



PARTNERS GME FOCUS

A newsletter for GME program directors and staff

Volume 1, Issue 3

Fall, 2008

RECRUITMENT RESOURCES FOR PROGRAM DIRECTORS

September marks the beginning of an exciting annual ritual as PHS programs interview the best and brightest from across the nation and the world, in preparation for filling our residency and clinical fellowship positions with future leaders. A stunning amount of time, energy, and preparation is required of program directors, associate directors, faculty members, and administrators, in order to inform prospective candidates about the clinical and research opportunities, high quality teaching, and other resources available at the Partners hospitals.

To support recruitment efforts, individual program results from the annual GME Post Match Survey were provided to residency program directors in late June, including comments from candidates who were interviewed and “ranked to match” with one or more Partners programs. The overall data from the post match survey revealed that our strengths remain the depth and breadth of faculty, research opportunities, and the programs’ ability to prepare trainees for the future. Increasingly in recent years, personal and family circumstances as well as issues of work/life balance more heavily influence training program choice.

To assist program directors in enhancing recruitment, a summary of pertinent resources available to Partners residents and fellows is listed below. The information may be of interest to prospective candidates:

[Partners Office of Resources for Trainees \(PORT\) – Offering quality-of-life assistance:](#)

Residents and clinical fellows at the MGH and BWH may utilize this new resource for assistance with non-academic, quality-of-life issues. PORT will centralize information regarding childcare, transportation, housing, loan consolidation and more, acting as an advocate and liaison for trainees. The office also coordinates the institutional orientation programs for PHS trainees and will sponsor social events for residents and fellows, creating a sense of community among trainees across the specialties at Partners hospitals. **For more information, please visit the [PORT web site](#) or email coordinator Lisa DiPrizio and director Shawn Vanner at phsport@partners.org.**

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Chief Resident Course a Success

The Partners Graduate Medical Education Office held its 10th annual Chief Resident Course on May 6, 2008, with approximately 65 incoming chief residents in attendance at the daylong event, co-sponsored this year by BWH, MGH and Beth Israel/Deaconess. The course was designed to help chief residents enhance teaching and leadership skills necessary in their new roles, and provide opportunities for collaboration with other chiefs across specialties, Partners, and the Harvard teaching hospitals.

The series of plenary and breakout sessions covered a wide variety of topics that focused on interpersonal communication skills, professionalism, and systems-based practice, taught by renowned faculty from Partners, Beth Israel Deaconess and Harvard Medical School.

The Chief Residents not only play a key role in the patient care and teaching, but also in providing feedback to residents, mediating conflicts, advocating for trainees, and participating in GME program design and administration. Sessions such as Enhancing Leadership Skills, Evaluation and Feedback, and Giving an Effective Presentation help chief residents strengthen their leadership and teaching abilities.

The 11th annual Chief Resident Course is scheduled on May 6, 2009 at the Metro Meeting Center. All Chief Residents are strongly encouraged to attend.

Please email Deb Weinstein, MD dweinstein@partners.org or Shawn Vanner at svanner@partners.org with questions, comments or suggestions for future topics.

Comments from Chief Residents:

"Fantastic day. Can't say enough about the experience."

"Great program! I will recommend it to the following year's Chiefs."

"I liked meeting chiefs from the other hospitals and programs."

"This day truly exceeded my expectations... Thank you!"

"... I can't remember the last time that I stayed and was interested during a whole day of events and conferences!"



The GME office would like to extend their sincere thanks to the faculty members who participated in the Chief Resident Course:

John Herman, MD	Identifying and Supporting Residents with Personal and Professional Difficulties
Allan Kachelia, MD	Medicolegal Issues
Steve Schlozman, MD	Clinical Teaching
Karen Solomon, MD	How to Write a Paper and Get it Published
Ron Walls, MD	Challenging Communications
Sean Kelly, MD	Work life Balance
Lori Newman, PhD and Amy Ship MD	Evaluation and Feedback

(Recruitment Resources- continued from page 1)

New England Higher Education Recruitment Consortium (HERC) – Centralizing academic job postings and resources (for spouses):

The New England Higher Education Recruitment Consortium (HERC) provides centralized job postings from over 36 institutions, to include colleges, universities, and teaching hospitals, in the New England area. With dual-career search functionality, relocation services, and directories of regional resources such as childcare, HERC is an excellent resource for spouses of prospective applicants to our programs. For more information, visit the HERC website at www.newenglandherc.org

Partners Lease Guaranty – Reducing initial costs of moving to Boston:

This program was created to help MGH, BWH, and SRH residents and clinical fellows with the move to Boston, by reducing the initial outlay of costs associated with renting apartments in Boston. The program provides a listing of participating landlords who will accept a guaranty from Partners in lieu of last month's rent and/or a security deposit. For an overview of the program, click here:

<http://www.partners.org/research/gme/leaseoverview.htm>. For general inquiries about the program, such as how to access landlord listings and required forms, please call Shawn Vanner at 617-732-6065.

