

2024 STATE OF THE ST. LOUIS WORKFORCE

stlcc.edu/STLworkforce



STL 4.0: Artificial Intelligence at the Center of Opportunity

*“The tools and technologies we’ve developed are really the first few drops of water
in the vast ocean of what AI can do.”*

Fei-Fei Li (Stanford University)

Philip R.O. Payne, PhD, FACMI, FAMIA, FAIMBE, FIAHSI

Janet and Bernard Becker Professor and Director, Institute for Informatics, Data Science and Biostatistics (I²DB)

Associate Dean for Health Information and Data Science and Chief Data Scientist

Professor, Department of Medicine, Division of General Medical Sciences

Washington University School of Medicine

Professor, Department of Computer Science and Engineering

Washington University McKelvey School of Engineering

JUNE 12, 2023

TIME

THE END OF HUMANITY

HOW REAL IS THE RISK?
A SPECIAL REPORT

time.com

Abortion bans disrupt faculty hiring and retention p. 115

CRISPR wood for sustainable timber pp. 124 & 216

Multichip quantum networking p. 221

Science

\$15
14 JULY 2023
SPECIAL ISSUE
science.org

AAAS

AI

A MACHINE-INTELLIGENT WORLD



Hype Cycle for Artificial Intelligence, 2023



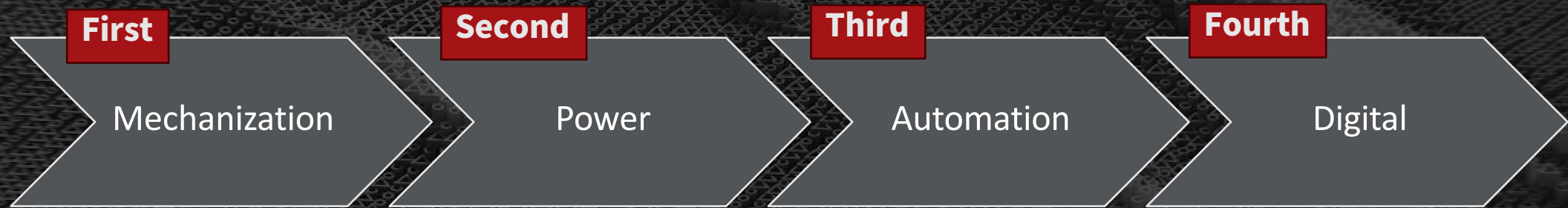
Technologies
and methods
for AI are
rapidly
evolving

gartner.com

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Gartner

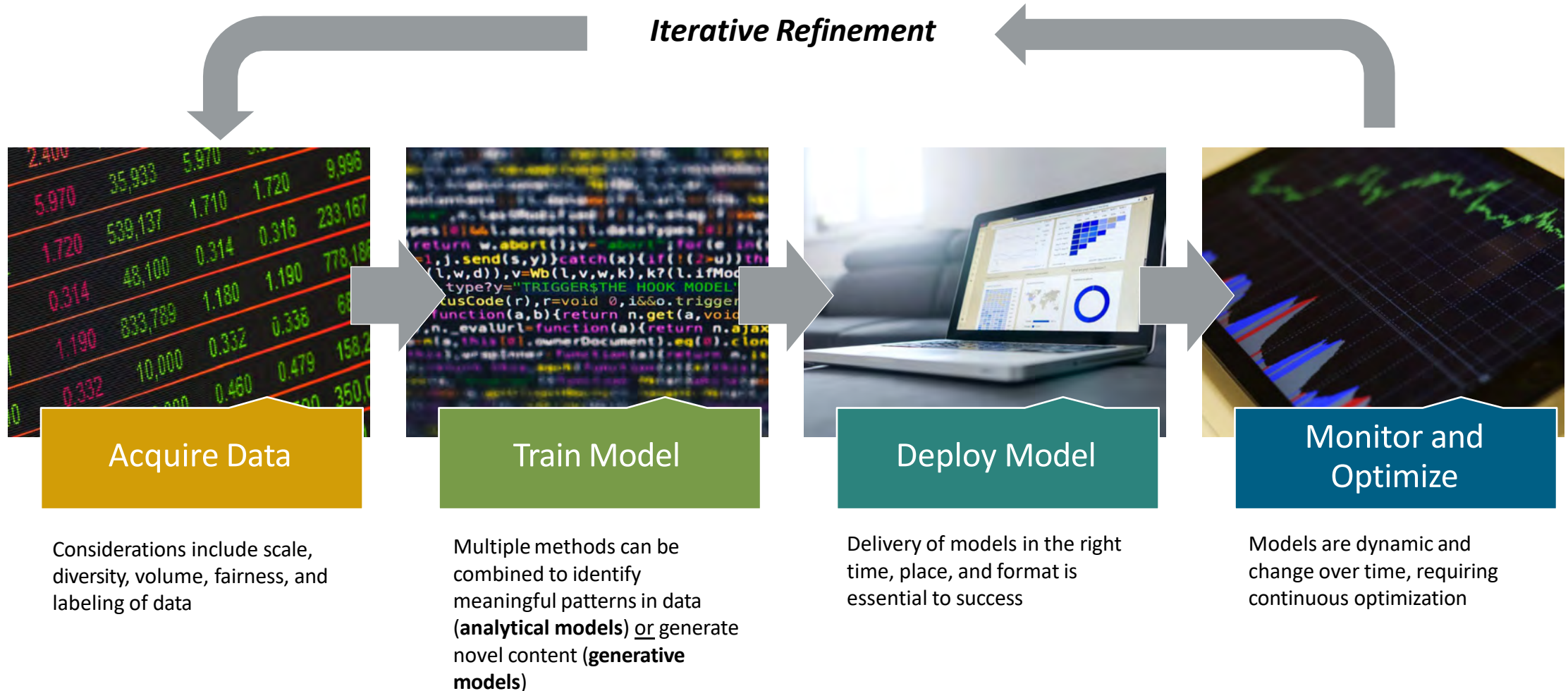
AI = The Fourth Industrial Revolution?



“The fourth industrial revolution, however, is not only about smart and connected machines and systems. Its scope is much wider. Occurring simultaneously are waves of further breakthroughs in areas ranging from gene sequencing to nanotechnology, from renewables to quantum computing. It is the fusion of these technologies and their interaction across the physical, digital and biological domains that make the fourth industrial revolution fundamentally different from previous revolutions.”

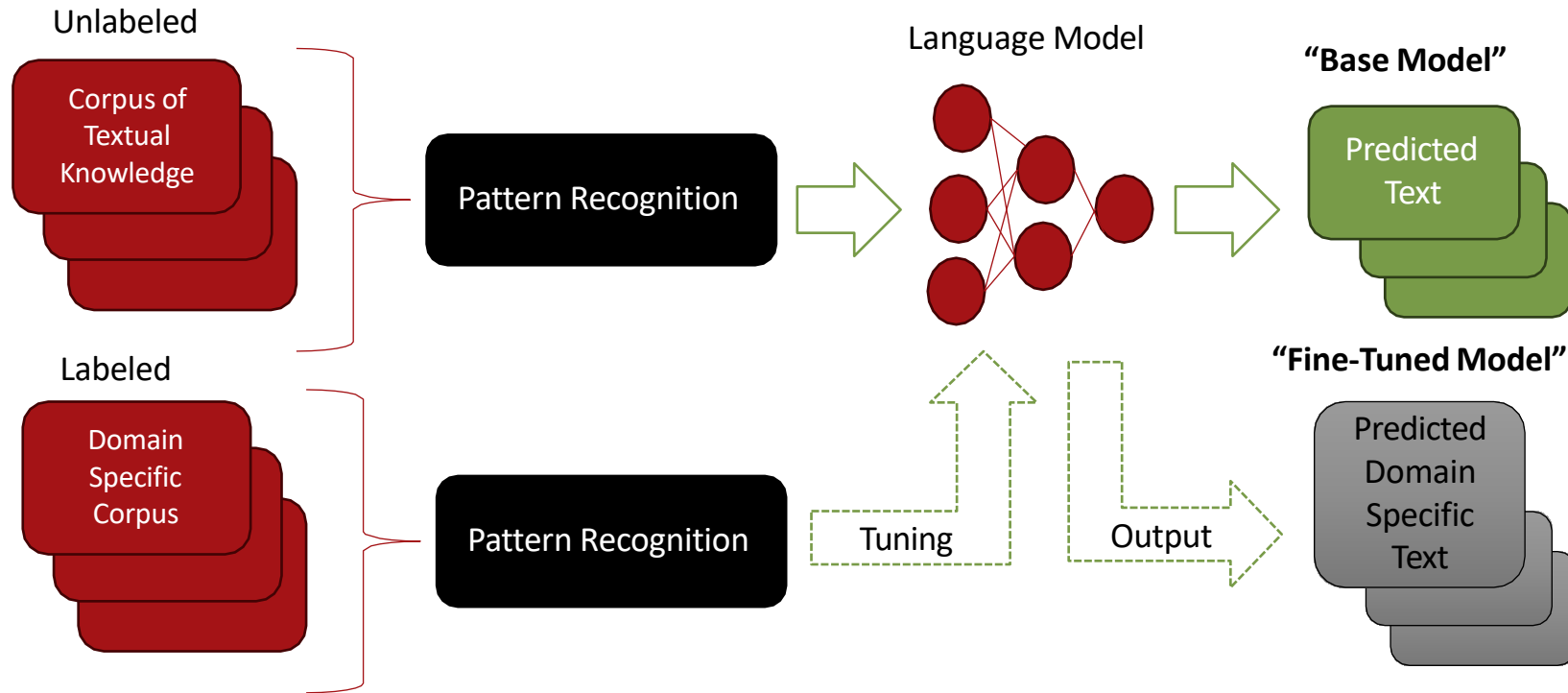
Klaus Schwab (World Economic Forum)

How do we create artificial intelligence (AI)?



A Deeper Dive: Large Language Models (LLMs)

LLM Generation and Operation



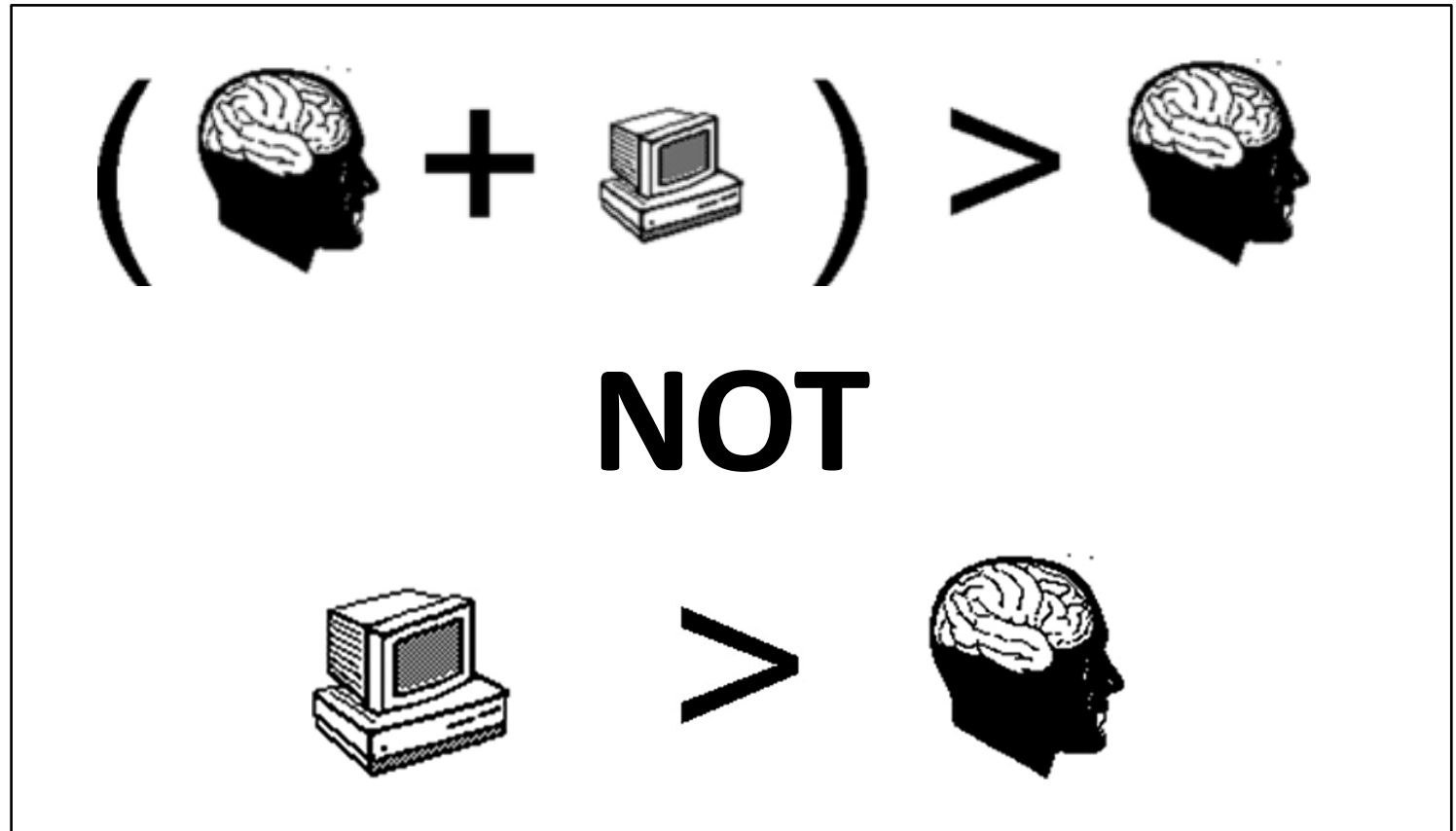
Common LLMs



These are instances of what is known as **Generative AI**, which are a class of algorithms that can be used to create new content, including audio, code, images, text, simulations, and videos.

AI + humans: enhancing decision making

- Humans make sense of the world around them by recognizing and applying patterns
- Computers can identify patterns faster and in greater numbers than humans, but first, such AI algorithms need to be trained.
- In creating and using such technologies, we must acknowledge:
 - Potential for bias
 - Limited by the nature of available training data
- The appearance of intelligence in modern AI is a function of speed, as opposed to innate intelligence or sentience



AI + digital transformation: foundations for innovation and an improved human experience

“...a process that aims to improve an entity by triggering significant changes to its properties through combinations of information, computing, communication, and connectivity technologies”

(Vial G. Understanding digital transformation: A review and a research agenda. The Journal of Strategic Information Systems. 2019 Jun 1;28(2):118-44.)



Four critical questions when designing and using modern AI tools and technologies

- 1) What are the **right tasks** when we seek to establish and sustain behaviors that leverage AI
- 2) Do we have the **right data** to support and enable the desired behaviors of AI?
- 3) How do we select the **right evidence standards** to determine if AI is safe, effective, and ethical?
- 4) How do we facilitate the **integration** of AI into “real world” settings?

What are the **right tasks** when we seek to establish and sustain behaviors that leverage AI?



