



Outsourcing Anatomists: A Model for Expanding Educational Outreach and Providing Supplemental Revenue to Anatomy Departments

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ABSTRACT

The need for qualified anatomy instructors is rapidly expanding across the educational spectrum, from high school anatomy and physiology classes, to college pre-professional programs, to newly established health professional schools. In response to this growing demand for anatomical expertise, the Department of Anatomy and Cell Biology of Indiana University (IU) School of Medicine established the IU Center for Anatomical Sciences Education (IU-CASE) to leverage its ample faculty resources in the pursuit of additional teaching opportunities outside the MD curriculum, thereby expanding the scope of the department's teaching mission to include students who may not otherwise have the chance to learn anatomy. Utilizing anatomy faculty from across the medical school's nine-campus system, IU-CASE provides fee-based educational services to other schools and programs in Indiana. Current clients include Marian University College of Osteopathic Medicine, IU School of Health and Rehabilitation Sciences, IU School of Medicine at Muncie, Purdue University Department of Biology, and Indianapolis-area high schools. Now in its first year of operation, IU-CASE promises to earn significant supplemental revenue for the department, which can be used to offset salary inequities, provide bonus pay for teaching-intensive faculty, and support departmental programs.

BACKGROUND

There is a growing demand for qualified anatomy instructors at all levels of education, from high schools to medical schools. At the same time, anatomy departments across the country are facing serious economic challenges as federal research funding declines and medical schools enforce stringent cost-containment measures. The Indiana University School of Medicine (IUSM) is unique in the nation with its nine-campus statewide system of medical education. Each campus has its own complement of anatomists and teaching facilities. Capitalizing on this wealth of anatomy expertise, we established the IU Center for Anatomical Sciences Education (IU-CASE) to expand the scope of the department's outreach mission, to generate supplemental revenue for the department, and to provide bonus pay for teaching-intensive faculty at Indianapolis and the regional campuses.

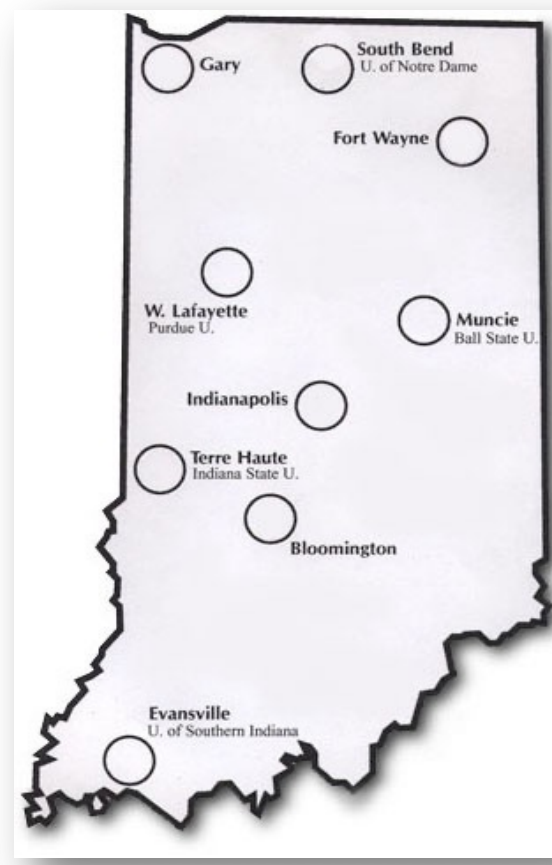
IU-CASE MISSION STATEMENT

To provide anatomical teaching and extend the educational outreach of the Department of Anatomy and Cell Biology at IU School of Medicine.

THE IUSM STATEWIDE SYSTEM

A wealth of anatomical expertise:

