ACGME COMMON PROGRAM REQUIREMENTS

In the Fall of 2015, the ACGME began its scheduled review of the Common Program Requirements, and subsequently convened a Task Force to help lead the review and revision of Section VI, which focuses on Resident Duty Hours in the Learning and Working Environment. The Task Force sought to develop standards that: (1) emphasize that GME programs are designed to provide professional education; (2) are based on the best available evidence; and (3) support the philosophy outlined in the preamble to the revised requirements.

Proposed revisions include changes in the following areas:

- Patient safety, supervision, and accountability:
  Increased emphasis on patient safety and quality improvement

- Professionalism

- Well-being of residents and faculty

- Fatigue mitigation

- Clinical responsibilities, teamwork, and transitions of care

- Clinical Experience and Education (replacing the term “duty hours”) – Changes made in this section include: counting work from home in the 80-hour work week; all residents must not exceed 24 hours of continuous clinical assignments (now includes PGY-1’s); work hour exceptions for up to a maximum of 88 hours may be granted for specialty specific rotations; following hand-offs at the conclusion of scheduled work periods, residents can voluntarily remain at work in unusual circumstances within the 80-hour work week; all residents must have 14 hours free after 24 hours of clinical assignments;

The open comment period ended in December, and the ACGME Board of Directors reviewed the proposed final requirements in February and March of 2017. The approved summary of changes of the requirements (Section VI only) is posted on the ACGME website (link below). The effective date is targeted for the 2017-2018 academic year.

For more detailed information, please see:

http://www.acgme.org/What-We-Do/Accreditation/Common-Program-Requirements/Summary-of-Proposed-Changes-to-ACGME-Common-Program-Requirements-Section-VI
2018 ACGME AWARDS

The ACGME is now accepting nominations for its 2018 awards cycle. A number of Partners educational leaders are previous awardees: Stan Ashley, MD; Keith Baker, MD, PhD; Hasan Bazari, MD; Eugene Beresin, MD; Edmund Cibas, MD; Dan Dedrick, MD; Steven Feske, MD; and Deb Weinstein, MD.

Please consider nominating a deserving colleague. The submission deadline is Friday, March 31, 2017, 5:00 pm Central (6 pm EST).

David C. Leach Award
Acknowledges and honors residents, fellows, and resident/fellow teams and their contribution to graduate medical education

GME Institutional Coordinator Excellence Award
Recognizes an institutional coordinator that demonstrates in-depth knowledge of graduate medical education and the process for internal review; a person who skillfully manages the multiple roles of administrator, counselor, enforcer, coordinator, organizer and scheduler.

GME Program Coordinator Excellence Award
Recognizes program coordinators who have an in-depth understanding of the accreditation process, excellent communication and interpersonal skills, and projects to improve residency programs.

John C. Gienapp Award
Recognizes an individual who is dedicated to graduate medical education and has made outstanding contributions to the enhancement of residency education and ACGME accreditation activities.

Parker J. Palmer Courage to Lead Award
Recognizes designated institutional officials who have demonstrated strong leadership and astute resource management and have encouraged innovation and improvement in residency programs and their Sponsoring Institutions.

Parker J. Palmer Courage to Teach Award
Recognizes program directors who have fostered innovation and improvement in their residency programs and served as exemplary role models for residents.

Now accepting nominations for the

2018 ACGME Awards
MGH GRADUATE MEDICAL EDUCATION COMMITTEE/ECOTE GME SUBCOMMITTEE

At the December meeting of MGH’s GMEC a number of internal review reports were approved (Child Neurology, Neuroradiology, Hematology, Vascular & Interventional Radiology and Pediatric Radiology) and responses to prior internal reviews were reported (Geriatric Medicine, PHS Dermatology, Vascular Surgery and Neuropathology).

The Anesthesia Residency Program Director change from Dr. Keith Baker to Dr. Daniel Saddawi-Konefka was approved. Dr. Saddawi-Konefka is a graduate of the MGH Anesthesia residency and Critical Care fellowship. Dr. Baker will continue in his role as vice chair for Education.