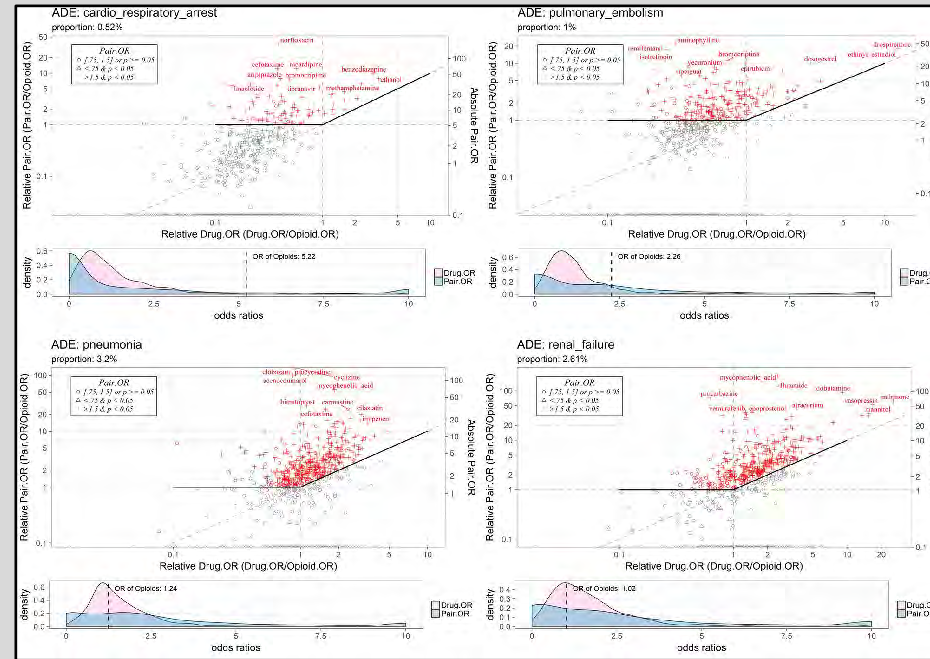
Research and Applications

Mining reported adverse events induced by potential opioid-drug interactions

Jinzhao Chen¹, Gaoyu Wu², Andrew Michelson², Zachary Vesoulis³, Jennifer Bogner⁴,
John D. Corrigan⁴, Philip R.O. Payne¹, and Fuhai Li¹

amhaopen/article11104/525103 by guest on 20 January 2022

“... the linkage of AEs and ODIs have not been well investigated. It is common for opioids to be prescribed to patients taking other medications (polypharmacy), often in the setting of complex medical conditions (e.g., traumatic brain injury) but medical providers lack general safety parameters to guide decision making when combining opioids with other medications ...”

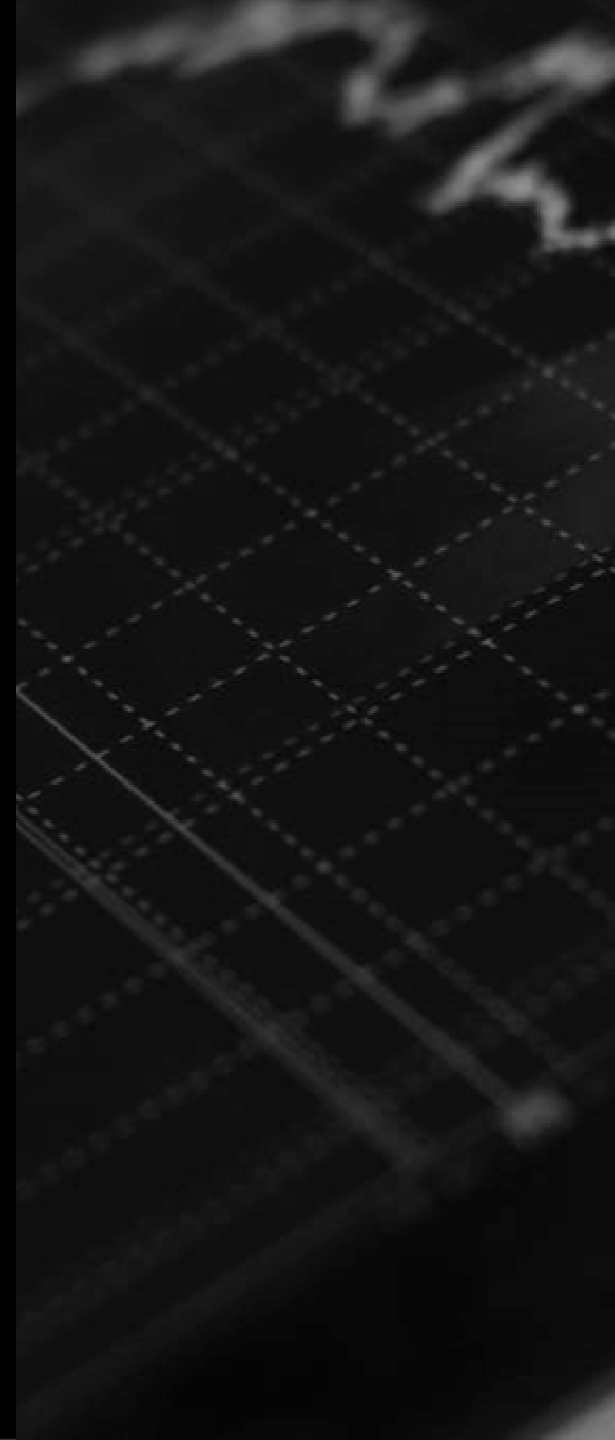


Fuhai Li, PhD



Andrew Michelson, MD

Do we have the
right data to
support and enable
the desired
behaviors of AI?



Brief Communications

Comparison of early warning scores for sepsis early identification and prediction in the general ward setting

Sean C. Yu^{1,2}, Nirmala Shivakumar³, Kevin Betthausen⁴, Aditi Gupta¹, Albert M. Lai¹, Marin H. Kollef⁵, Philip R.O. Payne¹ and Andrew P. Michelson^{1,5}

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Corresponding Author: Sean C. Yu, MS, Institute for Informatics, Department of Medicine, Washington University School of Medicine in St. Louis, 4444 Forest Park Avenue, Suite 6318, St. Louis, MO 63108, USA (Sean.Yu@wustl.edu)

Received 26 March 2021; Revised 15 June 2021; Editorial Decision 6 July 2021; Accepted 12 July 2021

ABSTRACT

The objective of this study was to directly compare the ability of commonly used early warning scores (EWS) for early identification and prediction of sepsis in the general ward setting. For general ward patients at a large, academic medical center between early-2012 and mid-2018, common EWS and patient acuity scoring systems were calculated from electronic health records (EHR) data for patients that both met and did not meet Sepsis-3 criteria. For identification of sepsis at index time, National Early Warning Score 2 (NEWS 2) had the highest performance (area under the receiver operating characteristic curve: 0.803 [95% confidence interval (CI): 0.795–0.811], area under the precision recall curves: 0.130 [95% CI: 0.121–0.140]) followed NEWS, Modified Early Warning Score, and quick Sequential Organ Failure Assessment (qSOFA). Using validated thresholds, NEWS 2 also had the highest recall (0.758 [95% CI: 0.736–0.778]) but qSOFA had the highest specificity (0.950 [95% CI: 0.948–0.952]), positive predictive value (0.184 [95% CI: 0.169–0.198]), and F1 score (0.236 [95% CI: 0.220–0.253]). While NEWS 2 outperformed all other compared EWS and patient acuity scores, due to the low prevalence of sepsis, all scoring systems were prone to false positives (low positive predictive value without drastic sacrifices in sensitivity), thus leaving room for more computationally advanced approaches.

Key words: sepsis, early warning score, predictive analytics

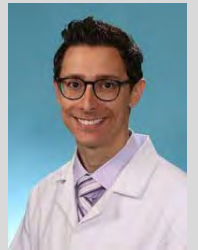
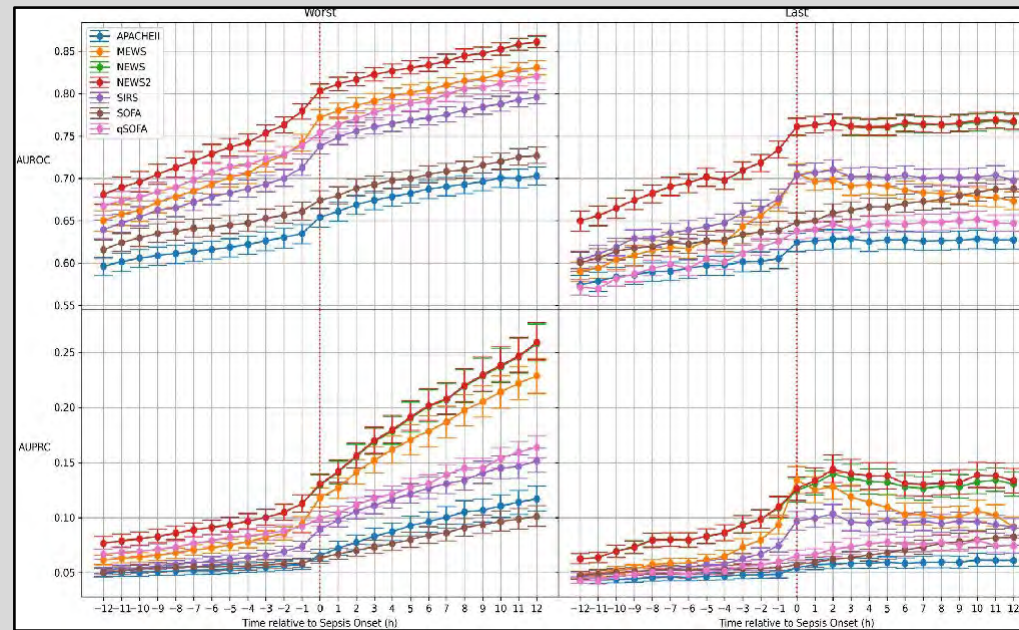
LAY SUMMARY

Sepsis is a syndrome caused by an infection resulting in organ dysfunction and high rates of death, is implicated in nearly half of all inpatient deaths, and is the costliest inpatient condition in the United States. Early recognition and treatment are critical to the management of septic patients. As a result, over time, researchers have developed numerous early warning scores that use clinical measurements such as vital signs and lab results to generate a value that is indicative of the severity of illness and is predictive of clinical deterioration. Increasingly, these scores have been used as screening tools for sepsis management. To understand the comparative performance of these early warning scores in the general ward setting, electronic health records data were used to calculate the scores. Of the compared scores, the National Early Warning Score (NEWS 2) outperformed the rest. However, partially due to the low prevalence of sepsis in the general ward, even NEWS 2 was prone to false positives, highlighting the potential for improvement using more advanced computational methods.

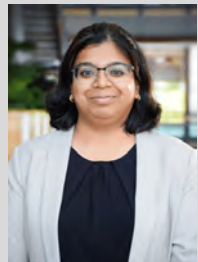
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“In this large, retrospective, single-center study with 45 776 unique encounters, sepsis occurred in 3.3% of all hospital admissions, yielding a longer length of hospitalization and a higher rate of in-hospital mortality. EWS and patient acuity scores—APACHE II, qSOFA, MEWS, NEWS, NEWS 2, and SOFA—had low discriminative ability for sepsis, leaving room for more computationally advanced approaches.”



Andrew Michelson, MD



Aditi Gupta, PhD

How do we select the
right evidence standards
to determine if AI is safe,
effective, and ethical?



RESEARCH OPEN ACCESS

Predictive Modeling for Clinical Features Associated With Neurofibromatosis Type 1

Stephanie M. Morris, MD*, Aditi Gupta, PhD*, Seunghwan Kim, MS, Randi E. Foraker, PhD, MA, David H. Gutmann, MD, PhD, and Philip R.O. Payne, PhD

Correspondence
Dr. Payne
prpayne@wustl.edu

Neurology: Clinical Practice December 2021 vol. 11 no. 6 497-505 doi:10.1212/CPJ.0000000000001089

Abstract

Objective

To perform a longitudinal analysis of clinical features associated with neurofibromatosis type 1 (NF1) based on demographic and clinical characteristics and to apply a machine learning strategy to determine feasibility of developing exploratory predictive models of optic pathway glioma (OPG) and attention-deficit/hyperactivity disorder (ADHD) in a pediatric NF1 cohort.



Methods

Using NF1 as a model system, we perform retrospective data analyses using a manually curated NF1 clinical registry and electronic health record (EHR) information and develop machine learning models. Data for 798 individuals were available, with 578 comprising the pediatric cohort used for analysis.

Results

Males and females were evenly represented in the cohort. White children were more likely to develop OPG (odds ratio [OR]: 2.11, 95% confidence interval [CI]: 1.11–4.00, $p = 0.02$) relative to their non-White peers. Median age at diagnosis of OPG was 6.5 years (1.7–17.0), irrespective of sex. Males were more likely than females to have a diagnosis of ADHD (OR: 1.90, 95% CI: 1.33–2.70, $p < 0.001$), and earlier diagnosis in males relative to females was observed. The gradient boosting classification model predicted diagnosis of ADHD with an area under the receiver operator characteristic (AUROC) of 0.74 and predicted diagnosis of OPG with an AUROC of 0.82.

Conclusions

Using readily available clinical and EHR data, we successfully recapitulated several important and clinically relevant patterns in NF1 semiology specifically based on demographic and clinical characteristics. Naive machine learning techniques can be potentially used to develop and validate predictive phenotype complexes applicable to risk stratification and disease management in NF1.

Neurofibromatosis type 1 (NF1) is one of the most common monogenic disorders, occurring in 1 of every 3,000 births. Caused by germline mutations in the *NF1* gene (OMIM: 613113), NF1 is a fully penetrant disorder; however, it is marked by extreme clinical variability, with highly discordant clinical phenotypes. At present, it is not possible at the time of diagnosis to

* These authors contributed equally to this work.

Department of Neurology (DHG), Washington University, St. Louis, MO; and Institute for Informatics (SM, AG, SK, RH, PRP), Washington University, St. Louis, MO.

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<https://doi.org/10.1212/CPJ.0000000000001089>

“Using readily available clinical and EHR data, we successfully recapitulated several important and clinically relevant patterns in NF1 semiology specifically based on demographic and clinical characteristics. Naive machine learning techniques can be potentially used to develop and validate predictive phenotype complexes applicable to risk stratification and disease management in NF1.”

Table 4 Cross-Validation Performance Results for Predicting OPG, ADHD, and Plexiform Neurofibromas Among Children With Neurofibromatosis Type 1

Outcome	Features	F1 score	AUROC	Sensitivity	Specificity	PPV
OPG	Demographic	0.48 ± 0.1	0.46 ± 0.08	0.61 ± 0.21	0.38 ± 0.14	0.48 ± 0.1
	Demographic + clinical	0.74 ± 0.06	0.82 ± 0.05	0.75 ± 0.11	0.73 ± 0.04	0.74 ± 0.04
	Demographic + clinical + EHR	0.79 ± 0.04	0.82 ± 0.05	0.78 ± 0.06	0.78 ± 0.07	0.78 ± 0.05
ADHD	Demographic	0.6 ± 0.06	0.6 ± 0.07	0.69 ± 0.05	0.52 ± 0.1	0.59 ± 0.05
	Demographic + clinical	0.68 ± 0.01	0.74 ± 0.04	0.66 ± 0.08	0.71 ± 0.06	0.69 ± 0.06
	Demographic + clinical + EHR	0.67 ± 0.03	0.74 ± 0.05	0.67 ± 0.05	0.68 ± 0.08	0.68 ± 0.06
Plexiform neurofibromas	Demographic	0.45 ± 0.04	0.45 ± 0.05	0.37 ± 0.16	0.55 ± 0.22	0.46 ± 0.05
	Demographic + clinical	0.59 ± 0.03	0.62 ± 0.03	0.57 ± 0.06	0.61 ± 0.08	0.59 ± 0.06
	Demographic + clinical + EHR	0.64 ± 0.06	0.69 ± 0.08	0.62 ± 0.07	0.66 ± 0.09	0.65 ± 0.1

Bold: best performing model.
Abbreviations: ADHD = attention-deficit/hyperactivity disorder; AUROC = area under the receiver operating characteristic; EHR = electronic health record; OPG = optic pathway glioma; PPV = positive predictive value.



