

**The Human Dimension Program in GME at Hackensack Meridian Health:
Building a Focus on all the Determinants of Health Across a Large Academic Health System**
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Background

The Hackensack Meridian School of Medicine is housed within a large academic health system, Hackensack Meridian Health (HMH). The curriculum uses the Determinants of Health to frame the educational program. This includes developing in students the ability to integrate and address all Determinants in their medical decision making and clinical care of individuals and populations, with the goal of improving health outcomes and equity. However, this must be reinforced when students arrive in the clinical setting and residency. The AMA and AAMC have called for the integration of Health Systems Science and Determinants into Graduate Medical Education (GME). Additionally, GME can be a pathway to reach physicians throughout HMH. The School has a proven system and expertise to implement Community-Engaged Medical Education, informing this next phase of expansion.

Goals and Objectives

Our strategic objectives are to build a focus on all the Determinants of Health in patient care across the HMH System, to (1) Provide the highest quality patient care; (2) Improve health outcomes and equity, and (3) Be responsive to individual and community needs. This program will develop HMH resident and faculty competency in cultural humility, humanism, advocacy for equity, and community-engaged healthcare delivery. It will position HMH as a leader in systems to address all Determinants, reduce inequities, and to exceed required Social Determinants screening.

Methods

The Human Dimension in HMH Residencies Program includes: (1) Foundational Health Systems Science training; (2) Experiential community-immersion work, and (3) Scholarship/innovation/quality improvement activities. The pilot includes 10 residencies from a variety of HMH hospitals, including medical and surgical specialties, with the plan to expand to all HMH residencies. Additional initiatives include integration of the School and our approach into HMH Quality/Social Determinants/Equity Systems, including participation on the DEI/Quality Steering committee and ESG Working Group.

Outcomes

Longitudinal, outcomes-focused medical education research will enable us to understand the impact of UME and GME programs on community-based, clinical, and workforce outcomes. Two logic models have been developed that guide this work. Building a Health Services Research enterprise will support the study and dissemination of the impact of our healthcare delivery system on outcomes and equity.

Discussion and Next Steps

We aim to improve health outcomes and inequities by impacting the learning environment and shifting the patient care approach to be broad and inclusive of all Determinants. In addition to impacting residents, focusing on GME requires development of faculty and enables us to reach all corners of HMH. All physicians need to understand and integrate the Determinants into patient care, therefore our pilot includes residencies from a variety of specialties and hospitals.

Pre-pilot data will inform our logic model and assessment of outcomes and impact. Further funding is being pursued. Our Community-Engaged Master Educators and Human Dimension team are working with pilot residencies to develop the program. Engagement from residency programs has been outstanding, and faculty development is underway.