Clinical Work in the Academic Medical Setting

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Clinical Roles in Academic Medical Settings

- Consult/Liaison
- Specialty Clinics
  - Obesity, Sleep, Pain, Hem/Onc, Feeding, Genetics
- Integrated Care
- Emergency Room
- Mental Health Clinic
- Inpatient Psychiatric
My Position

• 55% Clinical
  – Pediatric Behavioral Sleep Medicine
  – Integrated Primary Care
• 5% Clinical Teaching
  – Sleep Medicine Fellowship
  – Pediatric Residency
  – Psychology Internship
• 10% Research
• 10% Service
  – Marketing
  – Community Outreach
  – Media
• 20% Mom
Evaluation

• HOW is your position is evaluated?
  – Usually multi-faceted and based on your %
  – Know which activities are more highly valued
    • May be “unwritten” within an institution
  – Common rubrics include:
    • Billable hours
    • Accounts receivable
    • Supervisor or peer ratings
    • Research publications or funding
    • Clinical outcome measures
    • Lectures / students supervised
Tips for Evaluation

• Know the requirements, written and unwritten

• Use these as a guide in decision-making
  – But don’t rule out “low-value” activities that are personally meaningful or rewarding

• Maintain a spreadsheet with all relevant activities

• If you submit a document, include everything!
Visibility

• Be visible in your division, department, school, university, community, and beyond

• Remember that the medical community may need to be educated on what you have to offer
Visibility in your Division, Department, and School

• Attend meetings & events
• Committee service
• Offer to give lectures
  – Grand rounds (multiple divisions/departments)
  – Resident/fellow conferences
  – Attending scholarly conferences
  – In-service training for different clinic staff
• Provide feedback on patient encounters
  – Include what services YOU performed
Visibility in your Division, Department, and School

• Visit other divisions to “market” your clinic, thank them for referrals, solicit feedback on how you can help care for their patients
• Incorporate trainees
• Don’t forget other departments (e.g. family, pediatric, internal, psychology, psychiatry)
Visibility in the Community

• Offer to give lectures
  – State Psychological Association / State Medical Associations
  – Non-for-profit organizations
  – Organizational in-services
  – Educational nights at physician practices

• Leadership roles in your SPTA
Visibility in the Community

• Board positions in organizations
• Marketing visits
  – Bring educational materials and lunch
  – Offer a lecture as part of your visit
  – Follow-up
• Media appearances
• Branded handouts and other resources
National & International Visibility

• Publications
• Talks
• Committee Service
• Attending convention meetings
• Membership
  – APA Divisions
• Ask to visit other clinics that offer similar services
Incorporating Trainees

• Many trainees will become professionals in your community

• Multiple trainees can see patients and “check out” to you as supervisor, increasing your productivity
  – Billable hours of trainees you supervise credited to you

• Create targeted learning tasks for trainees during down time
Clinic Materials

- Materials to increase efficiency
- “Branded” handouts
- Brochures and marketing materials
- Website with handouts, links
Clinical Outcomes

• The health care field is moving strongly and quickly in the direction of accountability for clinical outcomes
• Choose a brief, targeted measure for patients to complete at each session
• Track indirect benefits of your clinical work
• Clinical outcomes research requires no/limited funding
• Survey of n=356 Pediatric Psychologists
  – 49% worked in Academic Medical Center
• Most frequent academic “homes” Pediatrics (49%), Psychiatry (26%), Psychology (14%)
• Mean salary $78,984
  – Gender gap
• Directly accountable for generating mean of 52% of salary
  – Outpatient services, research
• Perceived importance of factors in evaluation
  – Patient hours (2.17)
  – Grants (2.27)
  – Patient billing (2.52)
  – Publications (2.98)
  – Administrative activities (3.39)
  – Patient accounts receivable (3.40)
  – Teaching (3.57)

• For more than half of respondents, nonpsychologist colleagues setting expectations and salary compensation
Summary

• Understand how you are evaluated
• Increase your visibility in the department and community
• Incorporate trainees into your clinic
• Create materials for your clinic
• Incorporate clinical outcomes

• Committee on Early Career Psychologists (CECP) Website

• Association of Psychologists in Academic Health Settings
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