

**Date:** February 19, 2021

**To:** Duke University School of Medicine Clinical Faculty and PDC-leased Staff

**From:** Mary E. Klotman, MD, Dean, Duke University School of Medicine

**Subject:** Creation of School of Medicine-based faculty practice

In July 2021, the School of Medicine, with clinical chair support, and support from Duke Health and Duke University leadership, will create the Duke Faculty Practice (DFP). This new faculty practice will be based in the School of Medicine and include participation from the School of Medicine's 16 clinical departments.

This important and historic decision is based on our shared commitment to achieve the following goals:

- Continually improve and expand patient care
- Support recruitment and retention of the most outstanding physicians and providers
- Develop a model to optimize population health
- Improve our value and competitiveness as a healthcare provider
- Provide sustainable long-term support to our academic mission
- Observe best practices for reporting the time available for and effort expended on sponsored research

Over the next several months, leaders in the School of Medicine, Health System, Duke University, and PDC will undertake a careful and thoughtful planning process with the aim of launching the new DFP in July 2021, with full implementation expected by July 2022.

In the DFP, all clinical departments will continue to be led by their current and respective chairs. All faculty in the clinical departments will have the option to transition to full employment in the DFP; faculty in clinical departments who perform research, however, must be fully employed by the School of Medicine in the DFP prior to July 2022. This is consistent with the organizational model used by our peer institutions across the country and aligns with our need to simplify the management of relationships with key research funding organizations. Clinicians in the DFP will deliver professional services at facilities operated by the Duke University Health System and other approved locations.

Duke University employees who are currently shared or assigned to the PDC will continue to be employed by the University rather than transitioning to full employment in the PDC on July 1, 2021, as was announced last fall. Thus, the changes in employment status for these employees will be paused at least through June 30, 2022, as planning for the DFP continues.

We realize that plans for the DFP will impact the structure of the PDC, Duke's longstanding faculty practice entity, and the CPDC, Duke's community faculty practice entity. As such, School of Medicine, Health System, Duke University and PDC leaders are engaging in discussions to ensure that Duke Health emerges with a new clinical organizational structure that capitalizes on all of our strengths, enhances collaboration and provides continuity of care that distinguishes us and positions us all for even greater success in the future.

Throughout this process, there will be many opportunities for faculty and staff to ask questions and provide feedback. We appreciate your patience and support and are fully committed to transparent and ongoing communications as planning for the DFP continues.