

# Can We Improve Physician Performance and Patient Health Outcomes Through CME/CPD?

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# Disclosures

- The views expressed in this talk are mine and mine alone; they do not reflect the official policy or position of the Department of Defense, the Uniformed Services University, or the US Government.
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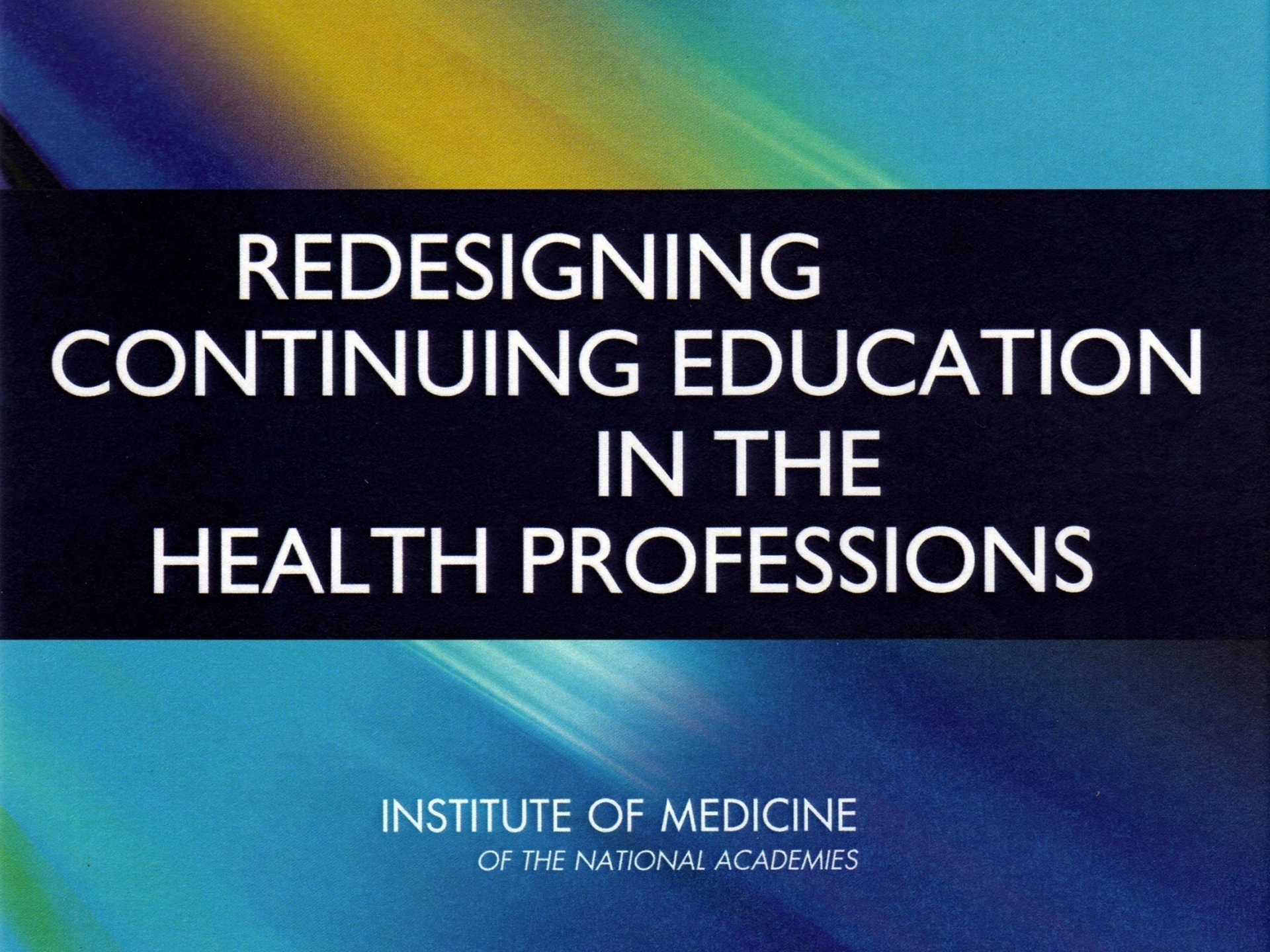
# Overview

- Using practice-based CME to produce better outcomes
- Does CME improve physician performance and patient health outcomes?
- How should we design CME to improve physician performance and patient health outcomes?

# Have You Seen This Picture?







# REDESIGNING CONTINUING EDUCATION IN THE HEALTH PROFESSIONS

INSTITUTE OF MEDICINE  
*OF THE NATIONAL ACADEMIES*



# What is the Problem with the Current CME System?

“Continuing education is the process by which health professionals keep up to date with the latest knowledge and advances in health care.”

“However, the CE “system” is so deeply flawed that it cannot properly support the development of health professionals.”

“CE has become structured around health professional participation instead of performance improvement.”

# Evolving from CME to Continuing Professional Development

G.T. McMahon, President, ACCME, in *Academic Medicine*, 2017, 92, 1075-1077.

“CME has evolved to become a multidisciplinary approach for engaging clinicians where they live, work and learn.”

“It’s about creating teams, putting a mentor at a clinician’s elbow, giving clinicians feedback at the bedside or in the clinic, employing simulation and other technology to support learning, and building longitudinal relationships.”

# Designing CME to Improve Performance and Health Outcomes

Is NOT a knowledge problem!!!!

- We have hundreds of studies, including RCTs, and 39 comprehensive reviews since 1977
- That inform principles for designing CME that can improve physician performance and patient health outcomes



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# CME Impact: What is the Evidence?

- Syntheses based on comprehensive reviews
  - Umble & Cervero, 1996 (16 reviews)
  - Robertson, Umble, & Cervero, 2003 (15 reviews)
  - Cervero & Gaines, 2015 (8 systematic reviews)
- Institute of Medicine, 2010

# CME Impact: What are the Research Questions?

- Does CME improve physician performance and patient health outcomes?
- What mechanisms of action lead to positive changes in these outcomes?

# Can CME Improve Physician Performance & Patient Outcomes?

- 39 Comprehensive Reviews from 1977 to 2014
- CME does improve physician performance and patient health outcomes
- CME has a more reliably positive impact on physician performance than on patient health outcomes



# Can We Improve Physician Performance and Patient Outcomes through CME?

**YES**

**WE**

**CAN!**

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# What Enables CME Effectiveness?

## 39 Comprehensive Reviews

- Needs-assessment for practice change
- Program intensity (more exposures, longer)
- More interactive
- Focused on outcomes considered important by physicians
- Administrative support and policy incentives for practice changes

# What Enables CME Effectiveness?

## IOM: “Scientific Foundations of CE”

- Incorporates needs-assessment
- Is interactive
- Employs ongoing feedback to learners
- Uses multiple methods of learning
- Simulates the clinical setting



# Do We Know How to Design CME to Improve Physician Performance and Patient Outcomes?

**YES**

**WE**

**DO!**



# Teach Physicians

## Not Subjects