Aditi Gupta, PhD



Randi Foraker, PhD

How do we facilitate the **integration** of AI into “real world” settings?



Perspective

Conceptual considerations for using EHR-based activity logs to measure clinician burnout and its effects

Thomas Kannampallil^{1,2}, Joanna Abraham^{1,2}, Sunny S. Lou,² and Philip R.O. Payne^{1,3}

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ABSTRACT

Electronic health records (EHR) use is often considered a significant contributor to clinician burnout. Informatics researchers often measure clinical workload using EHR derived audit logs and use it for quantifying the contribution of EHR use to clinician burnout. However, translating clinician workload measured using EHR-based audit logs into a meaningful burnout metric requires an alignment with the conceptual and theoretical principles of burnout. In this perspective, we describe a systems-oriented conceptual framework to achieve such an alignment and describe the pragmatic realization of this conceptual framework using 3 key dimensions: standardizing the measurement of EHR-based clinical work activities, implementing complementary measurements, and using appropriate instruments to assess burnout and its downstream outcomes. We discuss how careful considerations of such dimensions can help in augmenting EHR-based audit logs to measure factors that contribute to burnout and for meaningfully assessing downstream patient safety outcomes.

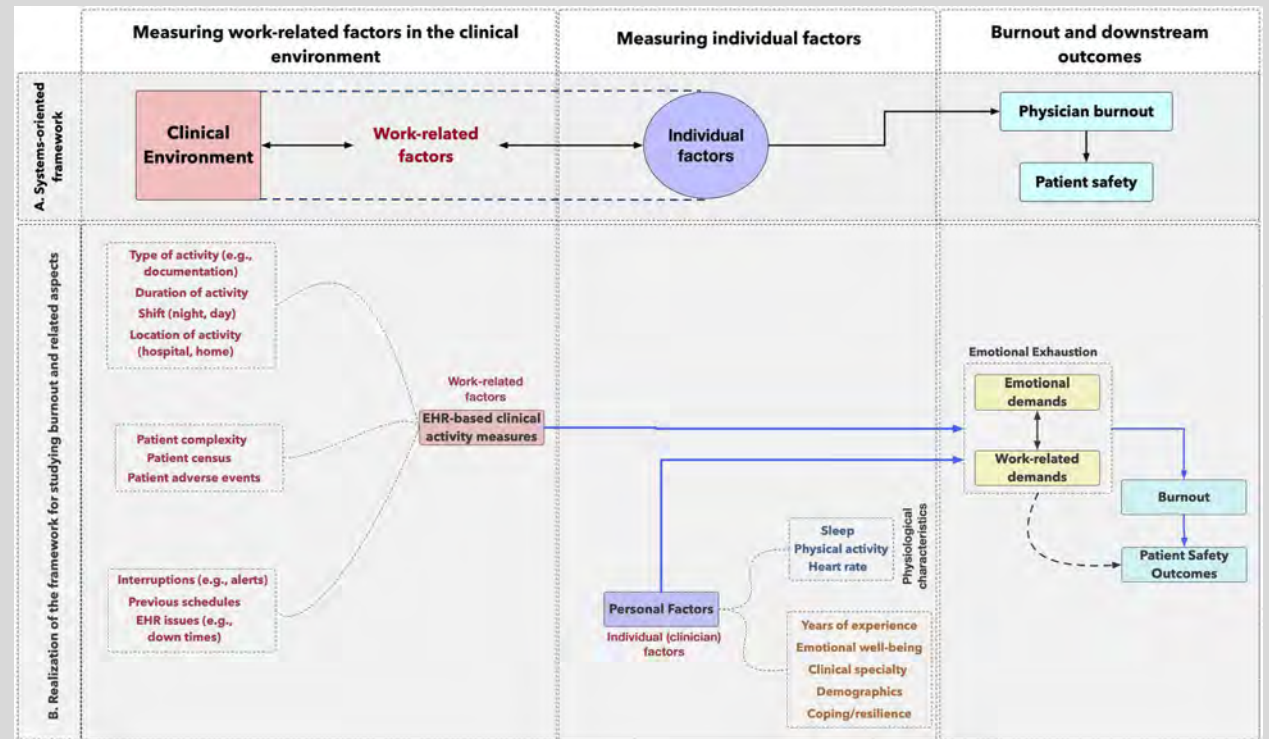
INTRODUCTION

Burnout is a work-related syndrome involving 3 dimensions: emotional exhaustion, depersonalization, and a sense of low personal accomplishment.^{1,2} Although burnout has been reported to be prevalent in nearly 50% of physicians,³ a recent systematic review found that prevalence estimates among physicians range from 0%–80.5%, highlighting variations in the definitions of burnout and its assessment methods.⁴ Although the causal contributors of burnout are multifactorial, clinician workload is a major contributor. For example, increased work hours, increased call burden, and dissatisfaction with work-life balance are all associated with an increased risk for developing burnout.^{5,6} Furthermore, the ubiquitous use of electronic health record (EHR) systems has been cited as contributing to increased workload, leading to stress and burnout.^{7–10} Factors associated with EHR use and its associated clinical workload can include

excessive clinical documentation,¹¹ poor usability of the interfaces,¹² and unnecessary need for navigating across pages.¹³ Current informatics methods for evaluating burnout have focused primarily on quantifying clinician workload as 1 of its primary contributors. Traditionally, these efforts have relied on self-reports, participant journals, shadowing and time-motion studies, and focus groups.^{14–16} More recently, researchers have leveraged audit logs of EHR-based activities as a source for tracking clinician workload. Studies have used audit logs to measure administrative burden,⁸ cognitive load,^{20,21} interruptions,^{10,22} medication ordering,¹⁶ interface navigation,^{23,24} clinical documentation,^{1,7,25} and out-of-office work.^{2,27} However, few studies have explored the relationship of such workload with burnout,^{28–31} and direct measurement of burnout using such techniques remains limited (see exceptions^{12,14}).

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“Burnout is a significant threat to clinician well-being and consequently to the safety of patients under their care. In this perspective, we described 3 considerations for using EHR-based activity logs for measuring burnout—standardizing measurements, applying complementary measurements, and evaluating outcomes such as errors and clinical decisions that are also temporally aligned to burnout.”



A grayscale photograph of the St. Louis skyline, featuring the Gateway Arch as the central focus. The arch is a large, white, catenary-shaped structure that dominates the center of the image. In the background, various skyscrapers and buildings of the city are visible. The foreground shows a body of water, likely the Mississippi River, with some boats and a bridge in the distance. The overall tone is dark and moody.

Where do the Midwest and STL fit into the evolving AI ecosystem?

- 1) Robust startup and investment landscape
- 2) High-impact research universities
- 3) A test-bed for the US healthcare system

Rankings Legend

1-10

11-25

> 25

Moved up in rank

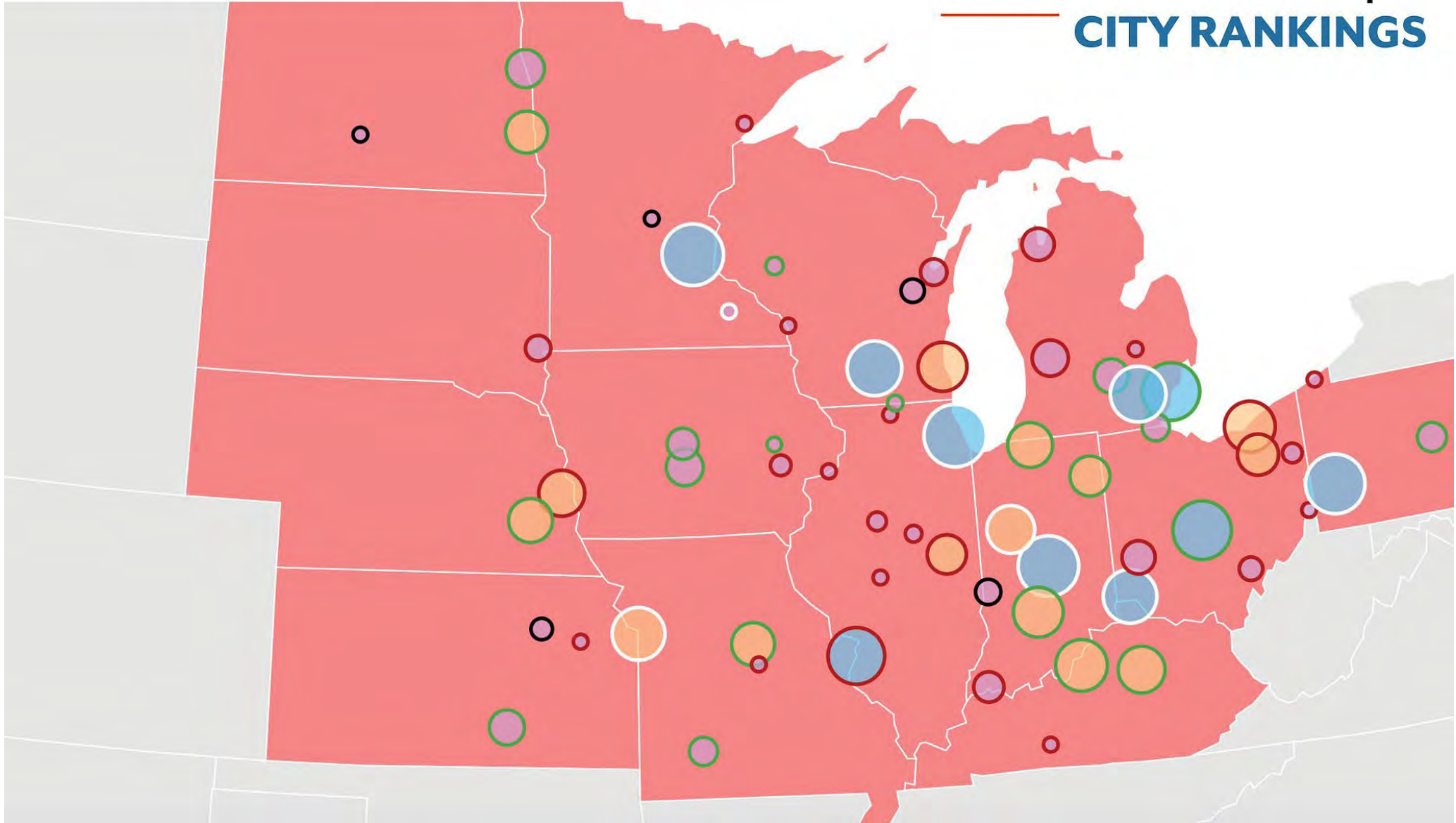
Moved down in rank

New City added

THE 2023

Midwest+startups

CITY RANKINGS



COMMENTARY

How research universities are evolving to strengthen regional economies

Case studies from the Build Back Better Regional Challenge

Joseph Parilla and Glencora Haskins
February 9, 2023

 Washington
University in St. Louis

 SAINT LOUIS
UNIVERSITY

 UMSL | University of
Missouri—St. Louis



“America’s network of research universities is one of its greatest sources of talent, entrepreneurship, and research and development – three inputs that in combination can fuel prosperity in the regions that surround those universities.”

A “testbed” for the US Healthcare system

- A complex landscape of tertiary, regional, and community- level healthcare providers and organizations
- Urban, suburban, exurban, and rural geographies
- Diverse socio-economic, racial, and ethnic population groups
- Surrounding ecosystem of healthcare-adjacent organizations:
 - Payers
 - Pharmacy Benefits Managers (PBMs)
 - Research and innovation
 - Technology
 - Workforce
 - Government (VA)



COUNTY EXECUTIVE PAGE UNVEILS NEW COUNTY BRANDING

County Executive Dr. Sam Page unveiled Saint Louis County's new logo and branding at the State of the County address on January 10, 2024.

[HOME](#) / [GOVERNMENT](#) / [COUNTY EXECUTIVE](#) / [COUNTY EXECUTIVE NEWS](#) / [COUNTY EXECUTIVE PAGE UNVEILS NEW COUNTY BRANDING](#)



ST. LOUIS COUNTY, MO (January 10, 2024)
on January 10.



“Paired with our new county logo is a new county slogan: Opportunity Central. This line speaks to the many possibilities the county holds for people of all kinds. It serves as an invitation for businesses to come and thrive...”



prpayne@wustl.edu



Institute *for* Informatics,
Data Science *and* Biostatistics (I²DB)

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2024 STATE OF THE ST. LOUIS WORKFORCE

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- **St. Louis Economy**
- **Employer Survey**
- **Spotlight on Startups and Job Creation**
- **Spotlight on Health Care**

