The DPM (né DACP) Birth Story

1991-1992 Several Visits to HMS

• Articulation of My Perspective on Rationale for Department – From 1992 Inui Transparencies

Sources of change: "new science"

1. New biology/molecular medicine
2. Evaluative health science
3. Social sciences in medicine
4. Humanities in medicine
Perspective on Rationale for Department – From 1992 Transparencies

Sources of change: new circumstances

1. Alternative systems of care
2. Altered use of hospitals
3. Evolving demography and epidemiology
4. Emerging technologies
5. Mismatch of resources/need
6. Shifting social values

Perspective on Rationale for Department – From 1992 Transparencies

Emerging Care System

- Oriented to health, populations
- Focused on consumer
- Information-intensive
- Coordinated, integrated
- Outcome-oriented
- Resource-constrained
- Accountable
- Interdependent
Analysis of Essential Ingredients – All Present

- An exemplary health care delivery system with an enrolled population, an electronic medical record, a foundation dedicated to academic activities as well as community service, and executive leadership dedicated to innovation and continuous quality improvement.
- Potential for integration of the superb Teaching Center and research faculty to create a ‘full-service’ academic department in Harvard Community Health Plan, a fulfillment of Bob Ebert’s prescient vision.
- Sufficient resources to recruit an inaugural cohort of faculty and a ‘ladder’ to grow as we garnered grants.

Negotiating with Dan Tosteson
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Negotiating with Dan Tosteson
Dan Tosteson – “I didn’t get where I am today without over-reaching!”

First Recruitment: Kim Eberlein – Perfect Administrative Partner
Kim – A Caricature

Kim – My Perception
Second Recruit: Suzan Mitchell - The Perfect Administrative Assistant and Antidote to Stuffiness

Third Recruit: Rich Platt – Productive Scientist and Community Formation Partner
What Did the Community Need?

Different Voices

The Capacity to Make Music Together
Wide Gaze to Understand the Breadth of Our Individual Responsibilities

The Courage to Break a Few Rules

Like a piñata – for the goodness within
Celebration of Successes

A Strong Sense of our Togetherness
The Third Department Annual Report Cover Got it Right

An Academic Community of the Heart!