Dr. Co gave the committee a report on the Annual Institutional Review (AIR), and noted a number of areas for action, including: resident/fellow evaluation; performance feedback for faculty; education/service balance; providing trainees with data about practice habits; trainee education and engagement in quality improvement and patient safety activities; and improving the learning environment with a focus on trainee wellness.

Dr. Co also gave a brief summary of the verbal report-out from MGH’s CLER visit that occurred 11/29-12/1. Improvements in care transitions since the last CLER visit were acknowledged. There is still room for improvement in patient safety/quality improvement, supervision, professionalism and wellness for both trainees and faculty.

A representative from the Epic training team gave the committee an update on the training schedule for incoming trainees. Programs will be contacted and asked to schedule their new trainees.

Dr. Weinstein discussed the overall goals of the Partners 2.0 effort, and commented about the process and timeline. Following a diagnostic and then a planning phase, recommendations will be vetted and decisions made in 2017. Considerations in the education sphere include committee structure, opportunities for program collaboration or integration and where/how various decisions are made. It was also noted that a Partners 2.0 Credentialing Task Force is developing a model for a centralized credentialing process to be used throughout Partners.

ACGME correspondence received since the last meeting was distributed to the committee members, including notification of the Gynecologic Oncology program’s initial accreditation.

The next GMEC meeting will be held on Thursday April 7, 2017 at 10:00 am in the Bulfinch 222 Conference Room.

BWH EDUCATION COMMITTEE

At the December BWH Education Committee meeting, Dr. Co provided the committee with a summary of the Annual Institutional Review and highlighted some of the proposed action plans for the upcoming year. He also discussed the implementation of the Quality Improvement and Patient Safety core curriculum, including the introduction of the CPIP (Clinical Process Improvement Leadership Program) GME courses that are intended to provide trainees with conceptual basics as well as to facilitate their work on
QI projects. The committee also heard from Karen Fiumara, PharmD, who was invited to discuss the 2016 Patient Safety Culture Survey and the institutional-level Patient Safety reporting and follow-up process.

The committee approved several program requests, including program director transition from Dr. Scott Martin to Dr. Elizabeth Matzkin in the Orthopaedic Sports Medicine fellowship and from Dr. Adam Kibel to Dr. George Haleblian in the Urology residency; termination of affiliation with BIDMC in Urology effective July 1, 2017; and the Diagnostic Radiology program’s application seeking RRC approval of an Early Specialization in Interventional Radiology (ESIR) track. The committee members were also informed about the current status of duty hours compliance across BWH programs, recent RRC correspondence, proposed revisions to the ACGME Common Program Requirements and recommendations from the Internal and Special Review reports and program responses to prior reports. The meeting concluded with Dr. Weinstein’s presentation related to our annual survey of non-ACGME fellows and a discussion of the new program approval process by the Partners Education Committee.

The next meeting will be held on Monday, March 27, 2017 at 10 am in the Deland Board Room PB-4.

**PARTNERS EDUCATION COMMITTEE**

See news from the Partners Education Committee in the next issue.

**MGH ECOTE PILOT GRANT PROJECTS**

The MGH Executive Committee on Teaching and Education (ECOTE) introduced its Education and Teaching Pilot Grant program in the winter of 2014 with a call for proposals from the MGH community. The program sought proposals for research studies or pilot projects that would investigate innovative, cutting edge approaches to medical education, especially those focused on one or more of the following themes: inter-disciplinary education; developing and supporting educators; deliberate practice; competency assessment; measuring outcomes of teaching/education; and teaching Community Health as a core value. ECOTE received 42 submissions and, after a careful review process, awarded 14 grants of approximately $25,000 each for a funding period of 18 months (April 1, 2015-September 30, 2016).

Investigators were responsible for submitting progress reports and final reports were due on November 30, 2016. With the projects now complete, this article summarizes the results of the pilot grant program.