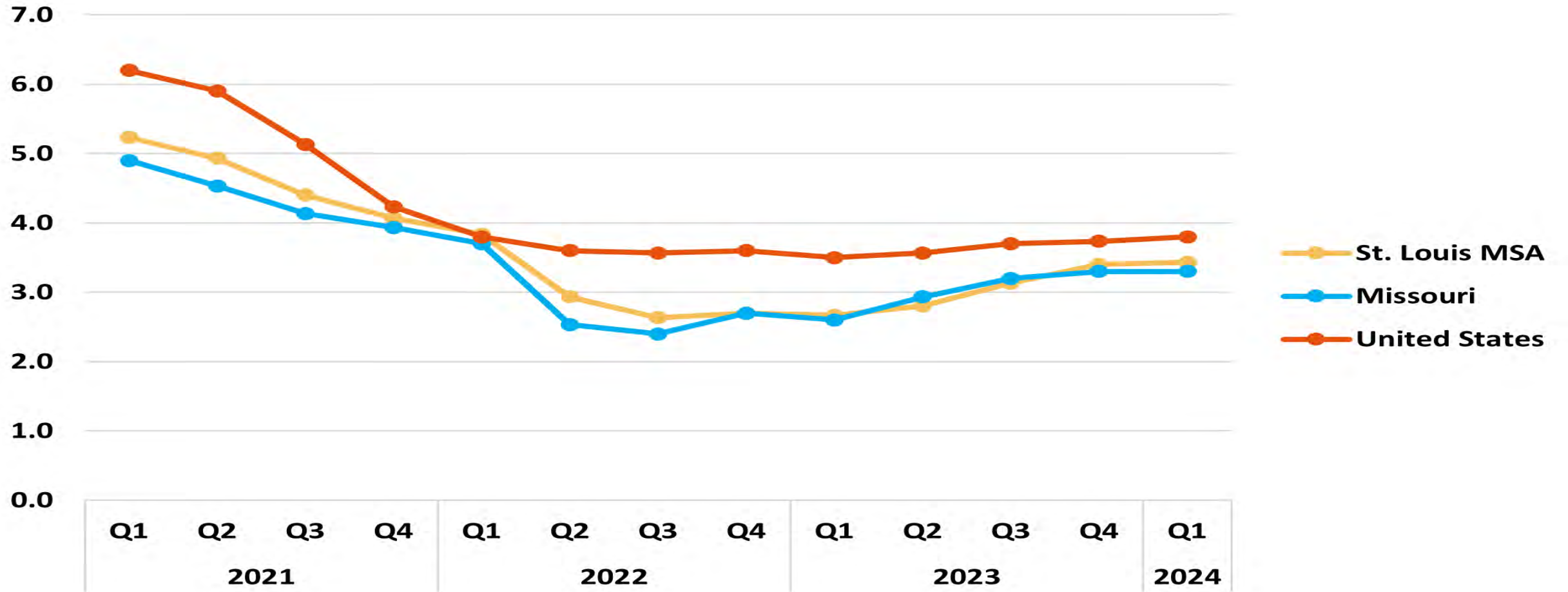
St. Louis Economy

1,495,200

St. Louis MSA Workforce

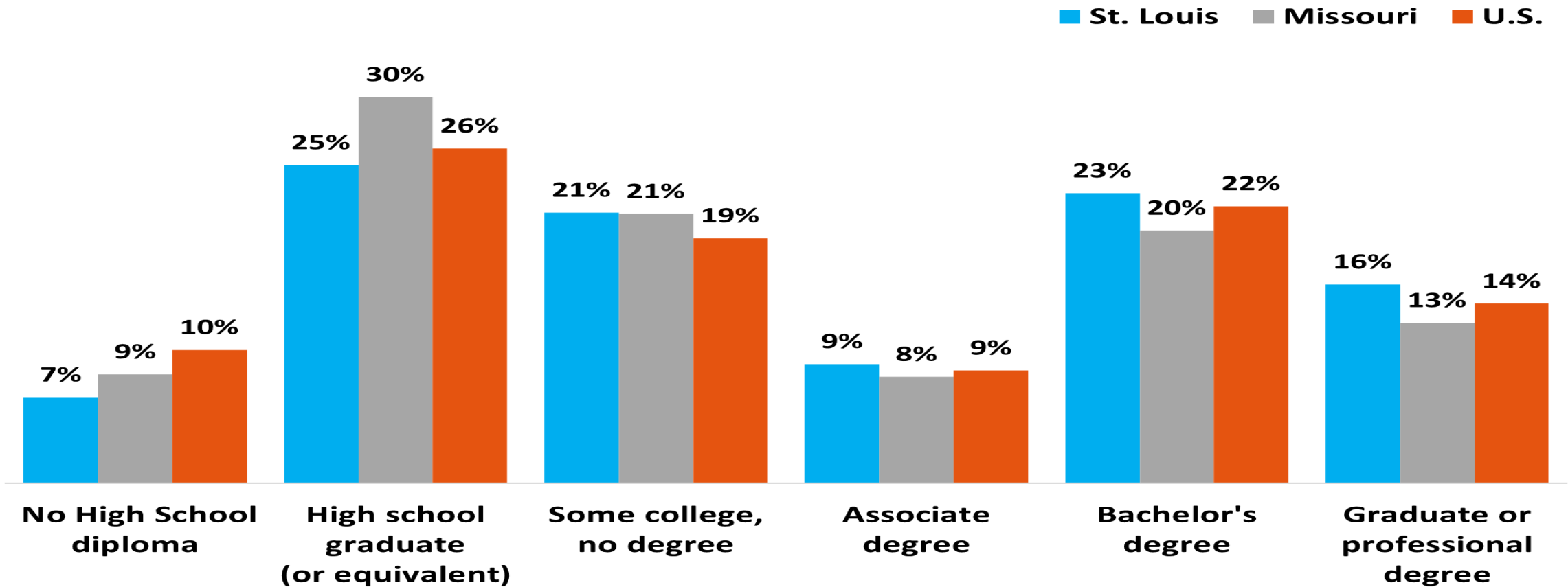
May 2024

Seasonally Adjusted Unemployment Rate by Quarter



Educational Attainment

Educational Attainment of the Population



Education Pays

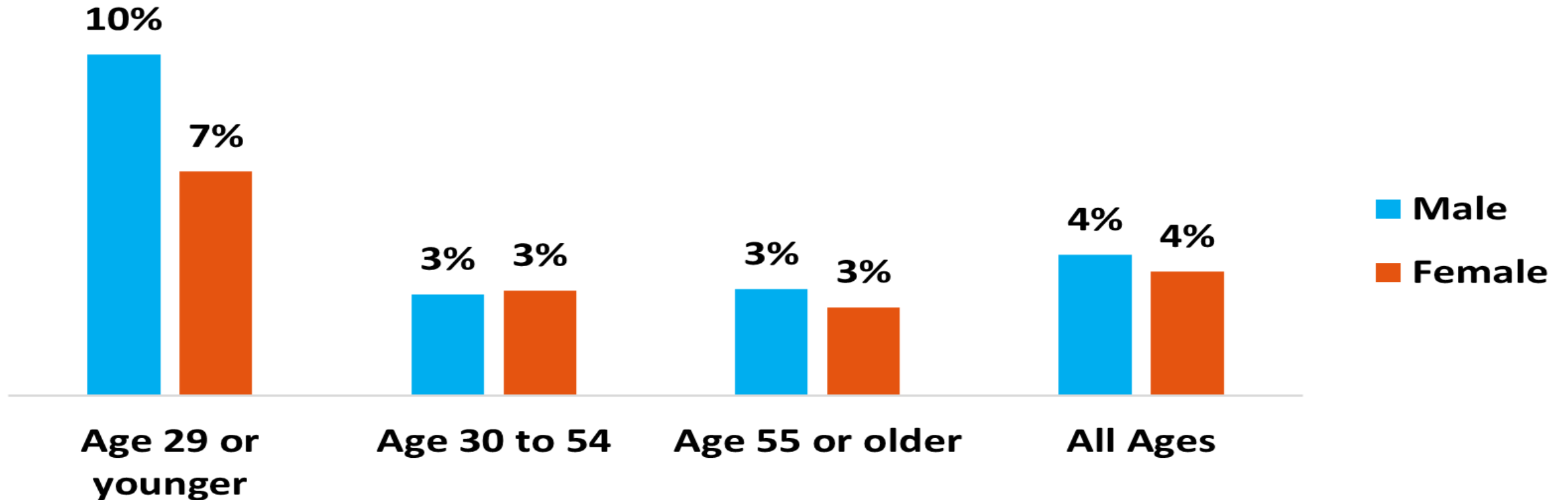
Education affects both earning and unemployment

Biggest salary jump with 4-year degree

Education post-HS provides stability

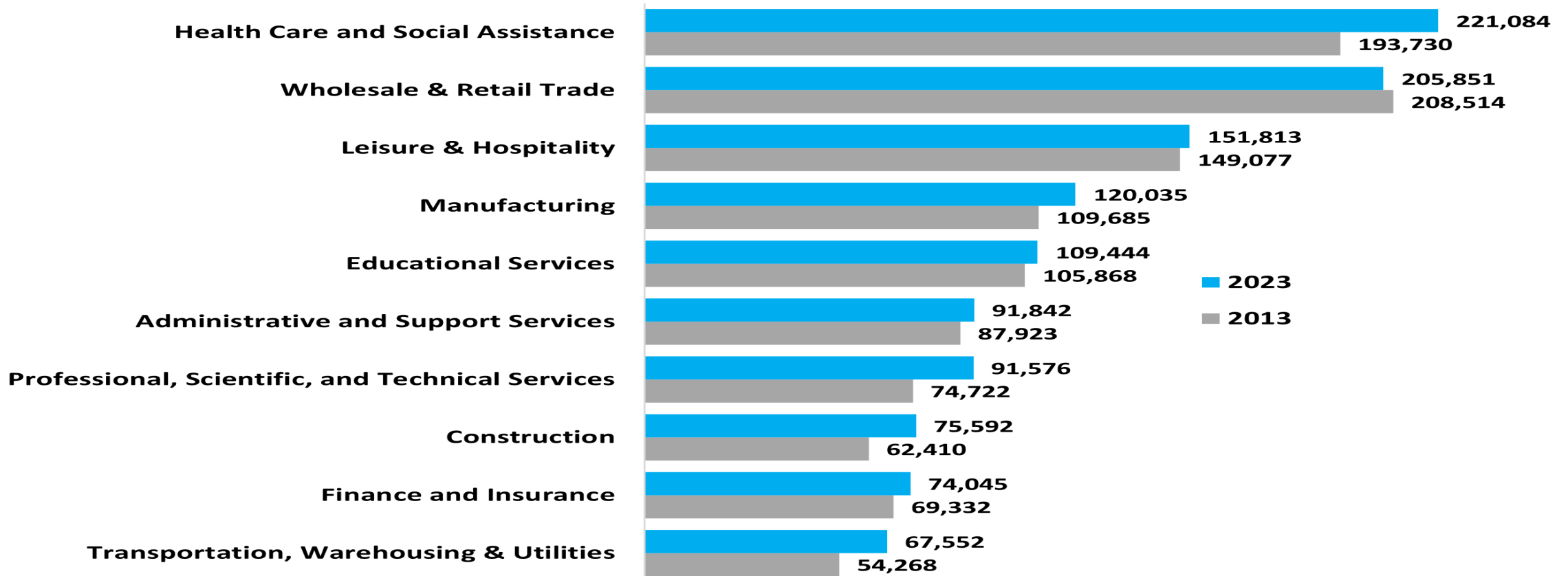
	Unemployment Rates	Educational Attainment	Median Earnings
Missouri	7.6%	Less than high school graduate	\$28,414
	4.1%	High school graduate (includes equivalency)	\$35,612
	3.0%	Some college or associate's degree	\$41,874
	1.4%	Bachelor's degree or higher	\$64,294
St. Louis MSA	9.0%	Less than high school graduate	\$29,787
	5.6%	High school graduate (includes equivalency)	\$36,458
	3.0%	Some college or associate's degree	\$44,825
	1.7%	Bachelor's degree or higher	\$73,019

