

# Implementing Educational Value Unit System at a Community Academic Medical Center

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**Introduction:** Many Internal Medicine residency programs struggle to quantify education related non-clinical duties performed by academic hospitalists.

We designed an Education Value Unit(EVU) to quantify scholarly activity of our teaching hospitalists. As far as we know, this is the first study and implementation of EVUs in an academic community-based setting.

## Methods:

### What counted as an EVU

- Time Based Teaching/lectures
- Easy to count
- Student and resident education were emphasized
- Non-clinical EVUs (non-billable)
- QI/Scholarly activity/research rewarded

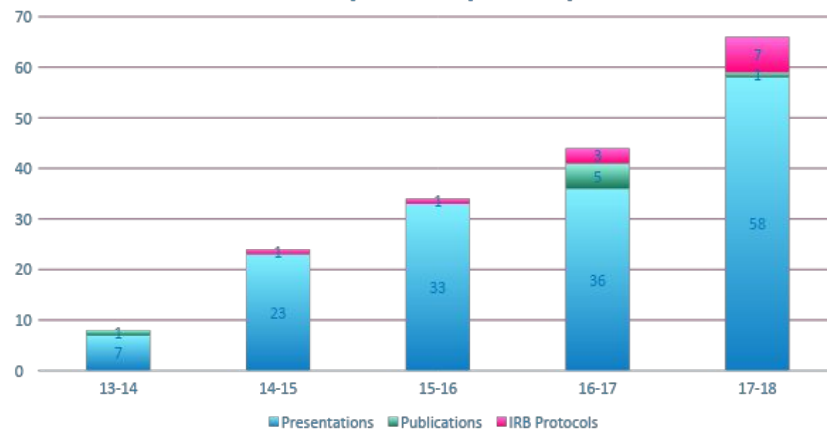
We then developed a bonus system scaled to the number of EVU hours accumulated.

We tracked scholarly activity from 2013 through 2021 to see if recording EVU hours, and paying a bonus for those hours, increased scholarly activity productivity.

## Results:

Over 400% increase in Scholarly Activity. The number of faculty producing scholarly activity increased from 65% in 2014 to 100% in 2020.

### Faculty Scholarly Activity



**Discussion:** EVUs allow us to quantify the work performed by the academic hospitalist. EVUs also helped standardize the bonus structure for the academic faculty. Implementation of an EVU system for academic hospitalists at a community hospital has increased physician engagement, increased scholarly activity, and improved communication with hospital administration.