

# Advancing Your Hospitalist Career

**Rachel Keech, DO, SFHM, FACOI**  
East Region Department Chair of  
Hospitalist Medicine



*Your life is our life's work.*

# Advancing Your Hospitalist Career - My Path

- Exposure to many different jobs and career paths in High School and College.
  - Retail,
  - Customer Service Management,
  - Extensive training in counseling and conflict resolution.
- After college, worked in public relations.

# Advancing Your Hospitalist Career - My Path

- In my hospitalist group (as a new member) I did these things:
  - Arrived to work early and formed relationships with my peers
  - I made a point of getting to know our hospital and professional leaders
  - Attended all of the group interviews for new hires
  - Attended the hospitalist group meetings
  - Volunteered for Committees – not just in specific areas of interest, but all.
  - Provided teaching/training for residents and/or APPs.
  - Being willing to pick up extra shifts during illness or other leaves

# Advancing Your Hospitalist Career - SHM

- Attend the annual conferences
- Attend the Leadership Academy
- Follow the pathway for Fellowship/Senior Fellowship:
  - Participate in Hospital Committees as a member or leader
  - Participate in SHM committees
  - Complete a QI project



# Advancing Your Hospitalist Career - AAPL

- American Association for Physician Leadership:
  - At minimum, attend the Fundamentals of Physician Leadership Course which covers Finance, Quality, Influence, Negotiation and Communication.
  - If this is a fit, continue for Certified Physician Executive or Master's.
    - One of these would certainly be required to be a candidate for significant advancement.



# Advancing Your Hospitalist Career - My Path

- Became the leader of the Mercy Hospitalist St. Louis group in 2014.
  - During this time, noted a trend that nearby Mercy Hospitalist groups needed support for leave coverage.
- In July 2019, started a regionalized staffing strategy including 5 Mercy Hospitals and was promoted to the Department Chair of Internal Medicine – Hospitalists
  - Took on Interim Medical Director Roles at 3 of these 5 hospitals during times of leadership change.
  - Now, creating a float pool for another layer of staffing to prevent gaps from leaves.

# Advancing Your Hospitalist Career – get noticed

- Clinical informatics:
  - Informal to board certification
  - Epic Physician builder training
  - Create templates for group usage
- Clinical Documentation Improvement initiatives:
  - Work with utilization management on status
  - Support proper diagnosis to gather CC and MCC
- Support your leader in onboarding new partners
- Adopt a nursing unit, attend their meetings
- Reach out to the quality department
- Create a hospitality committee to support your team