St. Louis MSA Unemployment Rates by Age and Sex



14% growth in healthcare in the last decade

Top 10 St. Louis MSA Industry Clusters



Employer Survey

**Live interview
survey of
St. Louis MSA
employers**

**Each interview
takes about
20 minutes**

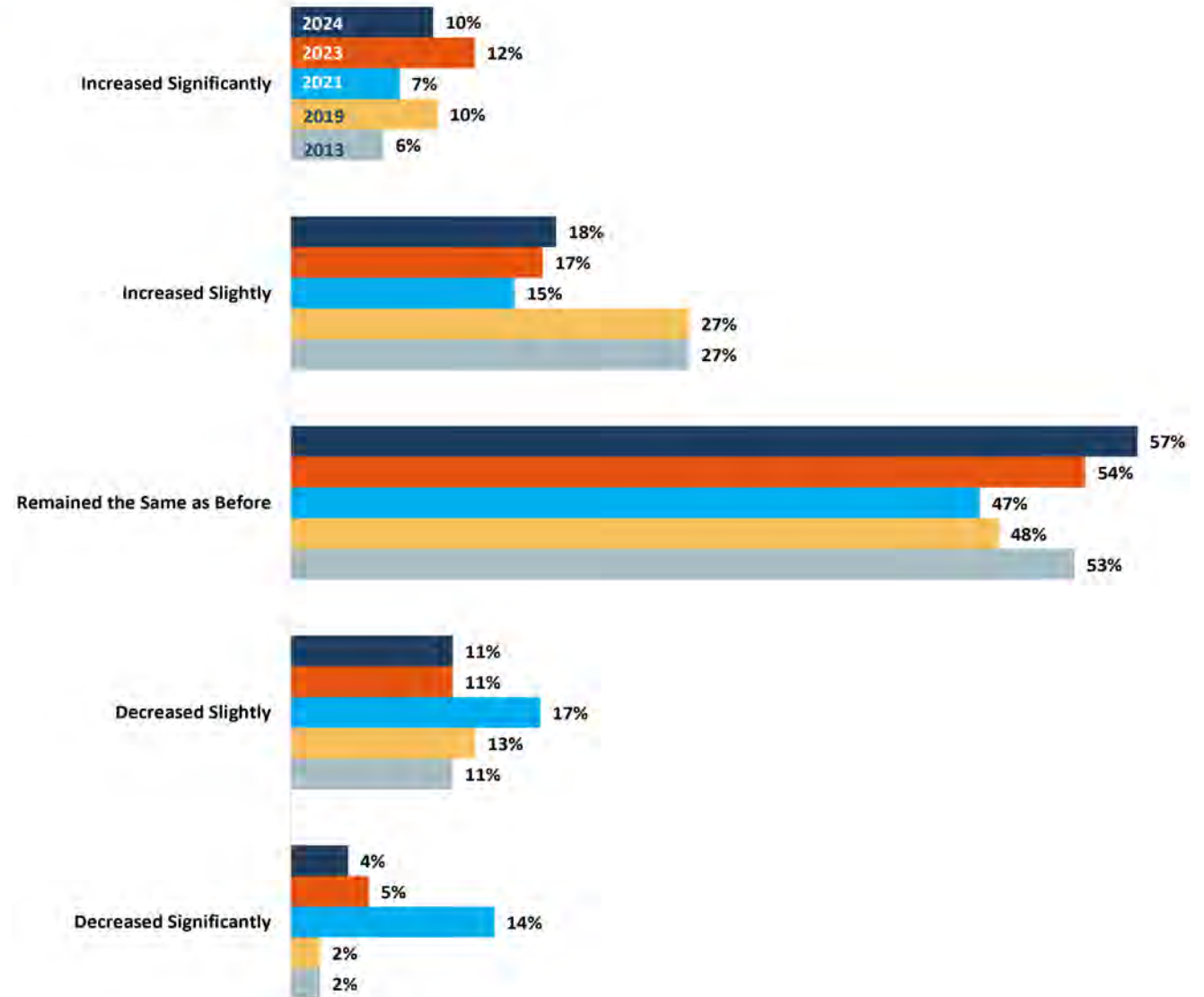


Employment Impacts

Change in Employment Levels over the Last 12 Months

Nearly 30% of companies hired employees in the last 12 months

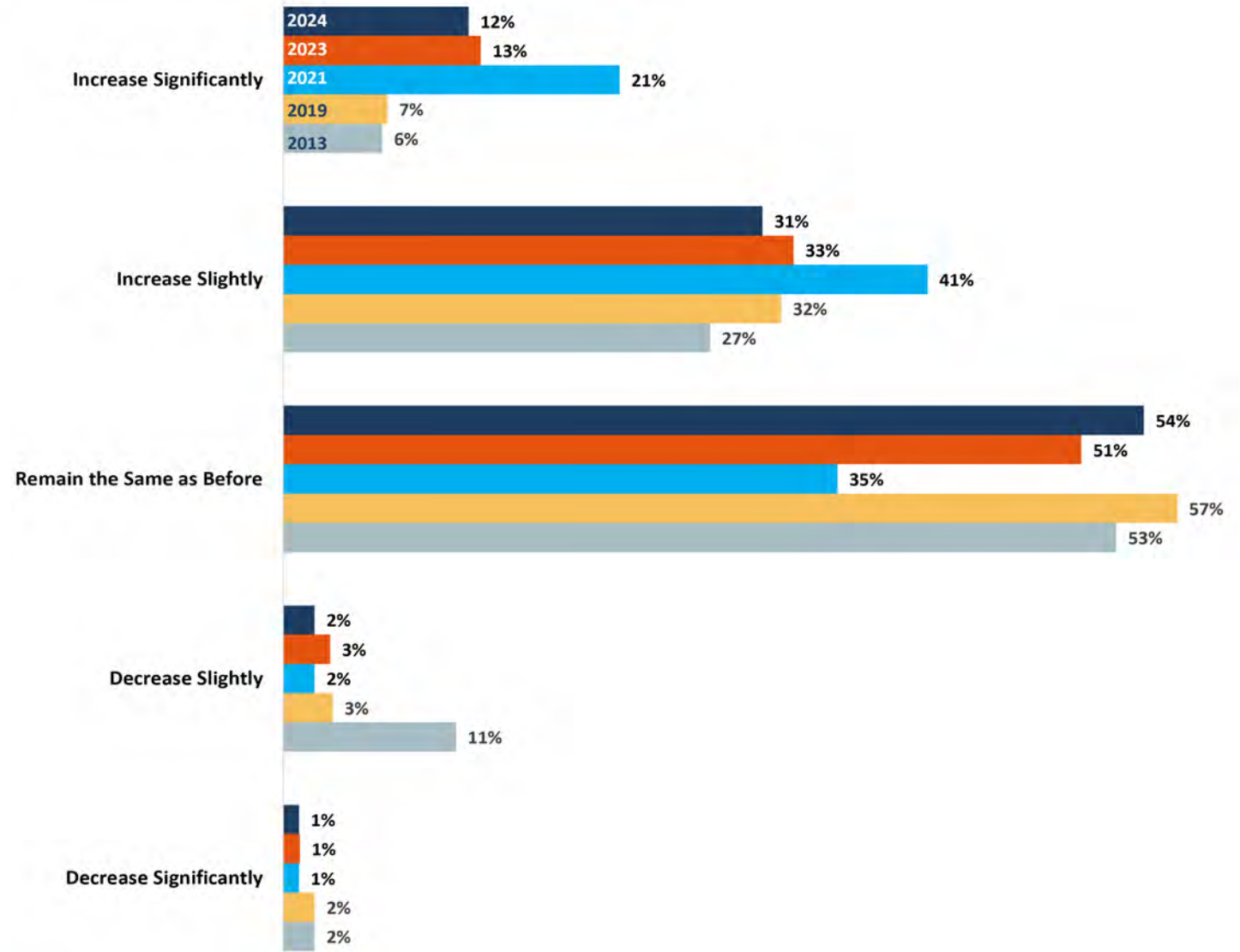
15% cut employees



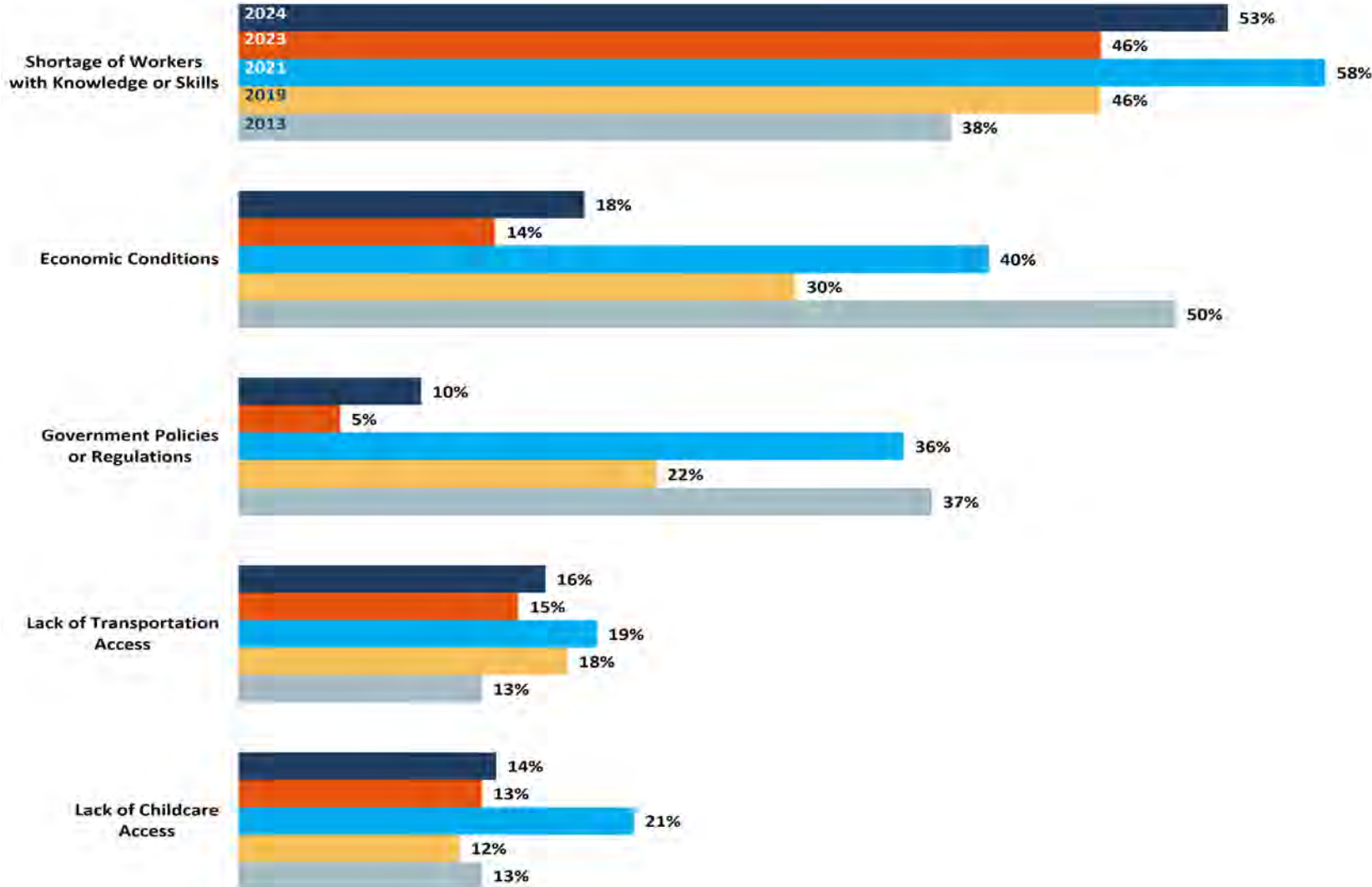
Employment Optimism

Future Plans to Change Employment Levels in the Next 12 Months

43% plan to hire in the next 12 months

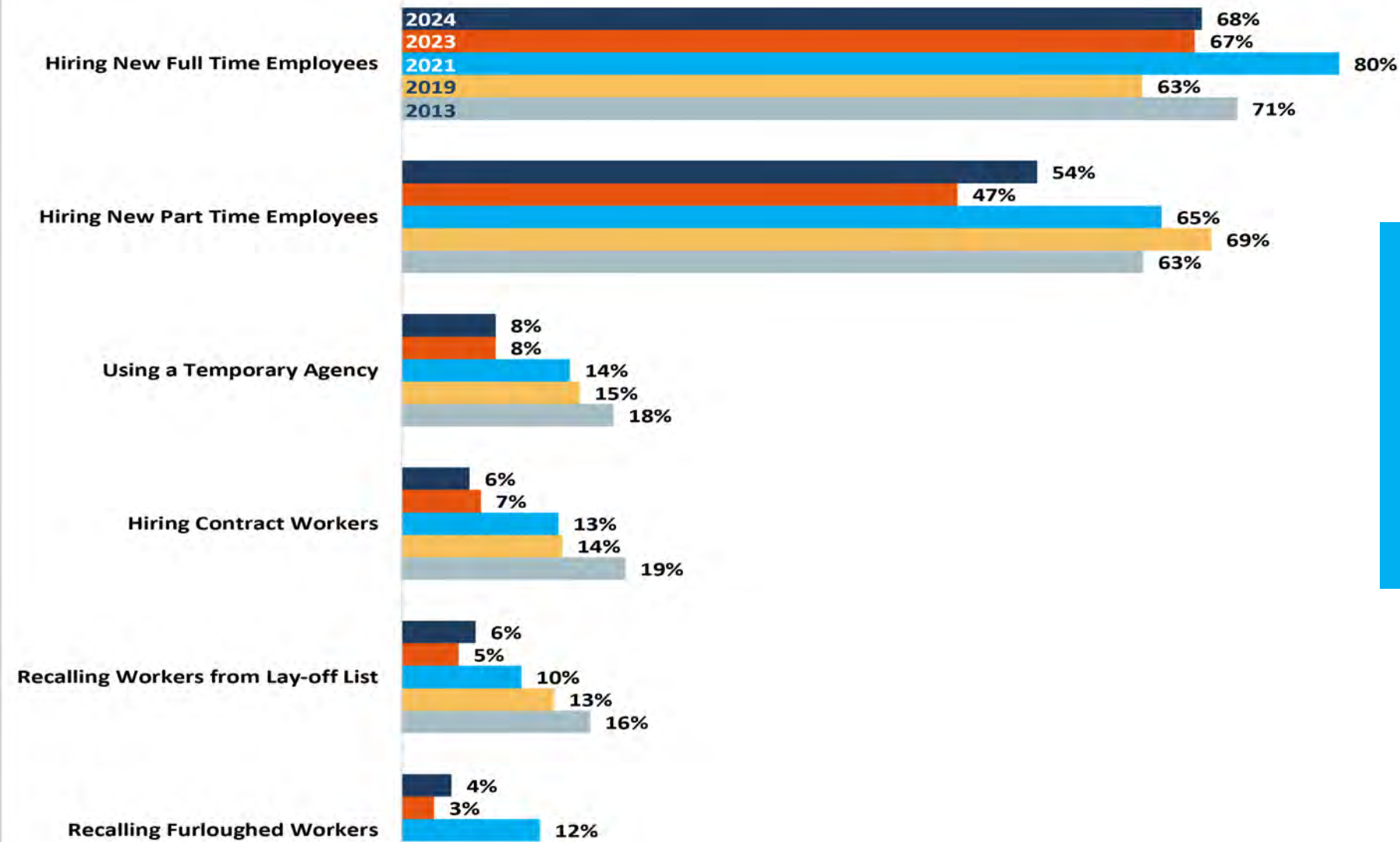


Barriers to Growth



Shortage of workers with knowledge or skills still # 1

Adding Workers

