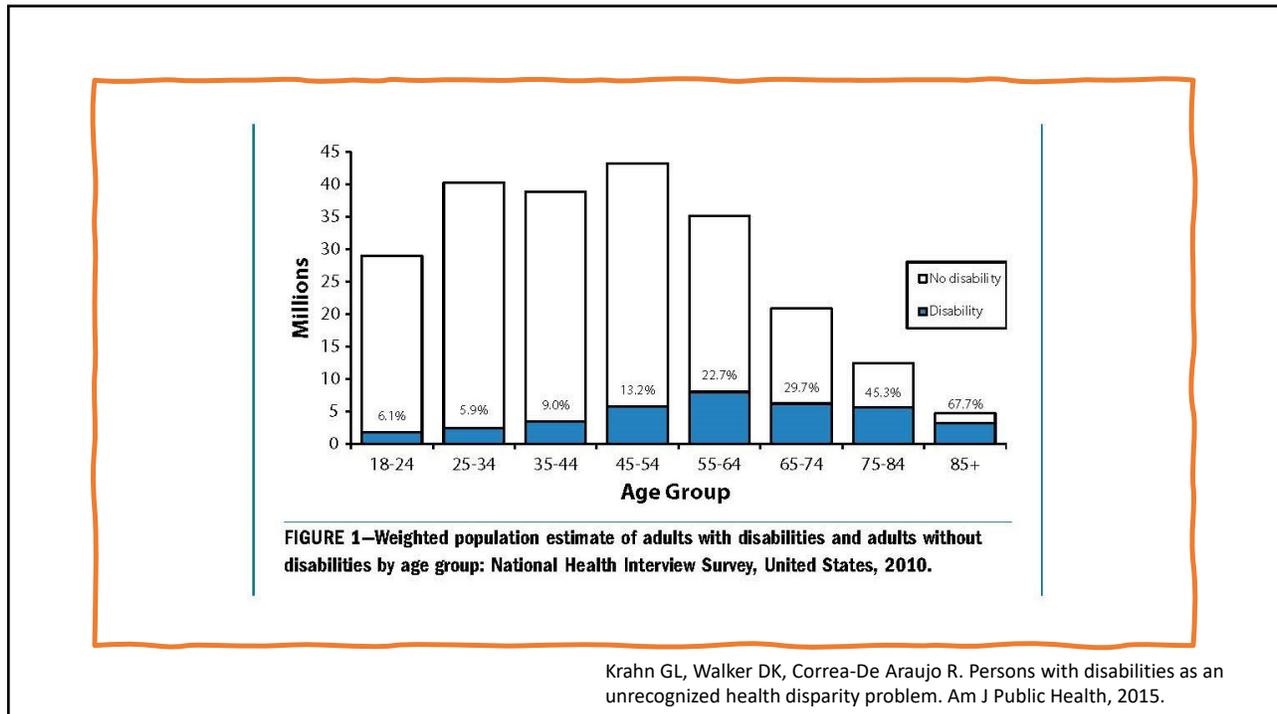
Iezzoni LI, et al. Physicians perceptions of people with disability and their health care. Health Affairs, February 2021.



28



29



30



Case Study 2: How can health professions education improve health care and health professions education for people with disabilities?

- People with disabilities represent a large, underserved population
- The number of people with a disability has been growing, with the CDC reporting 25.5% of adults in the US having some type of disability
- People with disabilities experience significant health care disparities, which may be due in part to the fact that patients with disabilities were four times more likely to be treated badly by physicians
- People with disability encounter a range of barriers in the health care system, including attitudinal barriers, physical barriers, communication barriers, and financial barriers

