



EMORY
UNIVERSITY
SCHOOL OF
MEDICINE

Office of Graduate Medical Education (GME)

Emory Healthcare Management (EHM) Residency Track

Goals, Objectives, & Outcome:

Goals: This **24-month track** will support residents & fellows to gain the knowledge, skills, and methods necessary to: (a) become leaders in healthcare administration; and (b) prepare them for careers that incorporate leadership and administrative responsibilities.

The EHM track's objectives include providing resident physicians with interests in healthcare management a multifaceted training to develop fluency in healthcare management sciences, strengthen leadership skills, and apply data-driven methodologies to promote innovation in our health care delivery system.

Objectives:

It is the goal of Emory's Healthcare Management Residency Track to develop physician leaders that will:

1. Demonstrate best practices in health systems and management in the areas of clinical excellence, leadership skills, and fluency in healthcare management sciences
2. Demonstrate scholarship in the design, implementation, and evaluation of innovative healthcare delivery programs.
3. By the end of the final year, resident will be able to co-lead a case discussion in health policy or management.

Outcome: Upon completion of the track, residents will be awarded a certificate of completion and graduate with a distinction in Healthcare Management from Emory University School of Medicine.

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The Robert W. Woodruff Health Sciences center

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Components:

- **In-Depth Healthcare System Exposure:** residents will have a hospital site focus, so that they may serve as committee members, work on systems-level projects and actively participate in the ‘inner workings’ and processes that help an individual hospital or healthcare system function on a day-to-day basis to forge longitudinal success
- **Monthly lecture series:** residents will participate in evening and lunchtime lecture series in topics such as health insurance, management, operations, and innovation. Series topics can be accessed through viewing the course syllabus.
- **Mentorship and career development:** residents will be paired with a senior leader mentor to provide one-on-one career guidance and development to help residents successfully prepare for a dual career in clinical medicine and healthcare management, policy, or innovation.
- **Longitudinal innovation/capstone project:** Innovation/capstone projects will be conducted longitudinally over two years during dedicated EHM elective blocks, with some work in between.
 - Residents will identify a project mentor and submit an elective proposal with an overview of the project at least 2 months prior to the elective to the course director(s) and program coordinator(s).
 - Projects will be presented at the annual EHM graduation dinner to hospital leadership, and should also be presented at one or more of the following conferences: resident noon conference, department or hospital grand rounds, any regional or national conference.
- **Emory Healthcare Quality Academy Certification:** EHM residents will participate in a 12-day (or 2-day) quality improvement training series
- **Teaching:** Senior pathway members will participate in co-leading one of the case discussions in health policy and management.

Track Requirement(s):

- **Competitive Application:** Personal Statement, Program Director Letter of Support (including Program commitment to focus >70% of the trainee’s rotations at the ‘focus site’ hospital), and Interview(s)
- 80% monthly curricular series attendance
- Focus within a single healthcare institution (e.g., EUH-focus, Grady focus, etc.), with >70% of clinical rotations based at the focus institution over the 2-year track (i.e., 8-9 months per year of rotations scheduled at the designated hospital site(s) over the 2 years)
- Longitudinal Innovation/Capstone Project

Eligibility & General Requirements

- **Eligibility:** Application to the Healthcare Management Residency Track is open to all rising PGY2 or higher residents or fellows in good standing with their graduate medical education training program.
 - Residents and fellows apply to the track 6 months prior to track entry, and complete the track over the following 2 academic years of residency.



- A limited number of Residents/Fellows will be selected based on a competitive application process, including personal statement, Program Director letter of support, and interviews.
- **General Requirements:**
 - Residents/Fellows in the pathway should anticipate using at least 4 weeks of elective time (distributed over 2 years) to complete pathway requirements.
 - Residents/Fellows must remain in good standing with the residency/fellowship program.
 - Residents/Fellows must maintain regular attendance at monthly lecture series.
 - Residents/Fellows will complete a longitudinal innovation project. This work must be shared through abstract/poster presentations at conferences and/or publications in academic journals. Residents/Fellows will have the opportunity to share their work to hospital leadership at our annual graduation event.
 - Residents/Fellows may elect to participate in the 12-day EHC Quality Academy, and at minimum must participate in the 2-day EHC Quality Academy
 - Residents/Fellows will participate in one or more leadership and communication style self-assessments (e.g. Myers-Briggs, Birkman, others)
 - Residents/Fellows must ensure to adhere to residency work-hour policies.

Application Process

The application must include the following components:

- A **personal statement** describing why you would like to participate in the residency track, your interest in Healthcare Management, your expected goals and outcomes. The personal statement should be limited to no more than 1 page.
- A **brief letter of support** from the **Program Director**. A letter of support from the applicant's program director must be included as part of the application process. The letter should indicate support for the resident's participation in the Healthcare Management track including Program commitment to focus >70% of the trainee's rotations at the 'focus site' hospital.
- Applicants will also be expected to attend **an interview**.

Each year, please submit your application to Dr. Sarah DeCaro at soddsen@emory.edu **no later than February 15** for consideration in the cohort starting in July.