



# 2022 LEAD Capstone Poster Session

## **Building Better Teams: In Cornea Transplantation and Beyond**

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# Abstract

- **Problem**

- We have expertly trained cornea surgeons, we have world-class operating rooms, we have outstanding staff, we oversee one of the world's finest eye banks and yet we are far outpaced by private groups in terms of surgical breadth and depth in cornea transplants

- **Action**

- We become a center of excellence in cornea transplantation at UTSW by building better teams

- **Result**

- We become the leader in cornea transplantation in the region



# Objectives

- We harness the strengths of UTSW and create clinical teams dedicated to all aspects of care for patients with corneal transplantation
  - Collaboration
  - Compassion
  - Innovation
  - Excellence
- The key focuses would be
  - Start to finish expert care
  - Educational events
  - Specific team roles and members
  - Efficient marketing strategies
  - Community outreach



# Background Information

- We do not perform all types of corneal transplants routinely
- We must do better in order for our surgeons to maintain their proficiency and provide the highest level of care
- We must do better to recruit the best fellows and fulfill our mission of optimally training the best new doctors in their field
- We must retain high quality staff who are expertly trained in all aspects of caring for patients who need corneal transplantation
- We need to expand our patient population involved in research
- We need to have a better connection to our tissue bank



# Project Plan

- Start to finish expert care
  - Scheduling through post-op care
- Educational events for team members
  - In department
  - With partners (e.g. tissue/eye bank)
- Specific team members who are added to help better care for cornea transplant patients
  - Optometrist with specialty contact lens skill and advanced training
  - Nurse navigator with experience in immunosuppression needed for ocular surface transplants
- Efficient marketing strategies
- Community outreach



# Application of What You Learned at LEAD

- Self-promotion is just, true and required
- Working effectively as a team necessitates a clear vision and just as clear roles
- Leadership within a team is all about communication and influence
- UTSW has in place the framework for success



# Proposed Budget

- Contact Lens Optometrist
  - FTE \$110,000
- Nurse Navigator
  - FTE \$85,000
- Marketing
  - \$10,000
- Clinic Space and Time
  - Additional clinics
    - ✦ Redbird and Richardson
  - Reorganizing into clinical teams



# Innovation and Significance (Now)

- We increase corneal transplants performed by at least 25% in the first 2 years and by an additional 25% over that by year 5.
- We routinely perform all types of cornea transplants monthly within 2 years
- Our fellows within 2 years exceed the national average in involvement in endothelial transplants of all types
- UTSW should be the unequivocal first stop for patients needing corneal transplants in DFW





# Innovation and Significance (Future)

- We set a model for how to build a center for excellence in the department
- We establish a framework for continuing education that is sustainable
- We better utilize the eye bank and breed collaboration and innovation
- We see new opportunities for expansion in marketing, incorporating partner institutions and even expanding surgical care of patients internationally