31

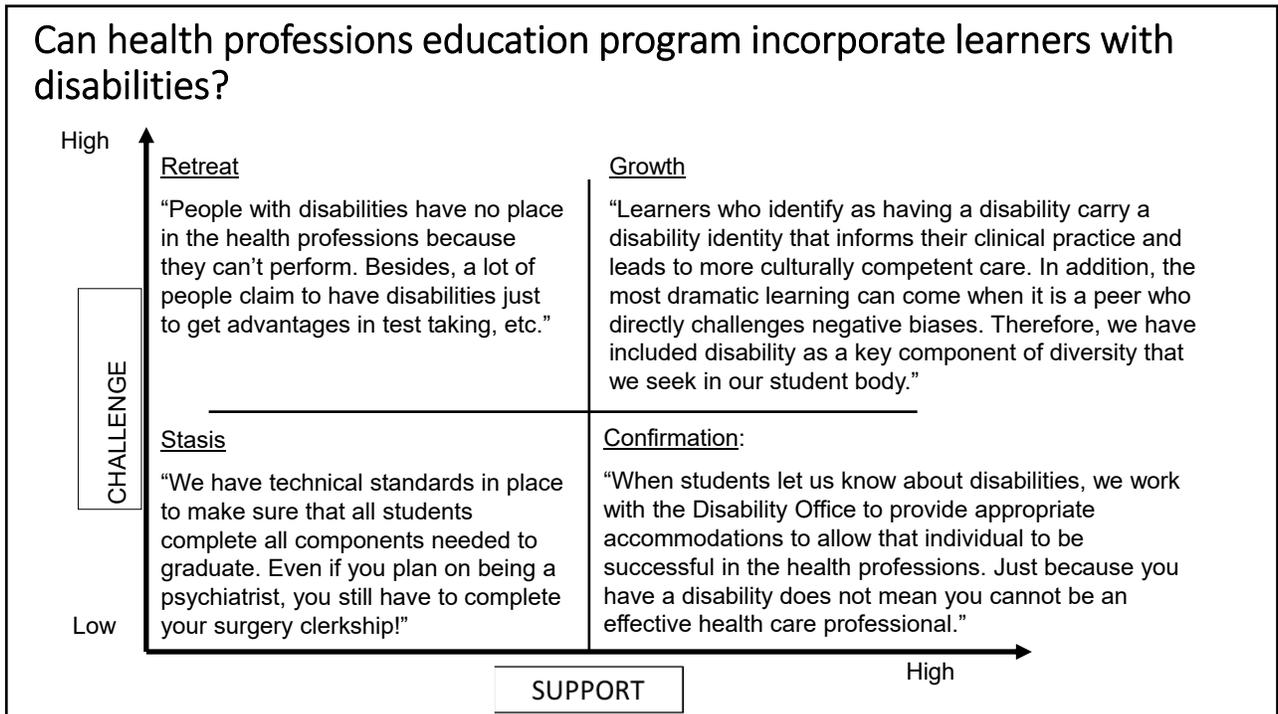
How can health professions education improve health care and health professions education for people with disabilities?

CHALLENGE	High	<p><u>Retreat</u></p> <p>“We can’t teach about disability because we don’t have enough faculty who feel comfortable providing effective care for disabled people. So many of them are obese and smoke, anyway.”</p>	<p><u>Growth</u></p> <p>“In addition to incorporation of didactic learning in the required curriculum, we are incorporating hands-on experiences in clinical skills training by work with standardized patients and rotations in clinical sites which serve individuals with a variety of disabilities.”</p>
	Low	<p><u>Stasis</u></p> <p>“Learners will encounter disability in the course of their education. No special curriculum is needed, because not much can be done to improve their health and quality of life.”</p>	<p><u>Confirmation:</u></p> <p>“We are incorporating some additional didactic sessions to raise awareness. We will strongly encourage students to attend. The goal is to move students past a narrow, medical conception of disability to consider a model that values human variation.”</p>
		SUPPORT	
			High

32



33



34

Three Key Questions



Are we creating a workforce to meet society's needs?



Are we meeting our moral obligation as health professionals?



Are we focused on learning in the clinical learning environment?

35



Are we focused on learning in the clinical learning environment?