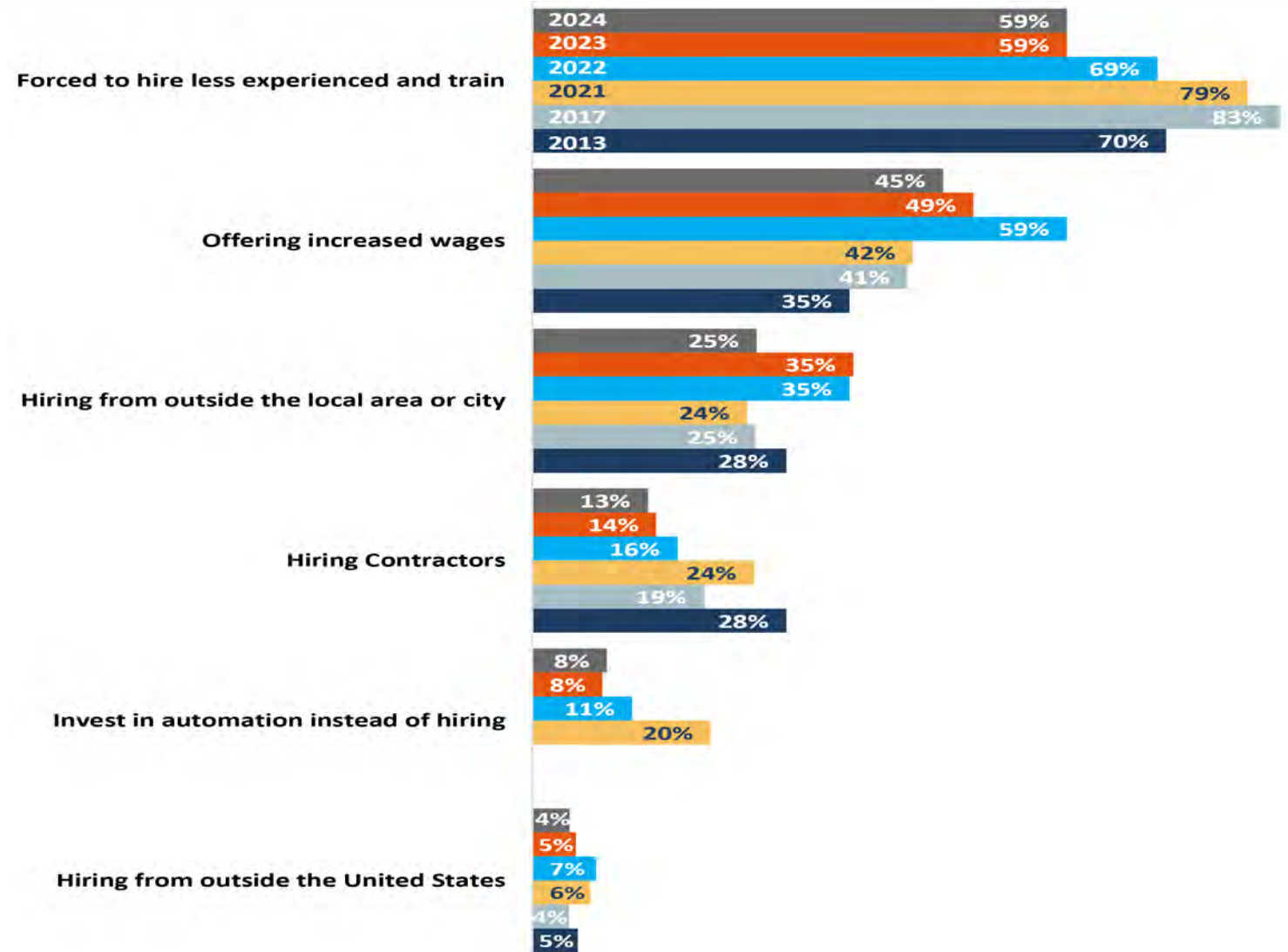


68% plan to hire new full-time employees

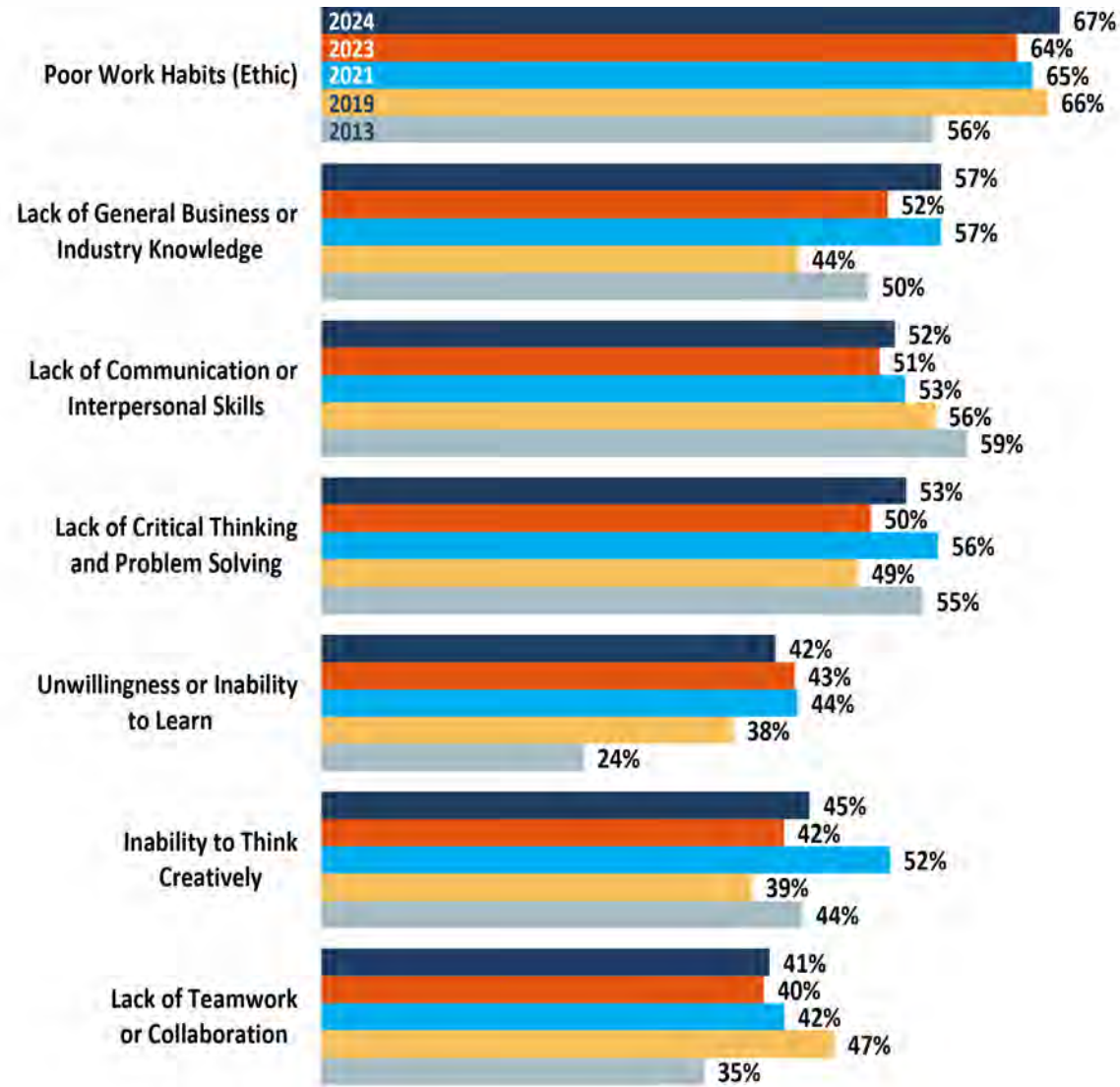
Measures Taken to Address Skill Shortages

59% of companies forced to hire less experienced workers and train

45% are offering increased wages



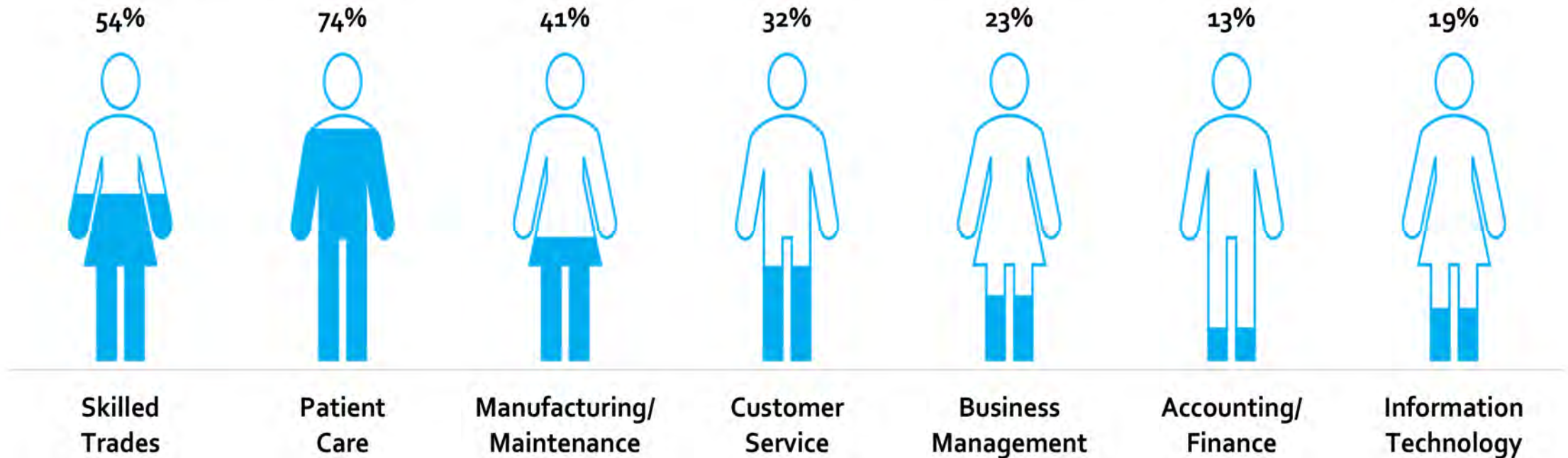
Shortcomings Seen in Job Applicants



**Poor work habits
still #1**

Skill Shortages by Business Functional Areas

Firms Reporting Applicant Shortages in Functional Areas



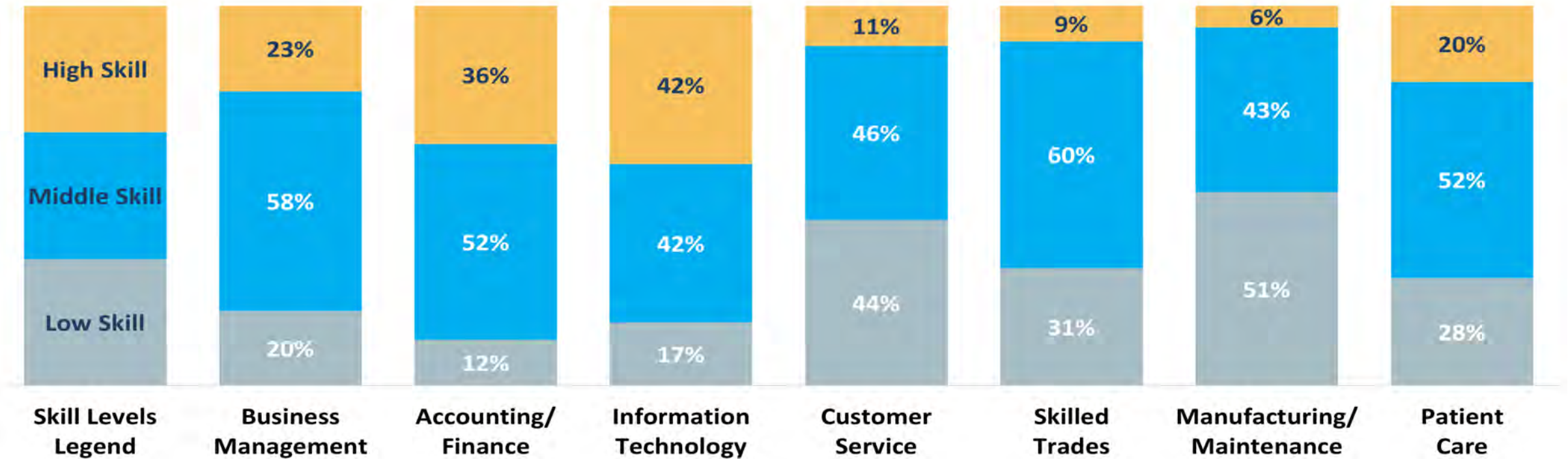
High-skill
requiring a four-year degree or higher

Middle-skill
requiring a training or education beyond a high school diploma
but less than a four-year degree

Low-skill
requiring a high school diploma or less

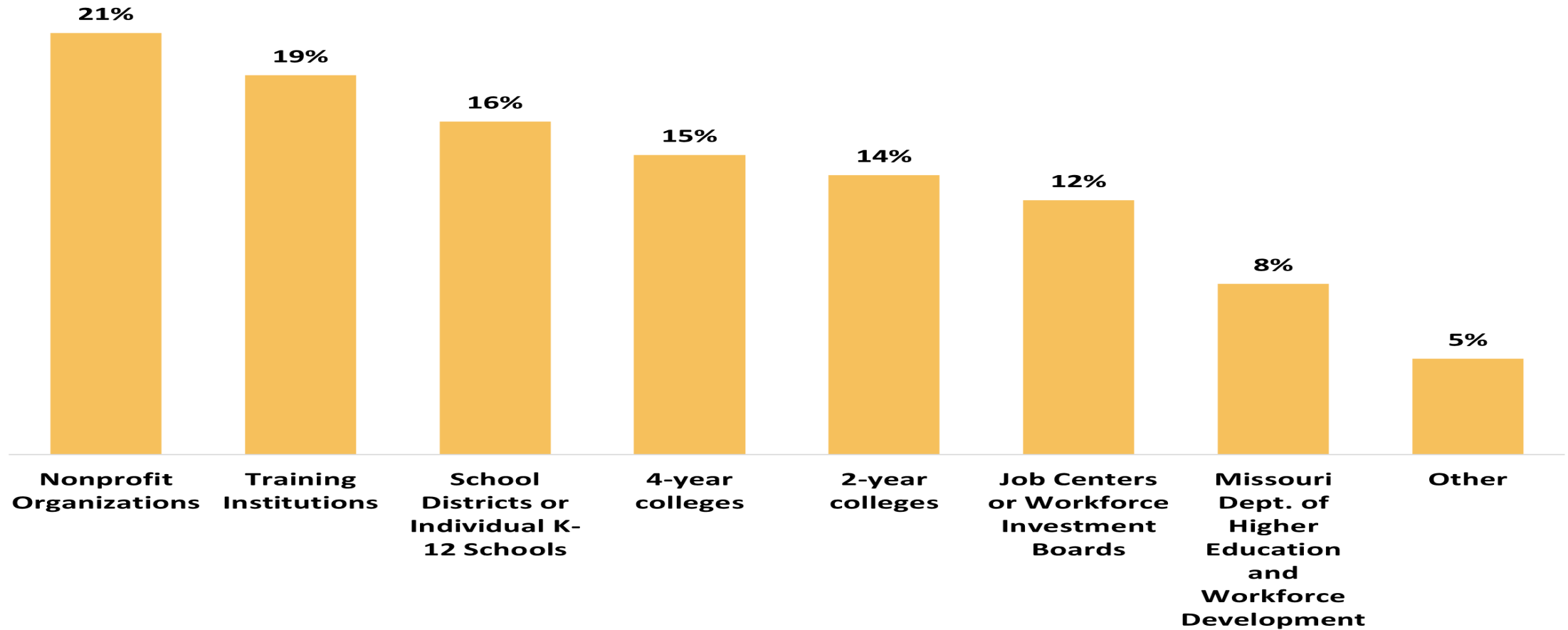
Skill Shortages by Business Functional Areas