Improving the quality of teaching and development of programs for teaching faculty was a theme in several projects. Finn, et al leveraged technology to create an enduring library of video scenarios that can be used by the faculty to assist with development of providing feedback, teaching and precepting in a clinical setting. Scott-Vernaglia, et al created a coaching program to develop faculty as educators, trained as experts in observation and feedback. This has assisted two of the project investigators in obtaining educational leadership positions within their department. The program created by Banister, et al has resulted in strengthening the academic practice partnership between MGH and the MGH Institute of Health Professions. The focus of their grant was the development of clinical faculty to provide interprofessional clinical education – using
a toolkit, workshop, online and onsite resources developed specifically from this grant. Johnson et al created a novel clinical teaching assessment tool and utilized standardized trainees to develop a teaching curriculum. Minehart and Scemama de Gialluly enhanced professional development coaching for residents by providing the coaches with necessary training and resources.

In an era of increasing time constraints on our faculty, the use of self-directed learning has become an essential component of resident education. Saddawi-Konefka et al sought to determine if giving residents instruction on specific learning strategies would assist them with their self-directed educational goals and achievements. Ziperstein et al developed an iPhone application for residents to log and track clinical learning over time with the eventual goal of increasing individualized and self-directed learning within the residency program.

The projects highlighted the use of simulation as a methodology to assess clinical competency and proficiency utilizing direct observation of trainees. Gee et al developed a proficiency-based, virtual reality curriculum to prepare trainees for the Fundamentals of Endoscopic Surgery examination. To improve the procedural training in their residency program, Ray et al created and employed a simulation curriculum for musculoskeletal joint examination and intervention. An eight-hour simulation session was created by Takayesu et al to provide residents with a 1:1 direct observation by faculty. The second of two grants awarded to Gee et al focused on using simulation for the simulation milestones assessment.

Technology was also employed in innovative ways. Chaukos et al used a combination of physiologic monitoring and survey results to track resident health and burnout in her stress management and resiliency training program for residents. A learning management system was developed by Khatri et al to assist residency programs with making sure that defined training milestones are met by the trainees.

All 14 of the grant teams showcased a poster at the first ECOTE Symposium held on May 16, 2016. Posters may be viewed at https://hub.partners.org/mghedu/grant-posters. In addition there were seven local presentations, eight national presentations, and one international presentation generated from the grant data. There are currently four articles published, with another five articles submitted for publication, and more under development.

For more information about the MGH ECOTE Pilot Grant Program, please contact Andrea Paciello, Executive Director, MGH Teaching & Education at apaciello@partners.org.
PROGRAM SPOTLIGHT

BWH INTERNAL MEDICINE RESIDENCY

An innovative component of the BWH Internal Medicine Residency shows that medicine is an art as much as a science. The “Team Building Through the Arts” course is offered as part of the Integrated Teaching Unit (ITU) – a one-month rotation that provides an opportunity for housestaff and attendings to work with a multidisciplinary team of nurses, case managers, social workers and physical therapists in the clinical setting during the day, and explore the works of art in the evening.

The Fine Arts Program was developed to (1) use art to break cultural barriers and traditional hierarchies in multidisciplinary medical teams, (2) understand how arts and humanities can help medical professionals form identities that promote collaborative thinking, and (3) recognize the importance of – and help to cultivate – reflective medical practice. Facilitators with a background in professional arts education join the medical team on rounds. In the evening, the medical team, including attendings, residents, interns and nurses, joins the facilitator at the Museum of Fine Arts.

Through carefully selected works of art, facilitators foster collaborative problem solving, invite the expression of multiple perspectives, bring the team together as they discuss the challenges and rewards of their shared profession, and encourage an awareness of how the group works together. The program uses fine art to take team members outside their comfort zone, stimulate bidirectional conversations that capture a wide range of perspectives, promote deep understanding of these perspectives, stimulate self-reflection about professional identities and lead to sustainable culture change.