36

Definition of Learning Environment

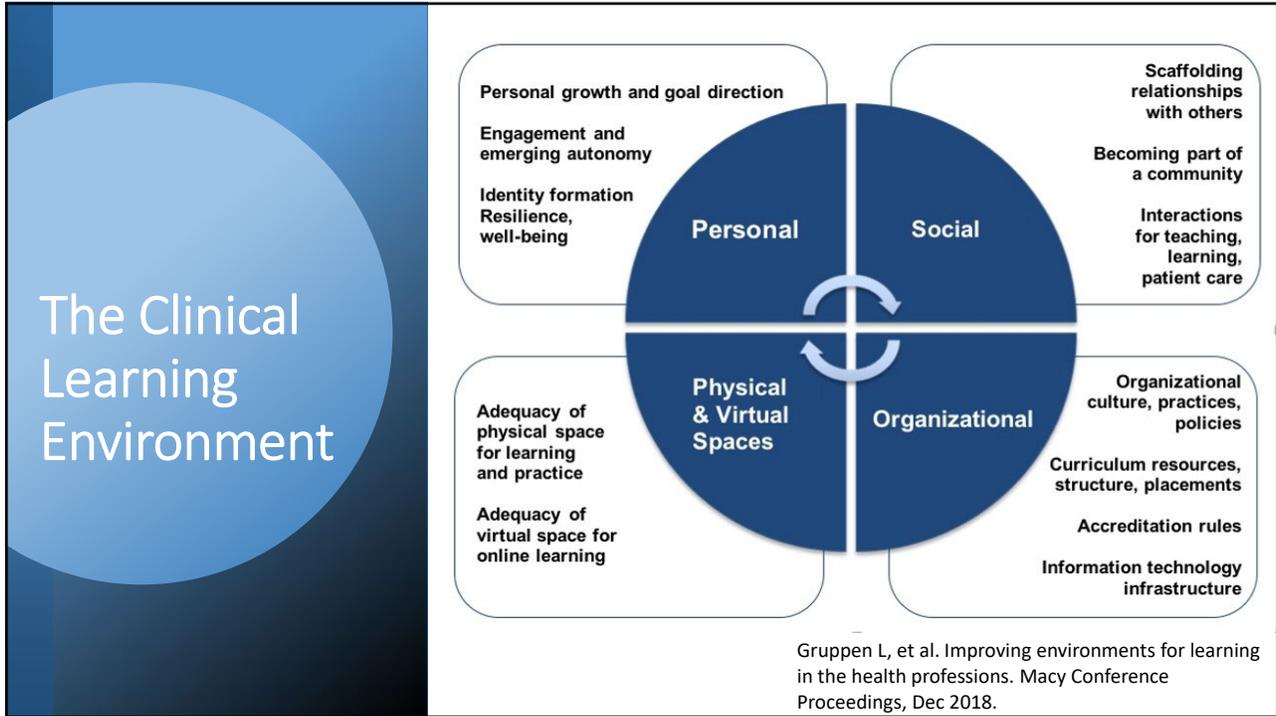


The social interactions, organizational culture, and physical and virtual spaces that surround and shape the experiences, perceptions, and learning of students