Skill Levels Needed to Meet Skill Shortages

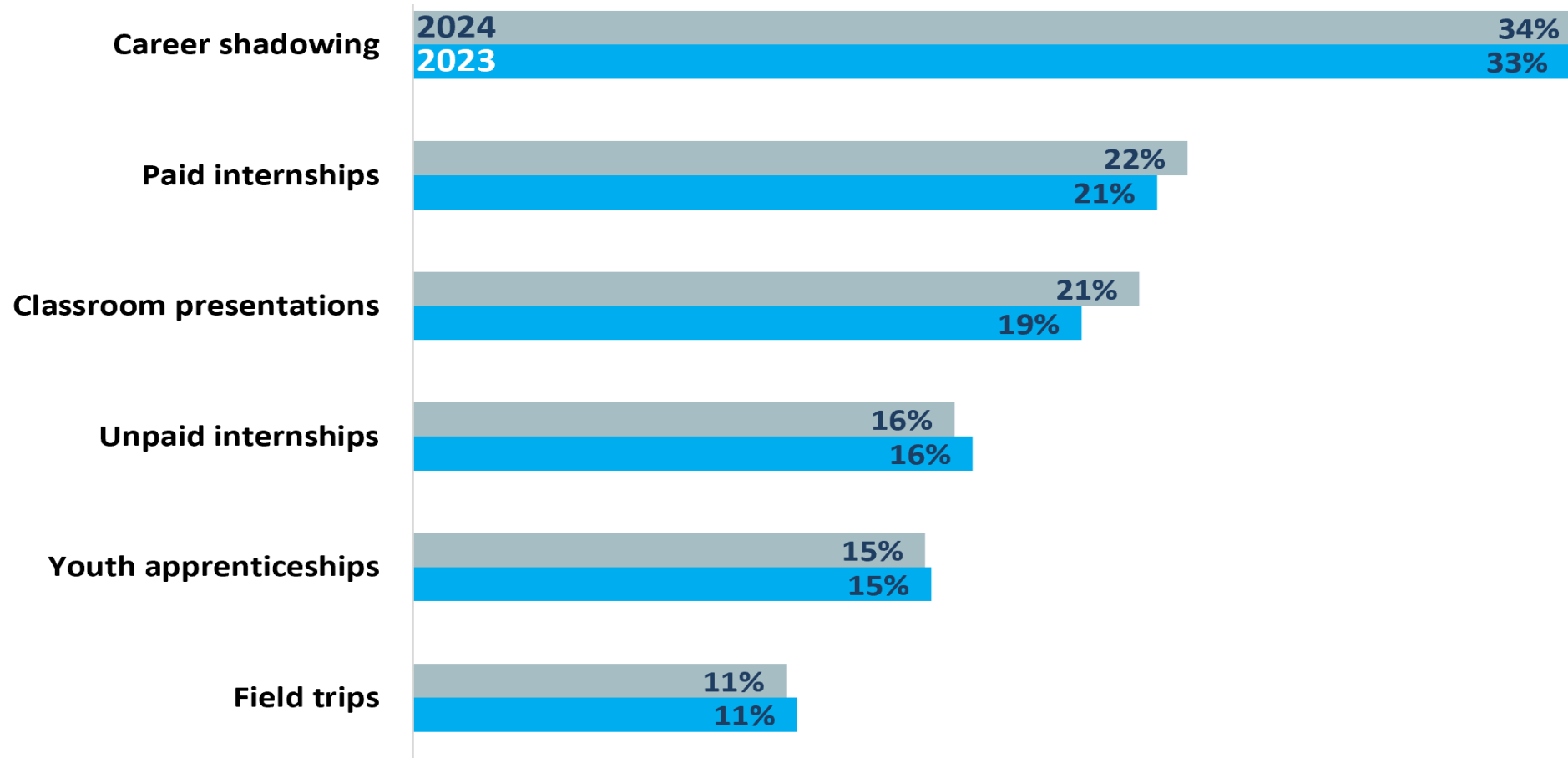


Increasing Opportunities

Current Partnerships to Source Talent

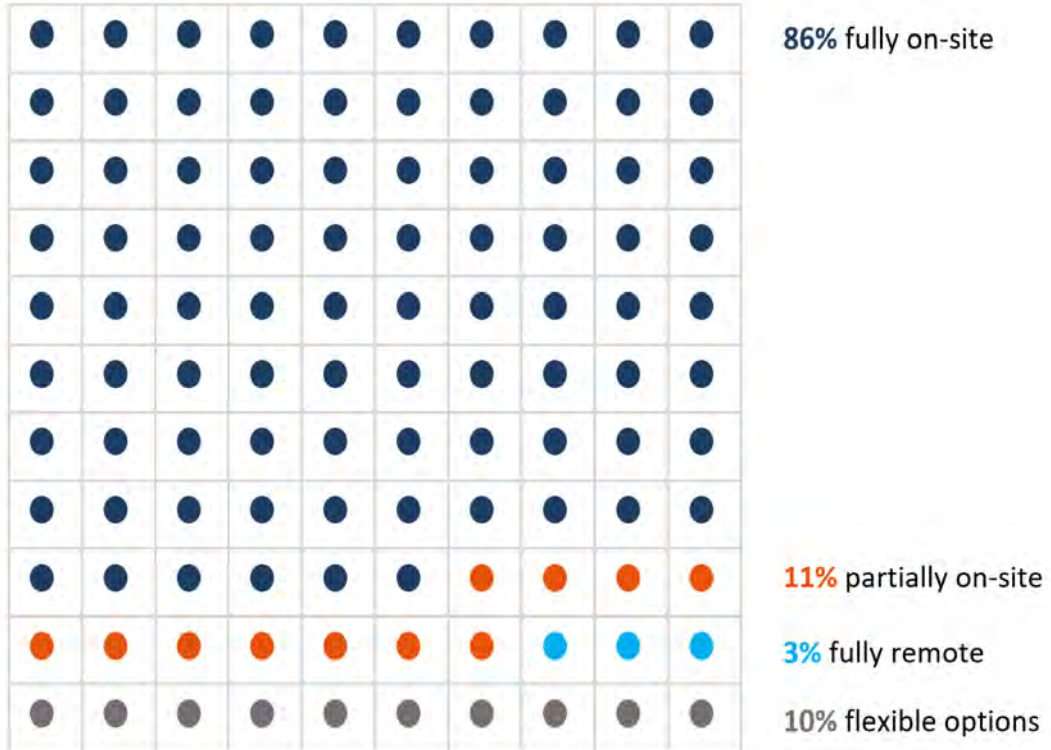


Young Adult Work-based Learning Experiences Offered



Remote Work

Employers Remote Work Policy

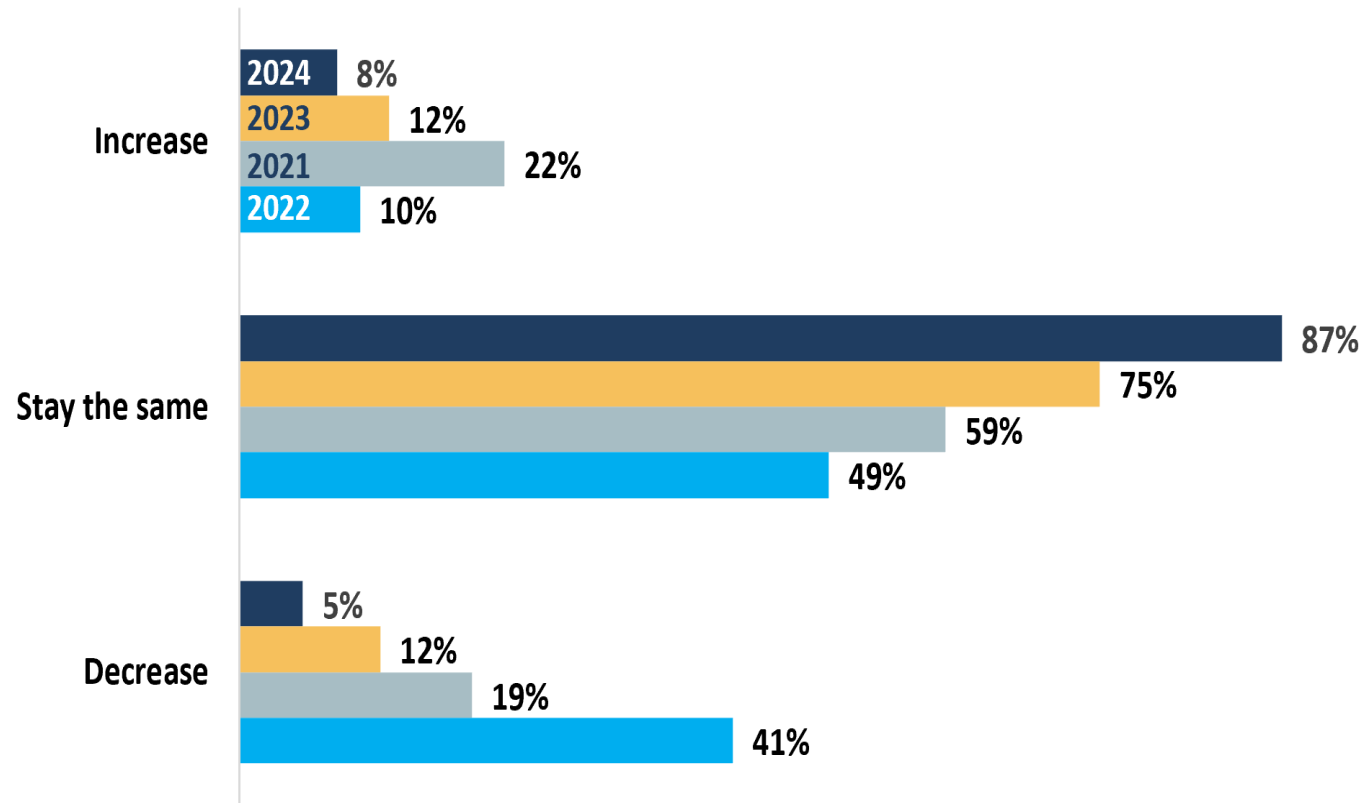


* Employers could select more than one option.

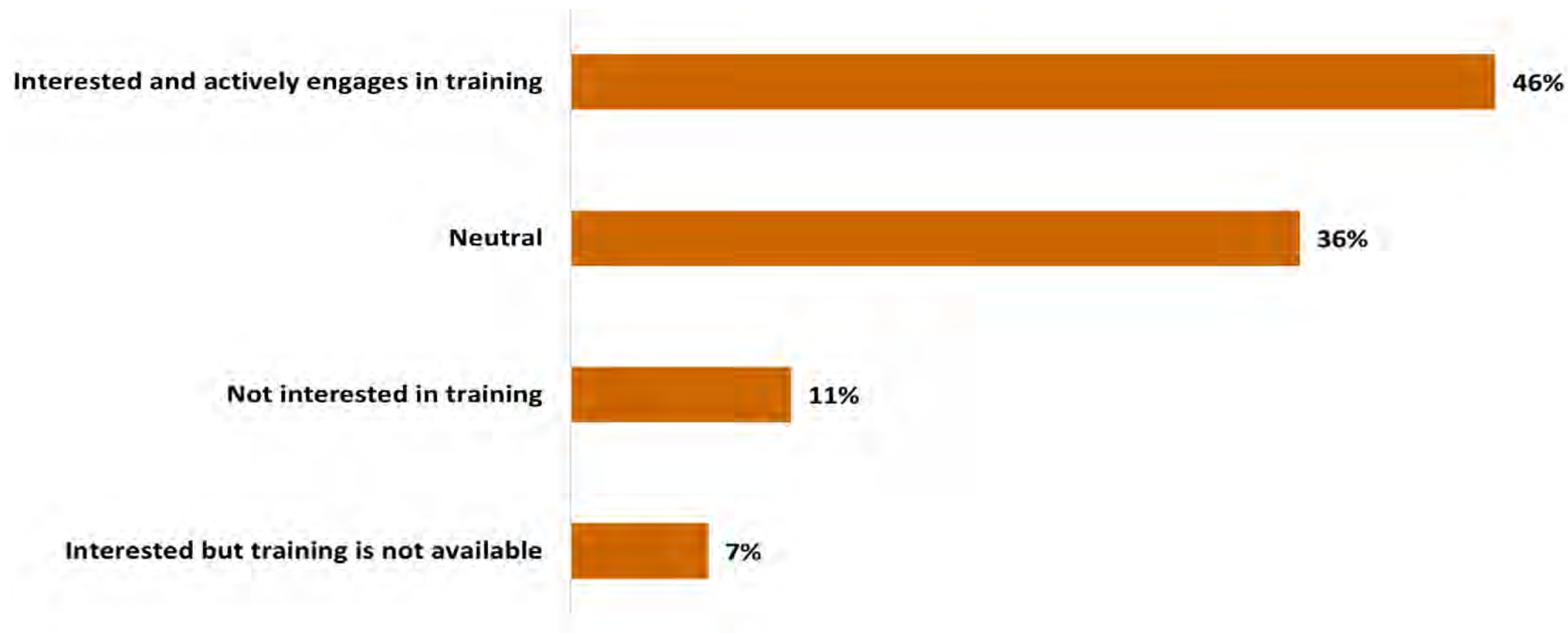


Remote Work

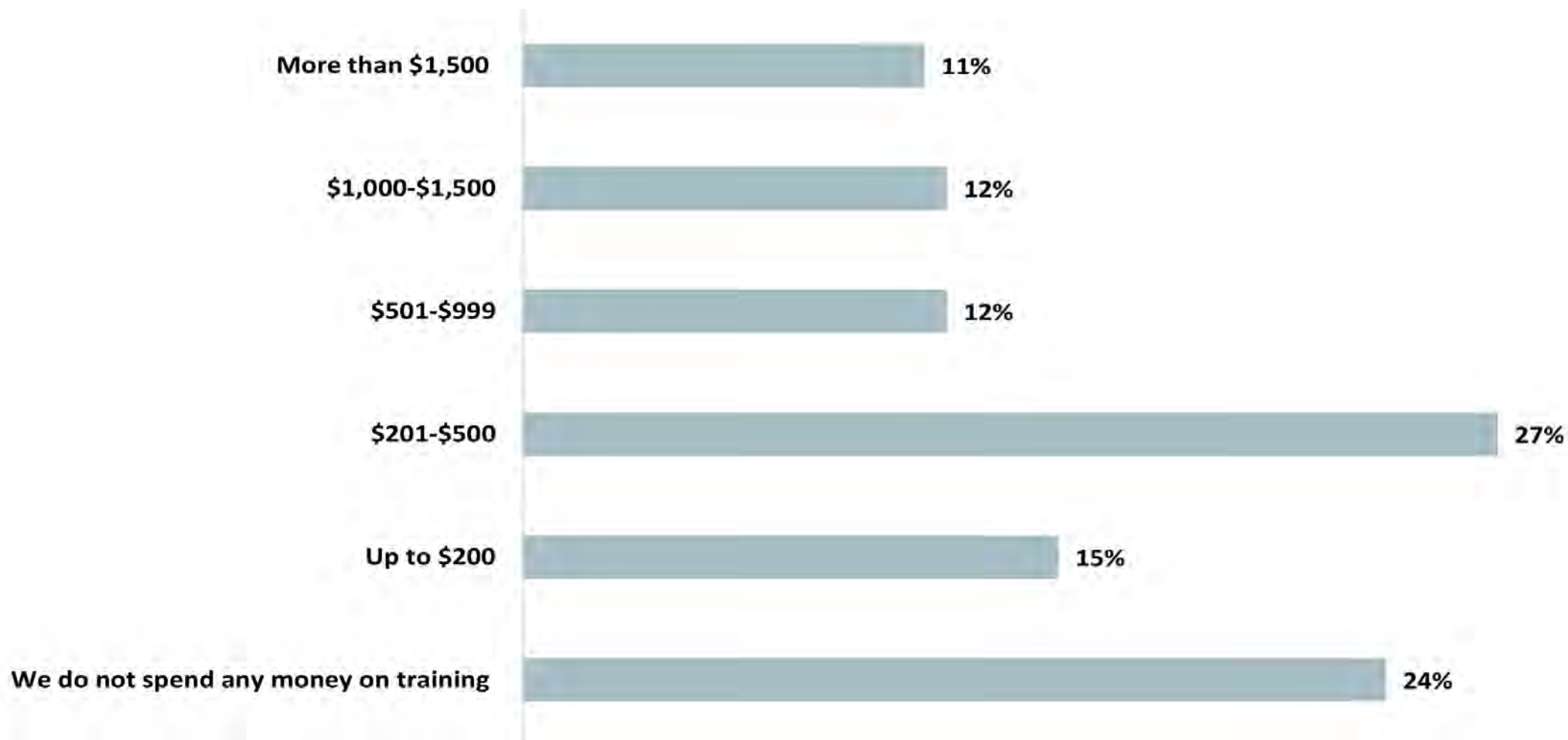
Expected Change in the Number of Remote Workers Over the Next 12 Months