Dr. Joel Katz designed the art curriculum, which has been featured in multiple news stories and has become a model for other hospitals. “When you survey patients, very few of them complain about the knowledge base of their doctor or the fact that their doctor doesn’t know anatomy,” Dr. Katz said. “What they complain about is that their doctor is inefficient or ineffective in communicating. That’s what patients feel and that’s what we’re trying to address with these programs.” Dr. Katz chose the art museum because it “allows everybody to focus on an external object in a way that I would say takes the personal aspects out and lets them solve problems together.”

The effects of the program on psychological safety, team rounds and communication between physicians and nurses will be studied.
2016-2017 PROGRAM DIRECTOR WORKSHOPS

Program Director Workshops focus on key GME topics while addressing professional development needs and cultivating a sense of community. Offering each topic at both BWH and MGH provides two chances for participants to accommodate their schedules.

In September 2016, Dr. Tracey Milligan, former program director in the Partners Neurology Residency Program offered a pair of workshops entitled “Selecting the Right Resident.” During these standing-room only sessions, Dr. Milligan cited evidence-based processes for trainee recruitment and stimulated a lively discussion of strategies that were shared across programs and institutions.

To help program directors better address burnout among their trainees, Dr. Carol Bernstein came as a visiting speaker in October 2016 to address “Physician Well-Being: Challenges and Opportunities.” Dr. Bernstein is the vice-chair for Education and program director of the residency training program in the Department of Psychiatry at New York University School of Medicine, and co-chair of the ACGME Task Force on Physician Wellbeing. Dr. Bernstein reviewed common causes of depression and burnout among trainees and discussed initiatives being implemented on national, institutional and program levels to address this issue. She emphasized that primary barriers to residents seeking help are 1) time and 2) stigma associated with receiving mental health services. More information about Dr. Bernstein’s talk can be found on the GME website – http://www.partners.org/graduate-medical-education/

In January 2017 program director workshops focused on “A New View of New Innovations (NI): Tools for the Program Director: A (re)introduction to tools, dashboards, and useful reports to help run your training program.” The speaker was Shawn Leslie, an account specialist with New Innovations. In addition to covering the basic components of NI (program dashboard, evaluations, ERAS import, and reports), Mr. Leslie showcased some of the less known features such as: checklists to monitor trainee tasks (annual paperwork, HealthStream modules) and robust functionality of the Milestones module. He also discussed the ARMIS mobile application that allows evaluators to complete evaluations on their iPhones. These workshops identified individual challenges and provided more resources for ongoing individualized program support for these administrative functions.

Some program directors have suggested a longer, retreat-style workshop that would allow time to efficiently touch upon multiple topics. Therefore the GME office is currently organizing a 1st Annual GME Program Director Retreat for this spring. The event will take place on May 5, 2017 at 8 am-2:30 pm at the Assembly Row in Somerville. Julie Silver, MD, associate professor and the associate chair for Strategic Initiatives at Harvard Medical School in the Department of Physical Medicine and Rehabilitation and John Herman, MD, associate chief of the MGH Department of Psychiatry and medical director of the Partners Employee Assistance Program (EAP) will serve as keynote speakers. The workshop will feature a Town Hall with the GME Directors and breakout sessions that will include the new ACGME Self Study, Wellness Initiatives and Developing Trainee Autonomy in Procedural Specialties. The day will end with a panel of experienced program directors sharing their approaches and solutions to common problems encountered by the program directors. Please contact Lori Berkowitz (lberkowitz@partners.org) with any questions regarding the programming and Diane Sheehan (dsheehan@partners.org) to RSVP for the event.
FAMILY PLANNING WORKSHOP FOR TRAINEES
In November the GME office hosted a pair of seminars for residents and fellows focused on parenting during clinical training, after trainees expressed interest in this topic. The dinner sessions were held on November 16th at BWH (hosted by John Co and facilitated by Kirti Magudia) and November 29th at MGH (hosted by Deb Weinstein and facilitated by Megan Koster). Trainees shared strategies for managing schedules, juggling work and family responsibilities, leaning on and supporting partners, finding and affording childcare and other challenges. Lisa DiPrizio-Monteiro distributed an information sheet detailing available resources. Suggestions for future gatherings or potential supports can be forwarded to Lisa at: ldiprizio-monteiro@partners.org.