37



38

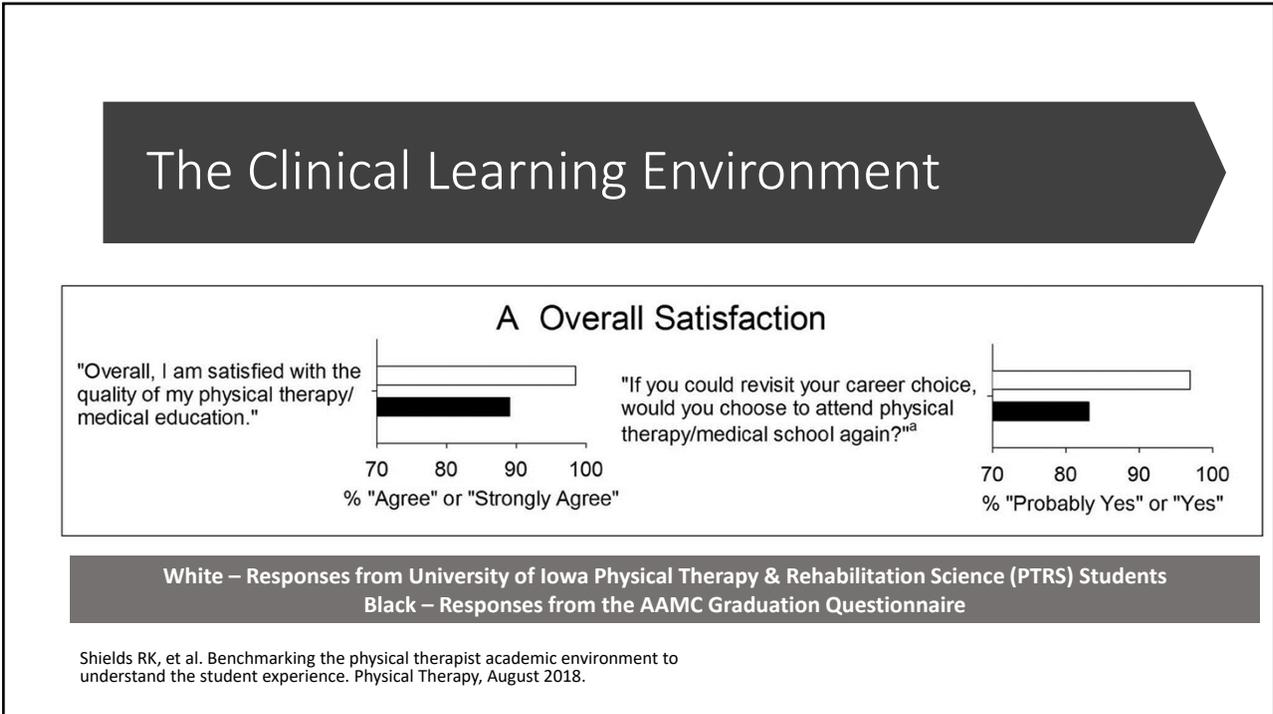


39

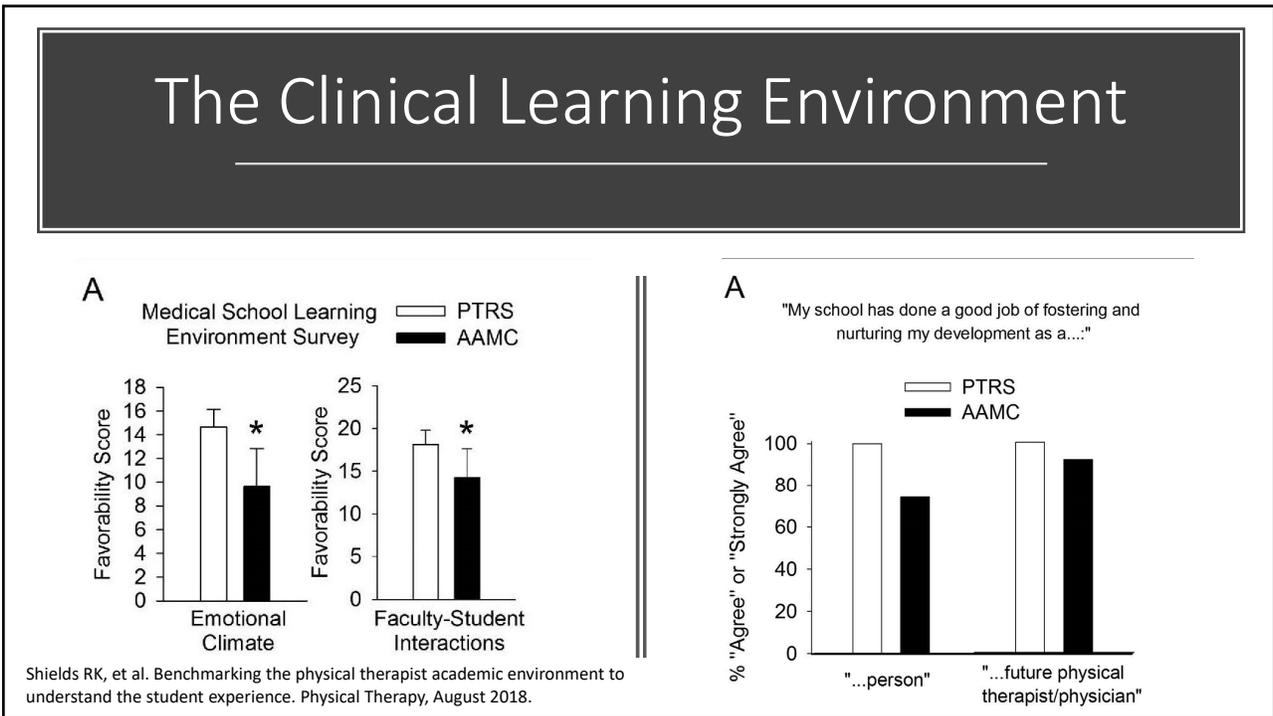
What is the clinical learning environment in physical therapy....

Compared to medicine?

