

PRIVADEMICS

FACT OR FICTION

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PRIVADEMICS

- Neurosurgical workforce is aging
- In 2010 43% of neurosurgeons > 55 years old
- Declining number of neurosurgeons in solo or private practice
- Population growth outpacing growth of neurosurgical workforce by 2.6%

PRIVADEMICS

- Classic private practice model
 - Autonomy
 - Not having to ask permission
 - Being able to make decisions rapidly and act efficiently
 - No administrative hurdles - or are there?
- Difficulties due to medical liability climate
 - Avoidance of cranial cases
 - Higher volume of spine cases with avoidance of emergency cranial cases

PRIVADEMICS

- Classic academic model as exemplified by Cushing
- The “quadruple threat” : excellence in clinical work, teaching, research and administration
- Does this paradigm sustain in this era of increasing regulatory control, increasing malpractice cost, consolidation of expensive care to academic medical centers and decreasing reimbursement?

PRIVADEMICS

- Hospital employment is growing steadily
- Merritt Hawkins group president before U.S. House Small Business committee – since 2004 requests for small group practices fell from 42% to 2%
- During same time period hospital employment searches rose from 11% to 65%
- In a study of 221 hospital employed neurosurgeons nearly 90% had transitioned from either private or academic practices

PRIVADEMICS

- Attracting, training and retaining younger generations in the workforce will be critical
- People born in differing eras with different external influences develop differing viewpoints in priorities, preferences and values
- Danielle Walsh MD, East Carolina University: Mind the Gap – Generational Differences in Medicine
- Physician world slower to study the impact of these differences – affecting hiring, work habits and financial decisions

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- Baby Boomers : embrace corporate culture, seek promotions, seek additional responsibilities. Provides a sense of identity
- Gen Xers: seek happiness, express individuality. See medicine as a job, not a calling. A way to make a living and achieve personal goals. Want manageable work schedules
- Gen Y (Millennials) – emphasis on teamwork and shared credit. Thrive with well defined structure with detailed guidance, rules and frequent feedback

PRIVADEMICS

- How do we integrate all these forces?
- Privademics – a hybrid model that incorporates production based incentives with the potential for clinical research, continued publication and possibly medical student or resident oversight
- Allows for those with an affinity toward the academic model to express and independently control their clinical production. Compensation is typically based more like hospital based or private practice model

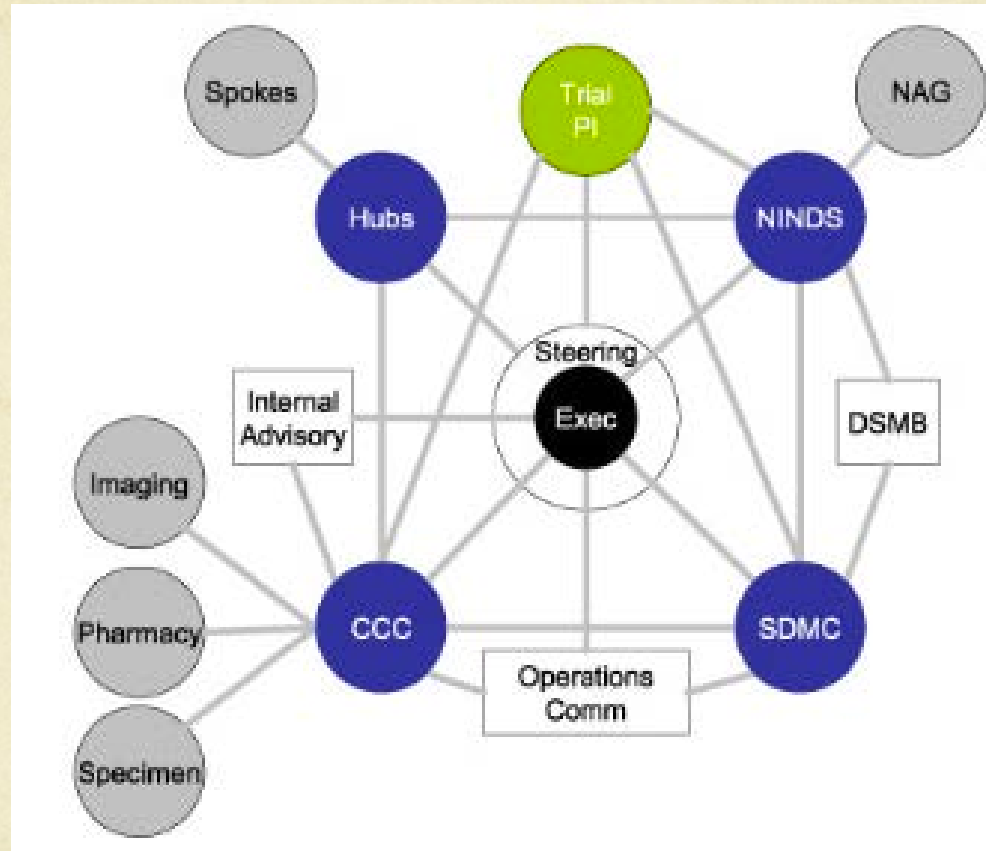
PRIVADEMICS

- Allows academic programs to expand their clinical presence into community locations
- Enables efficient referral back to the academic program for subspecialty programs
- Integrates the concept of “hub and spoke” with comingling of community based and academic neurosurgery

PRIVADEMICS

- Successful expression of this model – Neurologic Emergencies Treatment Trials network
- Twenty two regional hubs
- Each with several community hospital spokes
- One Statistical Data Management Center
- One Clinical Coordination Center

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Clinical Coordinating Center

- Develops network architecture
- Establishes processes to design and implement trials
- Manages clinical trial monitoring
- Provide operational resources such as data entry
- Encourage the clinical translation of findings into routine practice
- Use structure to achieve economies of scale enabling cost effective high quality research

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- *Dabigatran Bleed Risk with Closed Head Injury: Are We Prepared?* published JNS 2013
- Principal Investigator, Delray Medical Center, Level I Trauma Center. SyNAPSe trial; Progesterone in Head Injury (pharma)
- Principal Investigator, DMC; ProTECT III; Progesterone in Head Injury (NIH)

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- Pending research
 - Mild Traumatic Brain Injury Registry/ Longitudinal Analysis of Access to Care; collaboration with University of Florida
 - 5ALA Imaging as Adjunct to Malignant Glioma Resection
 - ?

PRIVADEMICS

- Only by collaboration and cooperation can we expand the frontiers of our specialty
- Artificial barriers are created by adherence to old definitions