PROGRAM COORDINATOR WORKSHOP ON CAREER DEVELOPMENT
Career development workshops for program coordinators were held on December 8th at BWH and December 15th at MGH. Alicja Martins from the GME office discussed career paths and opportunities for growth in medical education along with more general strategies for career advancement. Professional development activities available locally and nationally were also highlighted. Much of the group discussion focused on how the role of the program administrator is impacted by the newest ACGME requirements, which create an increased...
administrative burden. The group expressed strong interest in standardization of the HR job codes and job grades across Partners, and emphasized the need for these to reflect an expanded set of responsibilities (which should be captured in the job descriptions).

NATIONAL EMERGENCY MEDICINE PROGRAM DIRECTOR AWARD

Please join us in congratulating Eric S. Nadel, MD, director of the Partners Emergency Medicine Residency Program and an associate director of GME, on being awarded the 2017 Michael P. Wainscott Program Director Award. The award recognizes emergency medicine faculty who: (1) have demonstrated humanistic qualities, emergency medicine program development, innovation and change in emergency medicine education, participation in Council of Residency Directors (CORD) activities, evidence of mentoring others and love of teaching; (2) have been a loyal colleague in the CORD community; and (3) have contributed to the development of emergency medicine education. Dr. David Brown, Chair of Emergency Medicine at MGH, commented that “Eric has dramatically improved the educational experience in the HAEMR program. He finds time for every resident and creates an environment that is both supportive and challenging. He gives enormously of his personal time to mentor his residents and his leadership team. Without question, he has made the HAEMR a national leader and an institutional gem.”

TASK FORCE ON TRAINEE WELL-BEING

In order to amplify efforts to support trainee wellness, the Partners Education Committee (PEC) has commissioned a Task Force to focus on this topic and generate recommendations. This aligns with national efforts, such as the ACGME Initiative on Physician Well-Being, as well as institutional initiatives that are already underway. The PEC Trainee Well-Being Task Force is being chaired by Dr. Lori Berkowitz, associate director of GME, and includes program directors, faculty, and trainee representatives from residency and fellowship programs at both hospitals. The task force recommendations will be presented to PEC and will include short and long-term wellness initiatives. If you would like to share specific ideas, please contact Alicja Martins at amartins4@partners.org.

Eric Nadel, MD, with trainees
Applications for the **Centers of Expertise** spring funding cycle were accepted between December and January for a variety of opportunities:

**Global and Humanitarian Health:**
- Travel Grants

**Health Policy and Management:**
- Harvard Business School Healthcare Club Annual Conference
- Academy Health Annual Research Meeting
- Research Grants

**Medical Education:**
- Research Grants

**Healthcare Quality and Patient Safety:**
- National Patient Safety Foundation Congress

Twenty-nine applicants were recently notified of funding awards, and others were encouraged to consider re-applying in the future. Information about the fall 2017 funding cycle will be sent to all trainees this summer.

Recent COE dinner sessions have included:
- Global and Humanitarian Health: “The Transformative Potential of Medical Education: The Haiti Experience” – Dr. Michelle Morse (December)
- Health Policy and Management: “Learning to Fly: The Iora Health Experience of Building a new for-profit, consumer-centric, value based provider group from scratch.” – Dr. Rushika Fernandopulle (December)
- Global and Humanitarian Health: Grant recipient report-back session, facilitated by Dr. Geren Stone (January)

Speakers included:
- Dr. Melanie Johncilla, BWH Pathology: Telepathology implementation in Trinidad and Tobago.
- Dr. Isabel Algaze Gonzalez, MGH Wilderness Medicine: Relationship between Cognitive Impairment and Acute Mountain Sickness in Nepal
- Healthcare Quality and Patient Safety: “Professionalism, peer support, and disclosure” – Dr. Jo Shapiro (January)
- Medical Education: “Educational Scholarship: perspectives of a clinician and researcher” – Drs. Emil Petrusa and Subha Ramani (January)