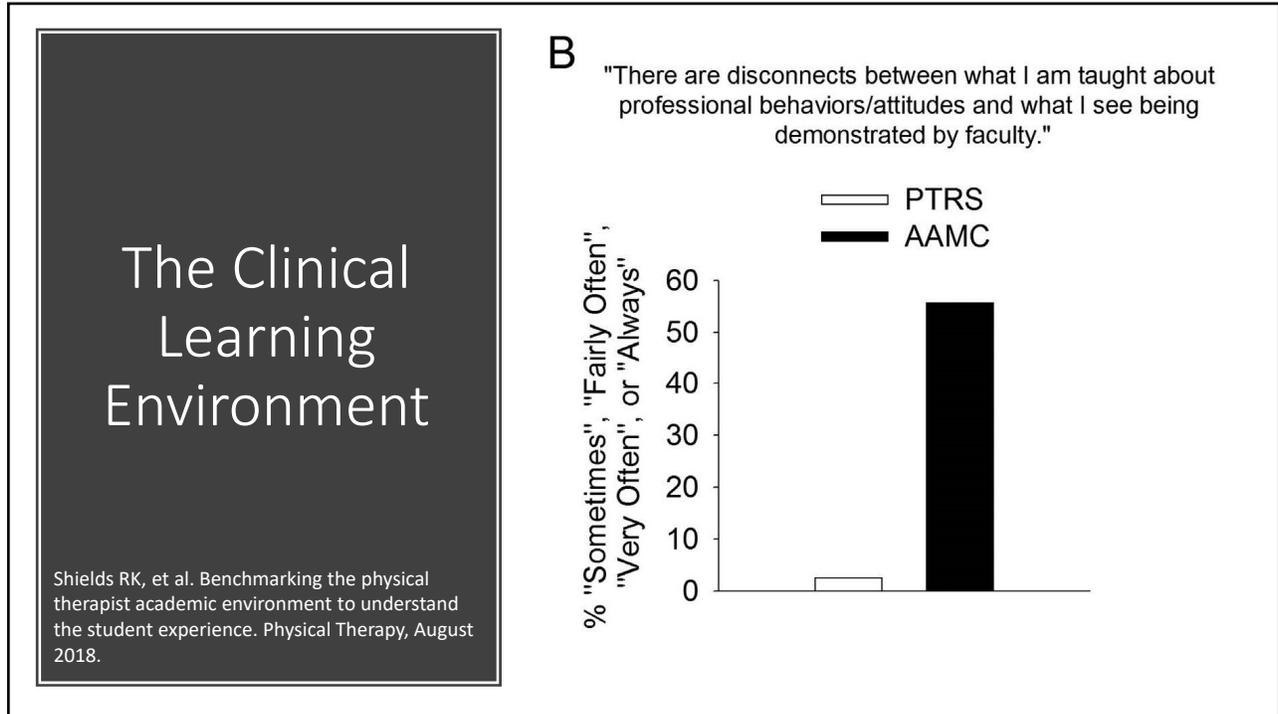
40



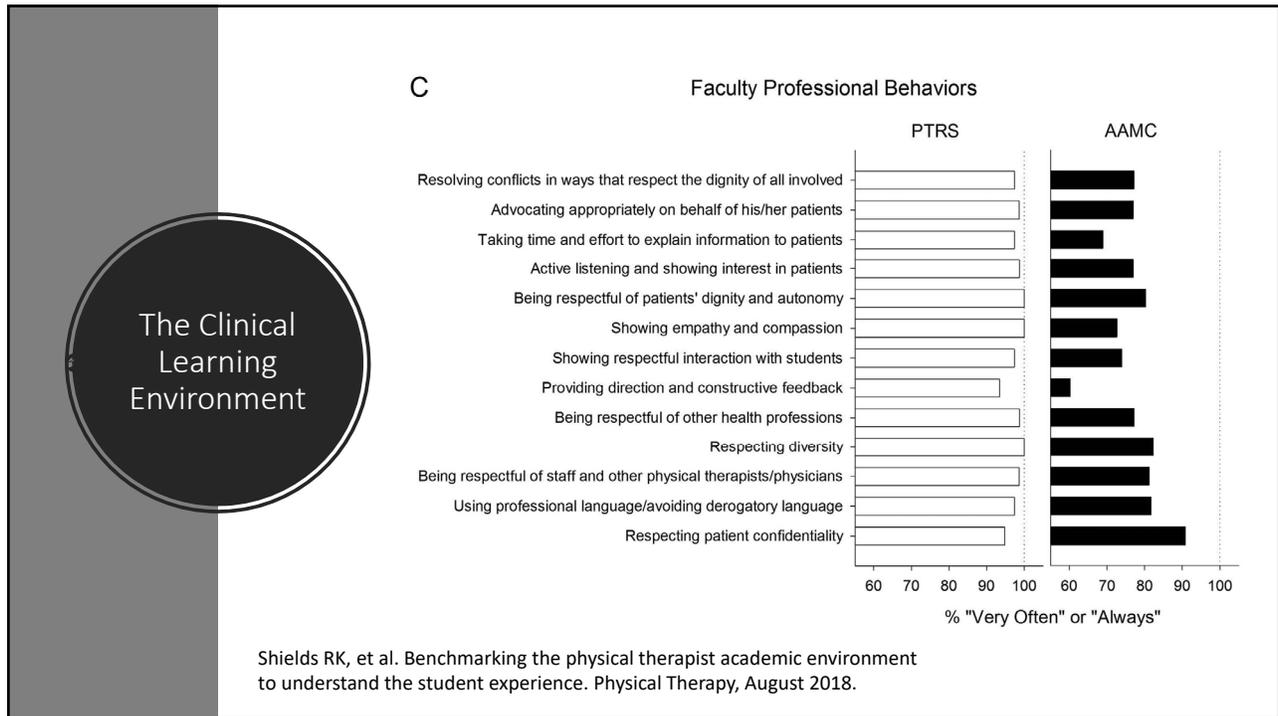
41



42



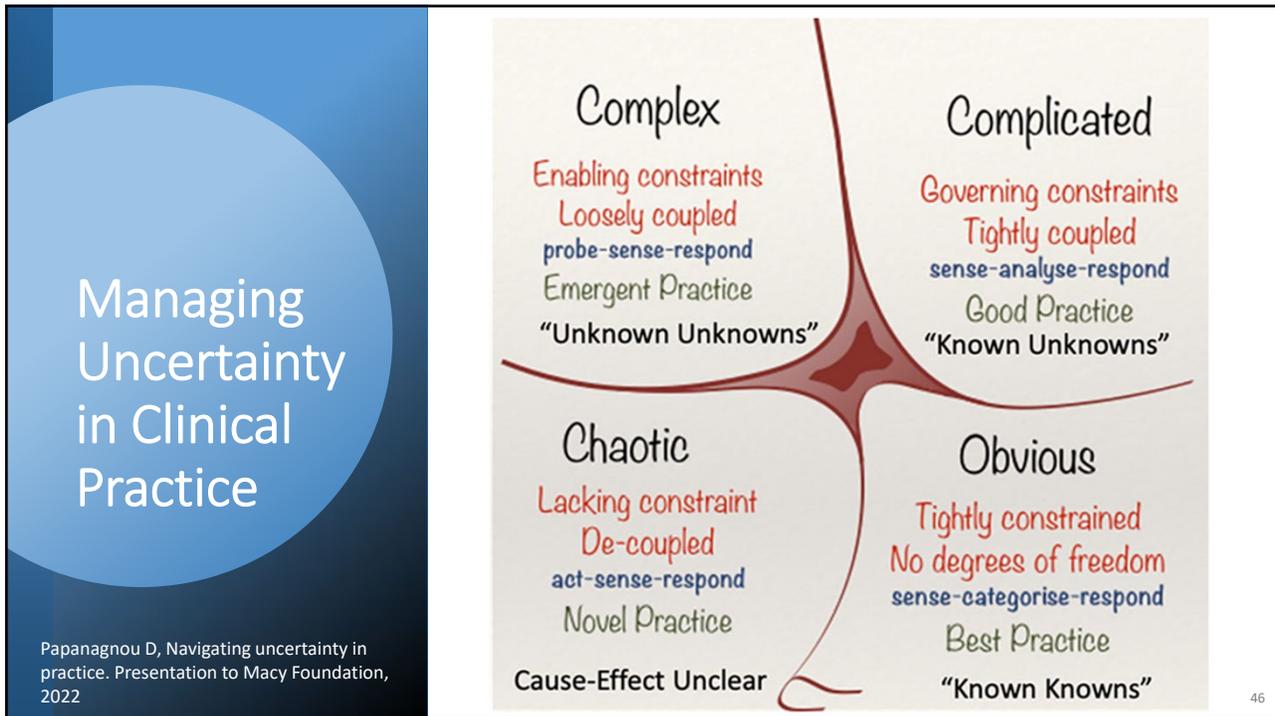
43



44



