ROLE OF THE DEO

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WHY DESIGNATED EDUCATION OFFICER?

- Prior to 1994 – ACOS/E positions were ‘centralized’ & vetted thru OAA
- With VHA re-organization to VISNs, ACOS/E’s were decentralized
- Many facilities eliminated the ACOS/E position or down-graded it
- Result? Without strong local leadership, education was de-emphasized in many sites.
By early 2000’s, 57 different titles existed & approximately 1/3 VA teaching facilities had ACOS/Es

Who was accountable at the local level?

ACGME Institutional Requirements said all sponsors of GME must have a DIO (Designated Institutional Officer)

Hence, the concept of having 1 employee as the responsible official led to the creation of the DEO
CHARACTERISTICS OF OUR CURRENT DEO

BY TITLE
- ACOS/E
- CHIEF OF STAFF OR DCOS
- EDUCATION CHIEF
- ALL OTHER

BY DEGREE
- MD/DO
- OTHER DOCTORAL
- ALL OTHER
CHARACTERISTICS OF OUR CURRENT DEO

- 22% of all DEO's are also appointed as the DLO
- 56% of all the Full and Part-Time VA Physician Staff are in Supervisory Roles
- 80% of these staff hold faculty appointments at the affiliate

AREAS OF FOCUS

- Staff Education
- Affiliations
- AHE
KEY FUNCTIONS

- Education/Learning Leadership
- VA & Affiliate Relationship Management
- Affiliate Learning & Education Consultation
- Education Fiscal Stewardship
- Education Resources & Infrastructure Management
- Trainee Appointment, Supervision & Oversight
- Learning VHA Education Policy
- Development of Local Policy
DEO ROLE PROFILE

OAA Internet Site

https://www.va.gov/oaa/

Program Director and DEO
Resources
- Education Office Orientation
  and Development
- DEO Role Profile
- Electronic Invoicing
- Requests for Proposals
- Warden Award Nomination & Instructions
- VA and Affiliate Key Personnel
  Template

DEO Role Profile

Published by the Office of Academic Affairs,
Veterans Health Administration
GLOBAL AREAS OF EXPERTISE

Enabling Learning
• Creates and sustains an organizational work environment that supports learning, discovery & continuous improvement

Aligning Resources
• Aligns and manages fiscal, human, and capital resources to meet organizational learning needs

Driving Results
• Drives learning and performance results to impact organizational success

Leading Change
• Leads organizational change & transformation through positioning & implementing innovative learning strategies
DEO = LEARNING LEADER

Making a real difference!
Transforming role or the ‘interesting’ part of your job

Leading Change

Moving Forward
Making you and your facility ‘look good’

Driving Results

Staying out of trouble.
Covering all the basics (policy, regulations, accreditation, etc.)

Aligning Resources
# DEO VS. DLO

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>DEO (Designated Education Official)</th>
<th>DLO (Designed Learning Official)</th>
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<tbody>
<tr>
<td>Primary Focus</td>
<td>Affiliated training programs, affiliations, &amp; academic relationships</td>
<td>VA staff education, workforce development, &amp; succession planning</td>
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<tr>
<td>Local Interface</td>
<td>HR, Fiscal, all service chiefs, ACOS/R&amp;D, COS</td>
<td>HR, Fiscal, all service chiefs, COS, AD</td>
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<td>VISN Interface</td>
<td>Network Academic Affiliations Officer</td>
<td>Network DLO</td>
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<tr>
<td>VACO Interface</td>
<td>Office of Academic Affiliations (OAA)</td>
<td>EES NCOD</td>
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<tr>
<td>Consultation</td>
<td>As an education leader, pertaining to academic programs</td>
<td>As an education leader, pertaining to staff development</td>
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HOW TO SURVIVE & THRIVE

▪ Master the “Basics”
  ▪ Know the policy and the policy will set you free

▪ Become a convincing learning advocate
  ▪ Your effectiveness will depend upon your ability to persuade others!
  ▪ Engage stakeholders at all levels – the 3 rules of leadership
    ▪ Communicate,
    ▪ Communicate, and,
    ▪ Communicate!
  ▪ Become a change agent: think & move beyond your own office & institution
HELPFUL HINTS

- It can seem overwhelming – like learning a new language
- Meet with key stakeholders (HR, PIV, ISO, TMS, Major Affiliates)
- Seek mentoring and ask questions! OAA, Colleagues & VISN Leads
- Get your office org chart. Assess staffing. You need adequate admin support and time. Advocacy!
- Find your resources (national calls, FAQ’s, policy links, OAA webpage)
MORE HELPFUL HINTS

- Attend major hospital meetings like CEB.
- Gain trust of the service chiefs & facility credibility.
- Consider regular meetings with your COS.
- Familiarize yourself with key local policies. Read now and in six months.
- Keep a policy binder at the ready!
- Look at all local policies involving residents.
- Learn about fund control points and finance process.
ORGANIZATIONAL TIPS

- Bookmark key webpages
  - OAA IntrAnet
  - OAA IntrEnet
  - OAA Support Center
  - VHA Policies
  - Accreditation Webpages: ACGME, AOA, LCME, CHEA, Dept of Education

- Develop email archive folder with bookmarks for various topics

- Listserv emails and National calls

- Look at current record keeping and files
QUESTIONS