

## RECOMMENDATION TO CREATE THE DEPARTMENT OF EMERGENCY MEDICINE IN THE SCHOOL OF MEDICINE AND PUBLIC HEALTH

The School of Medicine and Public Health (SMPH) at UW-Madison proposes to create a new Department of Emergency Medicine. This proposal has been voted upon and approved by the Division of Emergency Medicine faculty in the Department of Medicine, the executive committee of the Department of Medicine, the SMPH Council of Chairs, the SMPH Academic Planning Council, and the University Academic Planning Council. Pursuant to *Faculty Policies and Procedures* 5.01.A., it is presented to the Faculty Senate for discussion.

### Background

Emergency medicine has emerged as a distinct, even central, discipline in the field of medicine. Specialty post-graduate (residency) training leads to dedicated primary board-certification by the American Board of Emergency Medicine, as recognized by the American Board of Medical Specialties. Given a separate educational track and clinical practice different from other medical specialties, the vast majority of U.S. medical schools have established independent academic departments of emergency medicine in the past two decades.

The UW-Madison presently has a Division of Emergency Medicine, within the Department of Medicine. In the past seven years, this division has undergone a significant transformation from a clinical service to an academic program. This transformation was initiated by the establishment and growth of an emergency medicine residency program, as well as by the recruitment of faculty with academic expertise previously not represented at UW. The robust growth in the clinical activities of the division (over 50%) has provided funds to fuel the growth of faculty and trainees. In sum, the division now has all the hallmarks of an academic department. Faculty and staff pursue academic missions encompassing disciplinary and interdisciplinary research, teaching and clinical service.

### *Research*

- Research activities span from basic science (e.g., resuscitation models), to clinical trials (e.g., treatments of acute stroke), to outcomes research (e.g., association between length of patient stay and patient satisfaction), to population health (e.g., prevalence of elderly falls in the community setting).
- Most notably, many research activities are multi-disciplinary, both in terms of collaboration with other medical specialties, but also with other allied health care partners (e.g., pharmacy).

### *Education*

- Emergency medicine is one of the most popular specialties for UW medical students, routinely recruiting a large portion of each graduating class into its ranks.
- Medical students have exposure to emergency department patients at various time points in their medical training, starting the first year of medical school when they learn about social determinants of health of emergency department patients. In addition, medical students now can enroll in a fully simulation-based educational curriculum for learning emergency medicine.
- In the past, the State of Wisconsin was noted for lack of emergency medicine residency spots, with only nine spots for the whole state. With the establishment of the UW program, there are now twenty-one spots with each graduating class.
- Emergency medicine also welcomes students from the Physician Assistant program, EMT programs, and the School of Nursing.

### *Service*

- The Division of Emergency Medicine also encompasses the UW Medflight program (one of the only physician-staffed flight crews in the country) and the UW Health ALS (advanced life support) consortium. Emergency medicine faculty also support the WI-DMAT (disaster medical assistance team) and UW athletic department games. In addition, the faculty of emergency medicine are very active in global health, and as such have helped establish the first residency training program in emergency medicine in Ethiopia.

### *Faculty Comprising the Department*

- Clinical track faculty are engaged primarily in the clinical practice of emergency medicine.
- Clinical Health Services (CHS) faculty are responsible for both clinical and non-clinical effort, including academic work associated with teaching, research, or community service.
- Tenured or tenure-track faculty spend the majority of their time in academic work, yet they also engage in the clinical practice of emergency medicine. At present, there are no tenured or tenure-track faculty with primary appointments in emergency medicine. However, five tenured faculty in related disciplines have accepted invitations to assume joint governance appointments once the proposal to establish the department is approved and begins operation. These joint governance appointees have intimate knowledge of the strengths and opportunities of the program. In addition, the Division of Emergency Medicine is presently actively recruiting an NIH-funded tenure-eligible faculty member, and Dean Robert Golden is committed to the primary appointments of five tenured or tenure-track faculty by 2020 through recruiting or possibly transfers of one or more current faculty from CHS to the tenure track.

### *Department Leadership*

As Dean Golden described in his letter proposing the establishment of the Department of Emergency Medicine, immediate leadership of the department will be provided by Dr. Azita Hamedani, who has served as chair of the Division of Emergency Medicine within the Department of Medicine for the past six years. The Department of Medicine is preparing a tenure package for Dr. Hamedani, and if successful, Dean Golden intends to appoint her as inaugural chair of the Department of Emergency Medicine. Should this be unsuccessful, Dr. Hamedani would be appointed interim chair while the school undertakes a national search for a permanent chair. To prepare for such a possibility, however unlikely, Dean Golden has petitioned the University Committee to waive the requirement that an interim chair be a tenured member of the faculty. The UC has approved this waiver.

In either case, establishing the Department of Emergency Medicine is a prerequisite to appointing a chair. In the event that an external search proves to be necessary, success in recruiting a well-qualified candidate would be unlikely in the absence of a formed department. This has been the experience of our peer institutions.

The School of Medicine and Public Health is enthusiastic about the possibility that Dr. Hamedani will continue to foster the development of the clinical, research and teaching missions of the newly established Department of Emergency Medicine. Dr. Hamedani, along with the rest of the emergency medicine faculty and staff, is committed to ensuring that their collective efforts will continue to support and promote academic excellence that ultimately benefits the greater UW community.