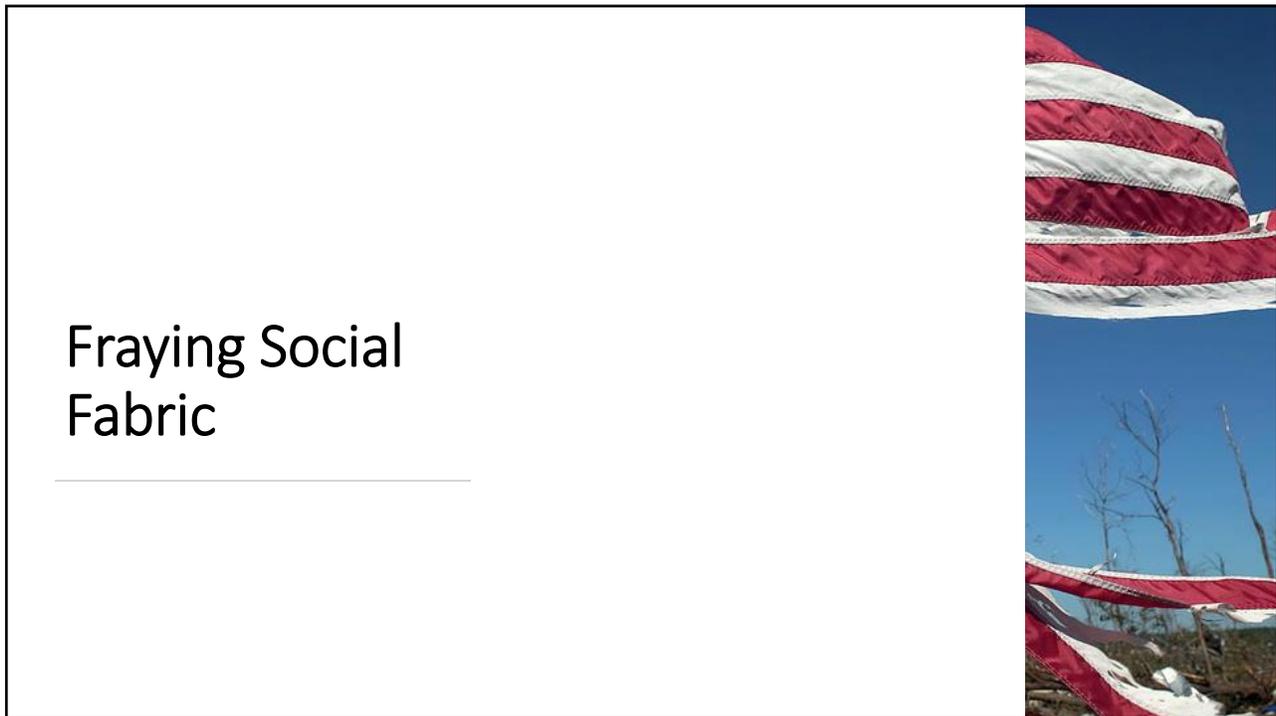
45



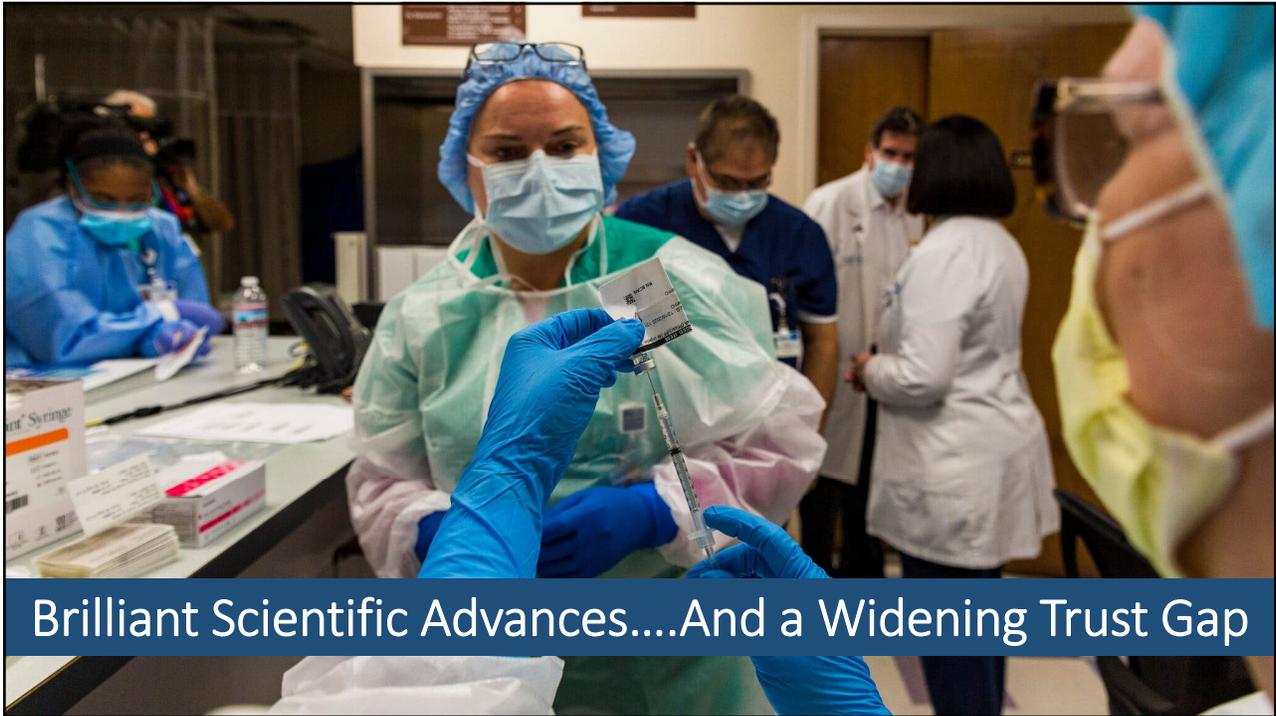
46



47



48



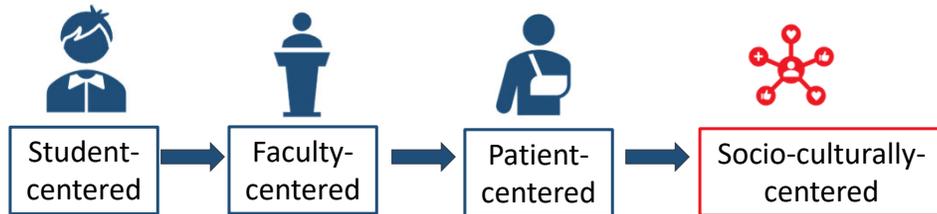
Brilliant Scientific Advances...And