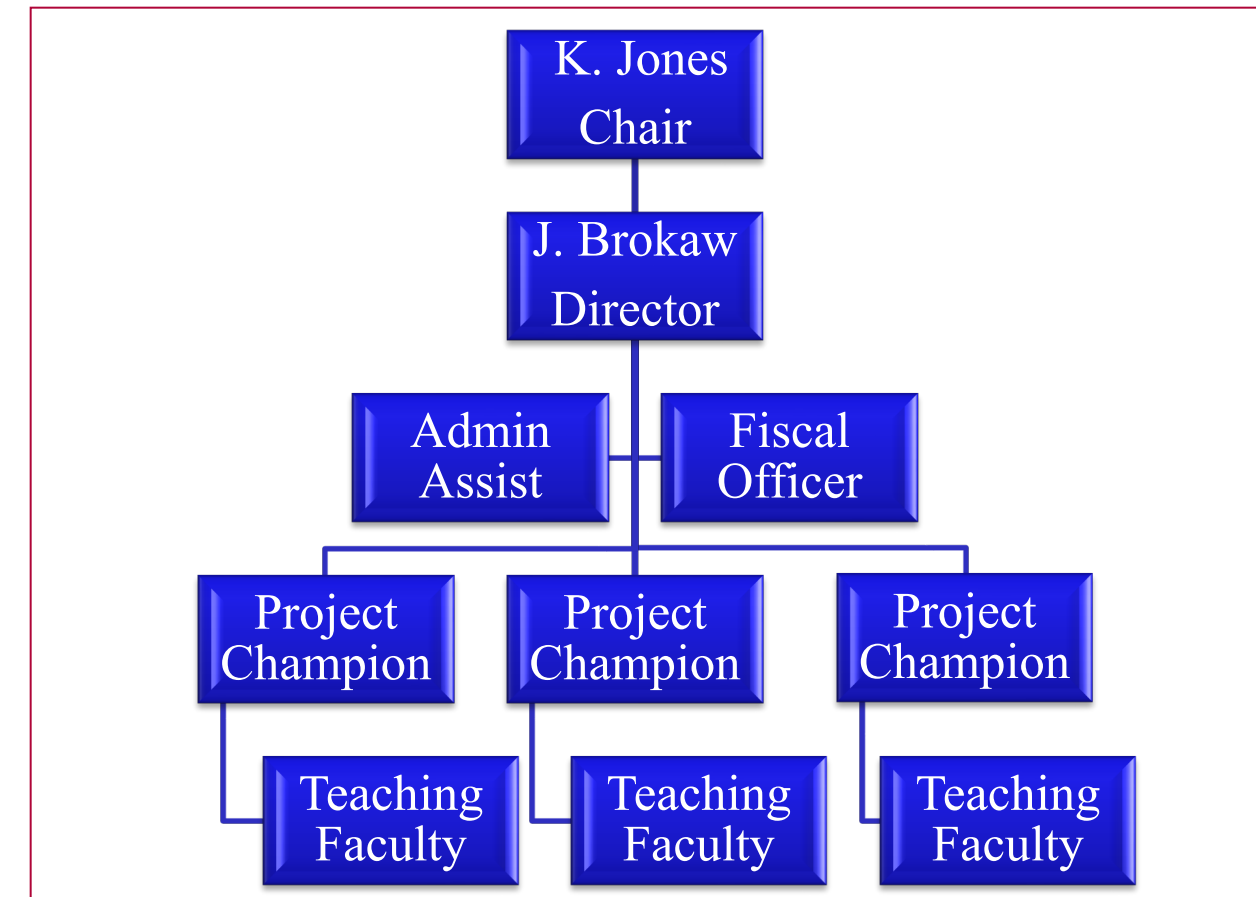
Nine campuses, each with own complement of anatomists and teaching facilities



IU-CASE DEVELOPMENT

- **June, 2010:** Dr. Jones, in-coming chair, first presents IU-CASE concept at faculty retreat.
- **February-May, 2011:** Eight-member "IU-CASE Working Group" convened to evaluate the concept and survey statewide faculty. Broad support indicated.
- **March, 2011:** Consultations with University Counsel and Financial Affairs officers about the feasibility of IU-CASE. Encouraged to write prospectus.
- **June, 2011:** IU-CASE concept discussed and approved at faculty retreat.
- **October, 2011:** Somerset CPAs hired to develop formal business plan for IU-CASE.
- **June, 2012:** 34 volunteers sign-up to participate in IU-CASE at faculty retreat.
- **November, 2012:** Two-year contract signed with Marian University College of Osteopathic Medicine to teach neuroanatomy course in 2013-14 and 2014-15; Somerset CPAs deliver final draft of business plan.
- **January, 2013:** IU-CASE business plan presented to Dean and IUSM leadership.
- **February, 2013:** Dean's Office agrees to provide start-up funding for IU-CASE.

IU-CASE ORGANIZATION



CURRENT IU-CASE PROJECTS

- **IU School of Health and Rehabilitation Sciences**
 - Doctor of Physical Therapy students enroll in departmental courses in medical gross anatomy and neuroscience—tuition returned to department
 - Master of Physician Assistant students take a separate gross anatomy course offered by the department—tuition returned to department
- **Purdue University Department of Biology**
 - Anatomy PhD students paid to teach lab sections of undergraduate anatomy course—earned funds returned to department
- **IU School of Medicine—Muncie**
 - Anatomy PhD students and post-docs paid to teach in gross anatomy lab—earned funds returned to department
- **IU School of Medicine Department of Surgery**
 - Supply cadaveric materials for Clinical Skills Lab
- **Marian University College of Osteopathic Medicine**
 - Contractual arrangement for IUSM faculty to teach neuroanatomy course to osteopathic students
 - Anatomy PhD students and post-docs paid to teach in gross anatomy lab—earned funds returned to department

FUTURE IU-CASE PROJECTS

- **Anatomy Education Summer Camp for High School Biology Teachers**
 - Instill basic anatomy knowledge, which most biology teachers lack
 - Provide hands-on enrichment experiences and easy to use teaching guides
- **Dissection-Based Undergraduate Anatomy Course**
 - Would attract pre-professional students from local universities
- **Continuing Medical Education**
 - Develop CME short courses for anatomy-intensive disciplines
- **Summer Remedial Courses**
 - Fee-based residential courses in gross anatomy, embryology, histology, and neuroanatomy
- **Online Courses**
 - Fee-based online anatomy courses targeted to high school and college biology teachers and undergraduates

CONCLUSION

After its first year of operation, it remains unclear how successful IU-CASE will ultimately prove to be in generating supplemental revenue for the department. What is unequivocal, however, is that the funds IU-CASE has earned to date represent *new* sources of revenue that were not available before IU-CASE. These funds can be used to reward teaching-intensive faculty and support the Education Track in Anatomy Ph.D. Program offered by the department.

REFERENCE

See IU-CASE website at <http://iucase.iu.edu>