Three annual courses were filled to capacity:
- The Value Based Healthcare Delivery course, co-sponsored by the Health Policy and Management COE and Harvard Business School, was held January 11-13 at HBS. Speakers from the Partners faculty included Drs. David Torchiana, Gregg Meyer,
Liz Mort and Neil Wagle. A recent Partners Emergency Medicine residency graduate, Griffen Meyers, also spoke – as a “protagonist” – from the perspective of his CMO role at Oak Street Health (the subject of a case). Eighty-nine Partners trainees participated, which required advance preparation for HBS’s case study method. Among the many positive reviews, one trainee called the experience “a game changer.”

- A one-day Clinical Teaching Skills course, offered by the COE in Medical Education, was held this year on the BWH campus. COE leaders Keith Baker and Tracey Milligan joined several other faculty for a day of active learning capped by reflections about what was learned, what participants intend to apply and ideas about how Partners institutions can further support trainee career development as clinician-educators.

- Health Policy and Management’s five-day Health Policy course, rotating days between BWH and MGH was held during the week of February 27th.

**SAVE THE DATE**

**EDUCATION COMMITTEES**

**BWHEC**

- March 27, 2017 10:00 am-12:00 pm in Deland Boardroom PB-4
- June 9, 2017 9:00-11:00 am in Zinner Boardroom

**PEC**

- April 24, 2017 3:00-5:00 pm in PRU Boardroom
- June 19, 2017 3:00-5:00 pm in PRU Boardroom

**GMEC**

- April 7, 2017 10:00-11:30 am in Bulfinch 222
- June 2, 2017 10:00-11:30 am in Trustees

**PROGRAM DIRECTOR WORKSHOPS**

“Using required program evaluation processes to your advantage: APE and ADS Update” Irina Knyshevski, BWH Accreditation Manager

- March 30, 2017 6:00-8:00 pm in BWH Zinner Breakout Room
- March 31, 2017 8:00-10:00 am in MGH Haber Auditorium

**1ST ANNUAL GME PROGRAM DIRECTOR RETREAT AT ASSEMBLY ROW**

- May 5, 2017 at 8:00 am-2:30 pm

**PROGRAM COORDINATOR WORKSHOPS**

“Using required program evaluation processes to your advantage: APE and ADS Update” Irina Knyshevski, BWH Accreditation Manager

- March 30, 2017 at 6:00-8:00 pm in BWH Zinner Breakout Room
- March 31, 2017 at 8:00-10:00 am in MGH Haber Auditorium

**Orientation Preparation**

- April 13, 2017 10:00-11:30 am in MGH Haber Auditorium
- April 18, 2017 10:00-11:30 am in BWH Zinner Boardroom

**Annual Program Coordinator Retreat**

- May 16, 2017 9:00 am-2:00 pm at BWH Carrie Hall
TRAINEE EVENTS

- April 6, 2017 – Intern Core Curriculum Retreat at Metro Meeting Centers
- May 3, 2017 – Chief Resident Retreat at Metro Meeting Centers
- June 8, 2017 and June 9, 2017 – BWH ACLS/BLS Training at One Brigham Circle
- June 13, 2017 and June 14, 2017 – BWH Skills Training – location TBD
- June 14, 2017 – MGH Intern Orientation – location TBD
- June 15, 2017 – BWH Intern Orientation – location TBD
- June 30, 2017 – BWH and MGH Resident and Clinical Fellow Orientation – location TBD
- July 28, 2017 – BWH and MGH Clinical Fellow Orientation - location TBD

For dates, times and details on upcoming Center of Expertise events, please visit: http://wwwpartnersorg/Graduate-Medical-Education/GME-At-Partners/calendar.aspx
Brigham and Women's Hospital (Neville) 617-732-8540
Massachusetts General Hospital (Bulfinch) 617-726-5440
Massachusetts General Hospital (Whittier Place) 617-643-6376

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