a Widening Trust Gap

49



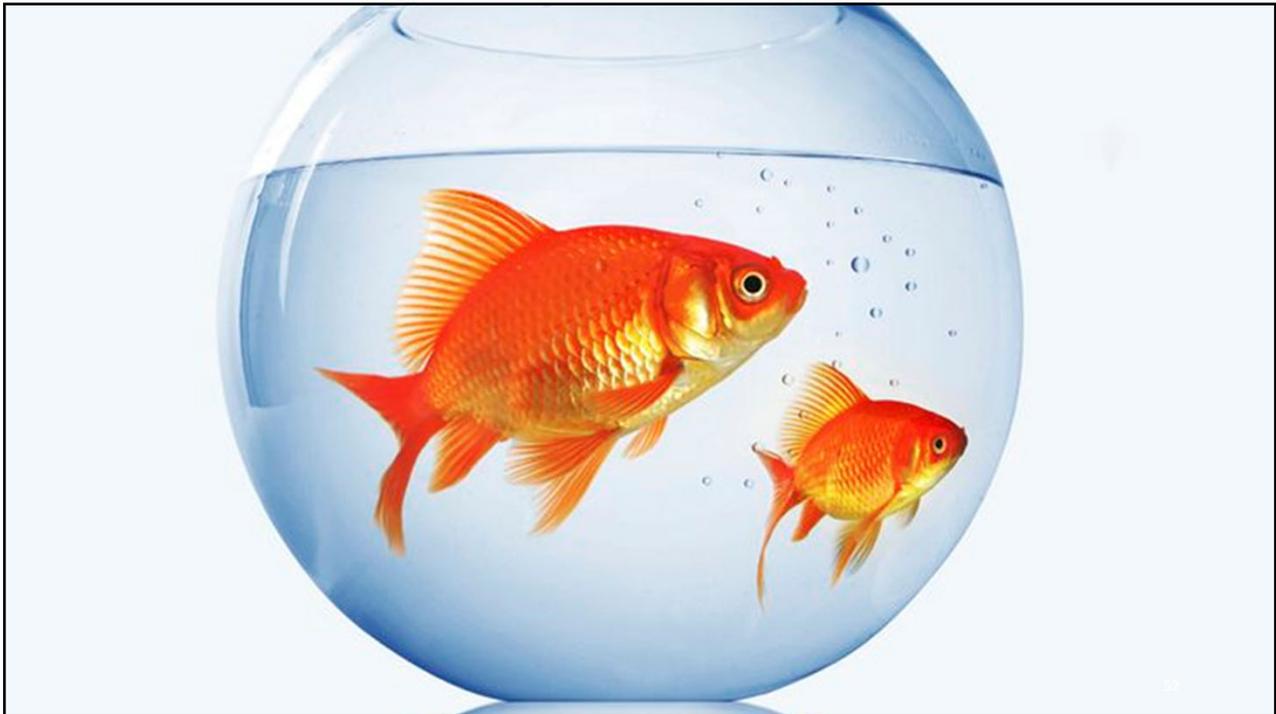
50

Reorient Health Professions Education Using a Socio-Cultural Axis



- Structural determinants of health as foundational
- Expansion of public health curriculum and experience
- Bring rigor to framework and assessment of managing uncertainty

51



52