Employee Attitudes Toward Training

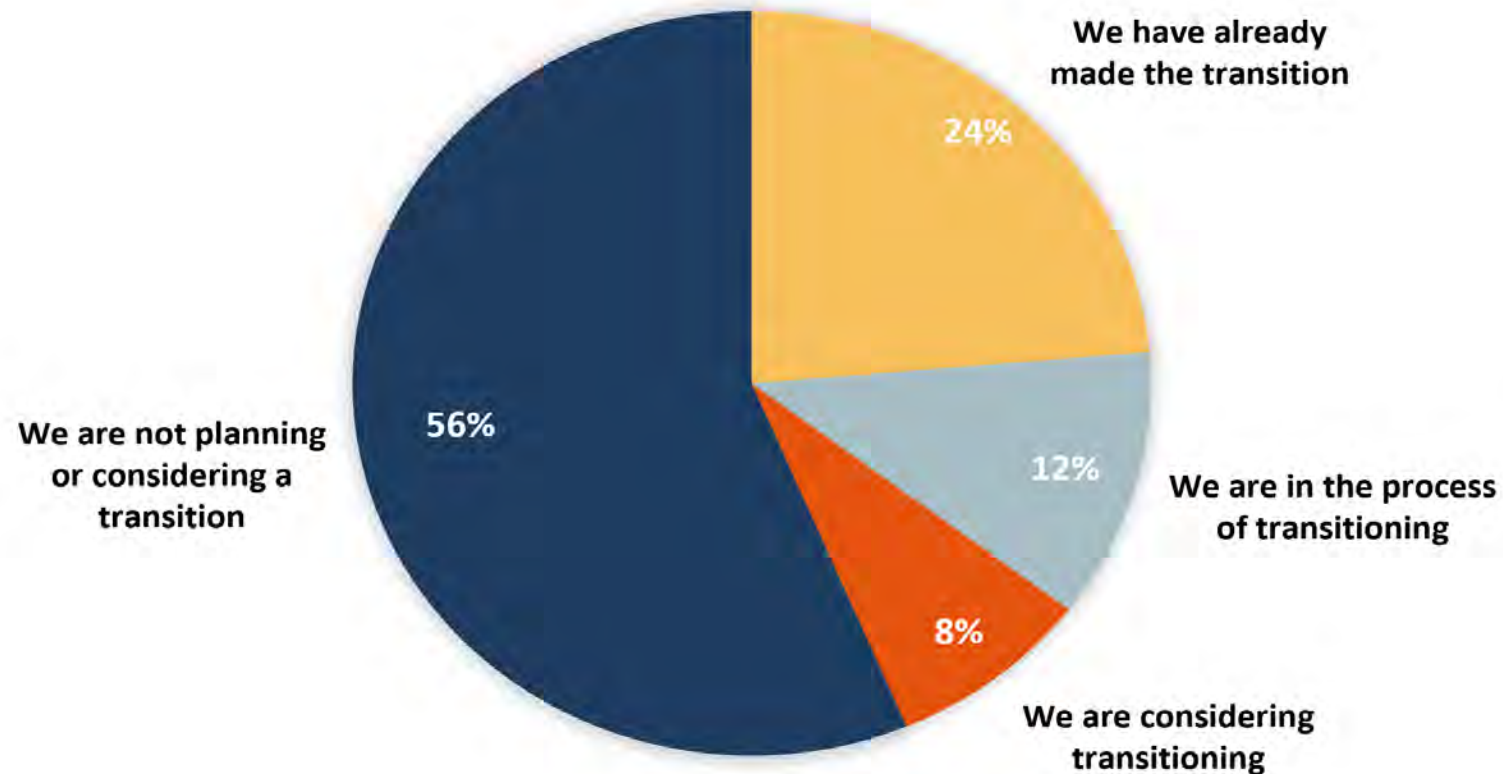


Annual Amount Spent on Training per Employee



Hiring Skills vs. Hiring Degrees

Employers Transitioning From a Degree-Focused Hiring Approach



Spotlight on Startups and Job Creation

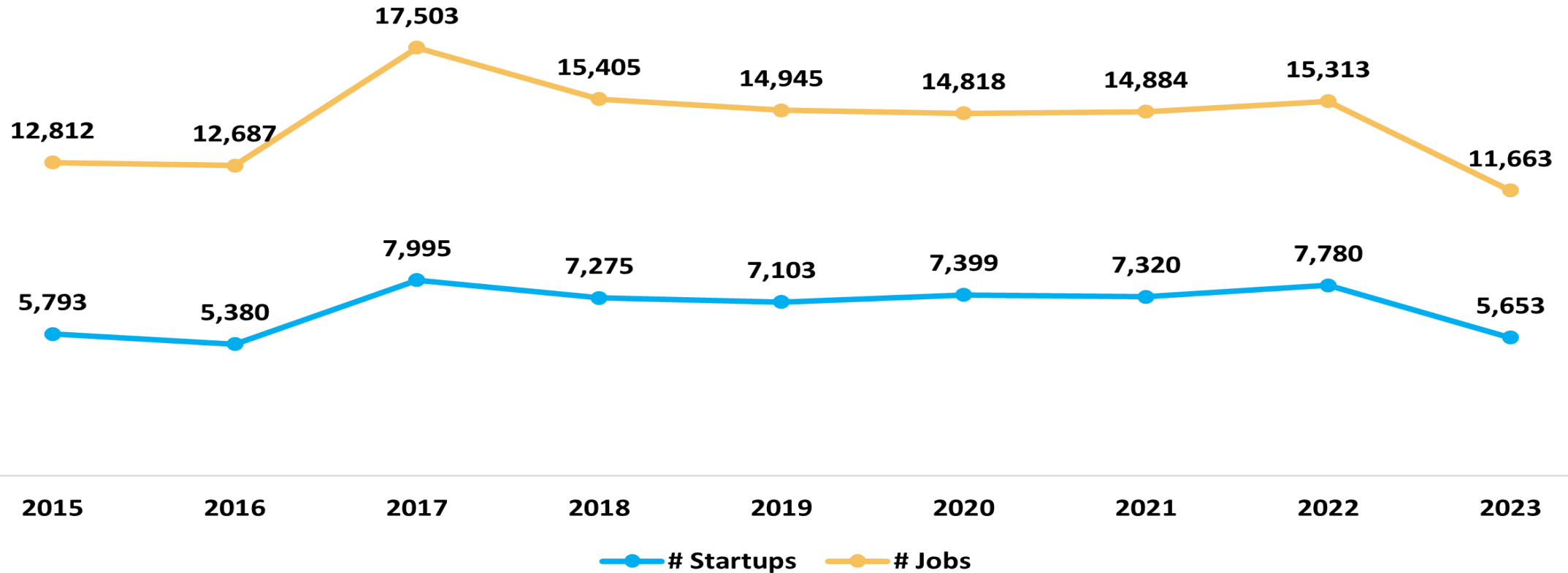
Spotlight on Startups

2024 STATE OF THE ST. LOUIS
WORKFORCE

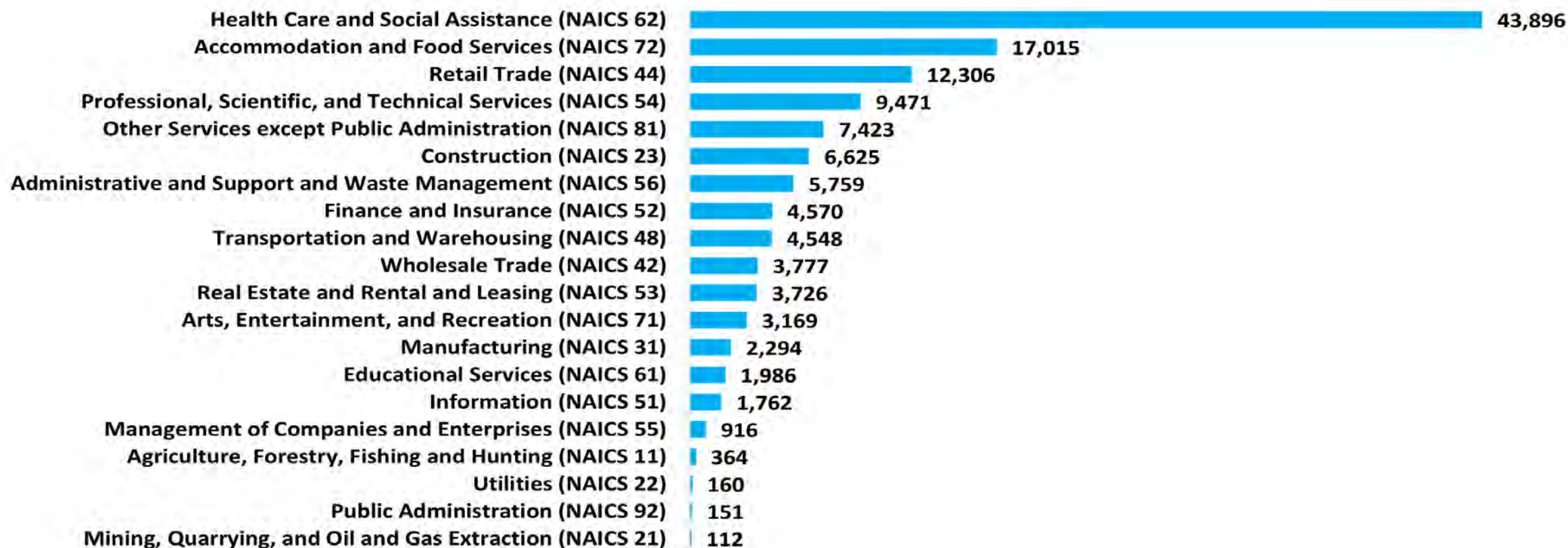


**St. Louis region
added 11,663 new
jobs by startups
in 2023**

St. Louis Region First-time Startups and Jobs Created by Year



St. Louis Region Jobs Created by Startups (2015-2023)



Spotlight on Health Care

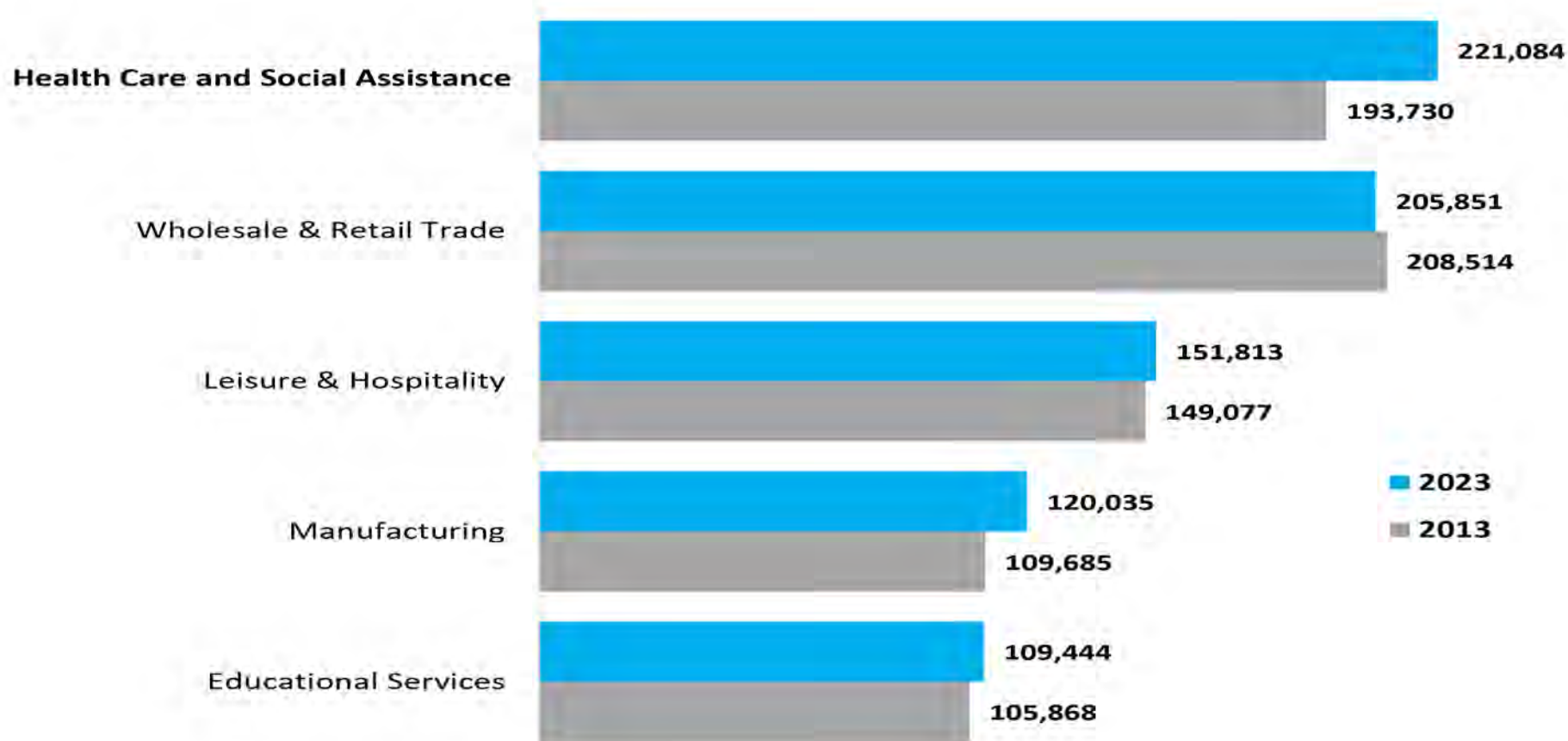
Spotlight on Health Care

2024 STATE OF THE ST. LOUIS
WORKFORCE

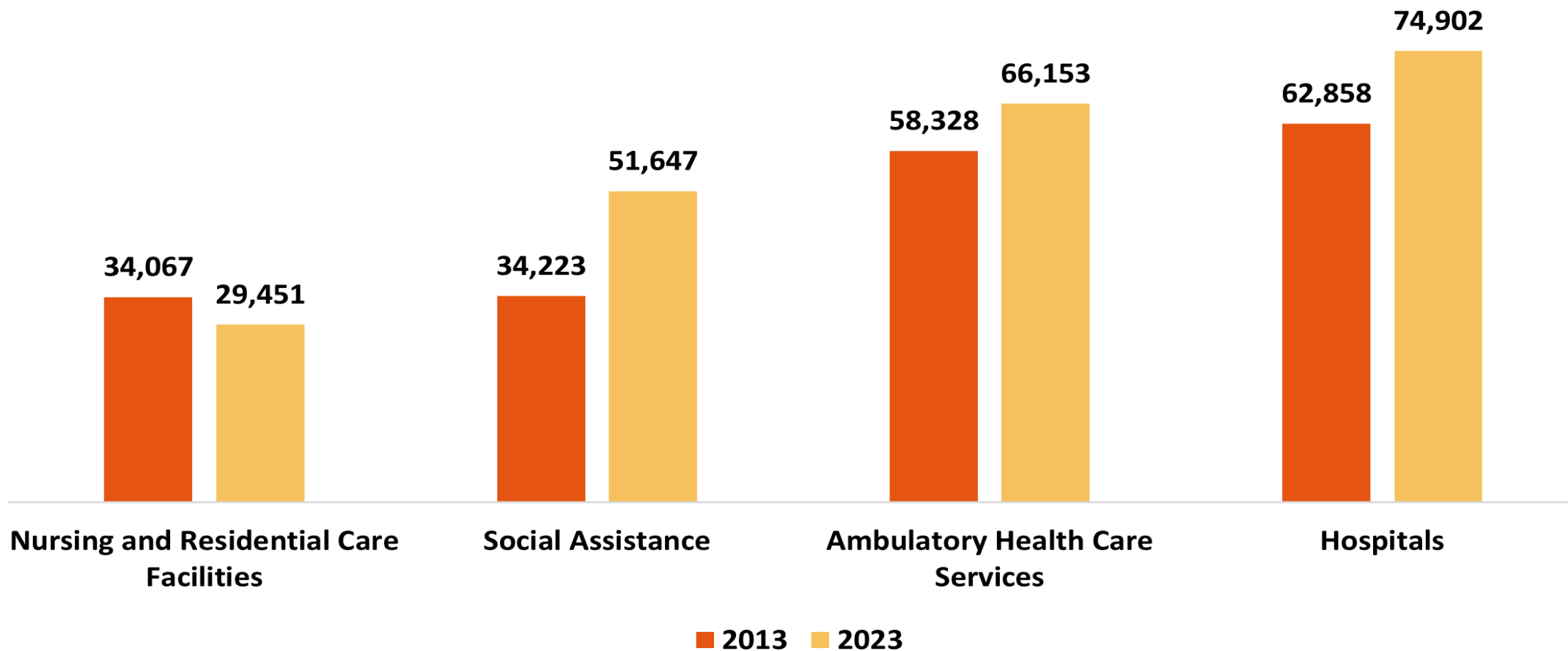


**St. Louis region
added 4,004 health
care and social
assistance jobs
in 2023.**

Top Five St. Louis Industry Employment



St. Louis MSA Health Care Employment by Subsector



2024 STATE OF THE ST. LOUIS WORKFORCE

stlcc.edu/STLworkforce