Partners Employee Assistance Program (EAP) – Providing support for personal concerns:

The EAP provides residents and clinical fellows with resources and support systems for personal issues such as depression, addiction, anxiety disorders, relationship difficulties, financial concerns, and work-life balance. Please visit the [EAP website](#) for more information.

Centers of Expertise (COE) – Developing professional interests:

Open to all PHS residents and fellows, the Partners Centers of Expertise (COE) offer advice and mentoring, elective opportunities, and hosts events and seminars in areas of interest that cut across specialties, such as patient safety and international health. Led by expert faculty from across the Partners hospitals, COE events provide residents and fellows with excellent opportunities for networking and professional development. The COE in Quality and Patient Safety opened earlier this year.

(Continued above)

The Center of Expertise in Global Health and the Center of Expertise in Healthcare Administration are in development. **Upcoming offerings may be found on the [COE website](#)** or by calling Jessica Perlo, Strategic Initiatives Coordinator, at 617-732-6968.

BWH Office for Multicultural Faculty Careers (OMC) – Sharing strategies and supporting careers:

The OMC, led by Administrative Director Jabbar R. Bennett Ph.D., provides hospital-wide leadership in the areas of recruitment, retention and advancement of underrepresented minority faculty, fellows, residents and students at Brigham and Women's Hospital and Harvard Medical School. For more information, email bwhomc@partners.org, call (617) 525-9324 or visit their website at <http://www.brighamandwomens.org/CFDD/OMC/>.

MGH Multicultural Affairs Office (MAO) – Increasing the presence and development of culturally competent physicians:

The MGH MAO office, led by an Advisory Board and Executive Director Elena B. Olson JD, offers support for the recruitment, retention and advancement of underrepresented minorities through outreach programs for students, researchers, residents, and faculty. For more information, please call 617-724-3832 or visit the comprehensive MAO website at <http://www.massgeneral.org/mao/>.

BWH Office for Women's Careers – Increasing promotion and retention of women faculty:

The BWH Office for Women's Careers' mission is to provide "a comprehensive and coordinated approach to the recruitment, career advancement, and professional development of women faculty". The contact email is owc@partners.org or visit the website at <http://www.brighamandwomens.org/cfdd/owc/>

MGH Office for Women's Careers – Increasing promotion and retention of women faculty:

The MGH Office for Women's Careers was created to support and facilitate career advancement of women in medicine. The Advisory Board members, Women in Academic Medicine (WAM), are listed on the OWC web site as follows: <http://www.massgeneral.org/facultydevelopment/owc/index.html>. For additional information, contact Donna M. Lawton, Senior Program Manager, at 617-724-5229.

How Partners GME Events Contribute to Competency-Based Training

Partners-wide events sponsored by the Graduate Medical Education Office are held throughout the year to educate our faculty and trainees. Many seminars serve to address the six core competencies outlined by the ACGME, and this may be helpful to communicate in the Program Information Forms (PIFs) prepared for site visits. Below are some of the seminars from previously held GME sponsored events:

Core Curriculum Retreat (annually)

<u>Break out Group:</u>	<u>Competency:</u>
Alternative Career Paths	Professionalism
Beyond Residency: Quality, Safety, and Affordability - Will It Be Up to You?	Systems Based Practice
Common Legal & Risk Issues for Housestaff	Systems Based Practice
Culturally Competent Care	Professionalism
End of Life Care	Interpersonal Communication Skills/Patient Care
Presentation Skills	Interpersonal Communication Skills
Work- Life Balance: Oxymoron or Possibility?	Practice Based Learning (self-reflection)/Professionalism

Fellows Retreat (annually)

<u>Break out Group:</u>	<u>Competency:</u>
The Effects of Fatigue on Performance	Professionalism
Common Ethical Issues	Professionalism
Tips for Publishing: Perspective from the NEJM	Practice Based Learning
Teaching and Feedback: When You Only Have 5 Minutes	Practice Based Learning

Chief Resident Course (annually)

<u>Break out Group:</u>	<u>Competency:</u>
Enhancing Leadership Skills	Professionalism
Writing a Paper	Practice Based Learning
Clinical Teaching	Practice Based Learning / Interpersonal Communication

Orientation (annually)

<u>Session:</u>	<u>Competency:</u>
Risk Management	Systems Based Practice/ Patient Care
HIPAA Compliance	Professionalism
Supervision of Trainees	Practice Based Learning
Medical Records/Physician Order Entry	Systems Based Practice and Patient Care
Use of Medical Library Resources	Practice Based Learning

SPRING COORDINATOR RETREAT

In April, the Partners GME office welcomed over 70 training program coordinators and administrators to gather with each other and meet new members of the Graduate Medical Education team, and participate in breakout groups on topics pertaining to the coordinator role. Jo Shapiro MD, Senior GME Associate Director, opened the event at BWH Carrie Hall with a talk on the importance of accurate duty hour monitoring and its impact for the future of education. Jennifer Goldsmith M.Ed, MPH, the new Administrative Director for Partners GME, also greeted the group.

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BRIEF NOTES

- **PARTNERS GME VICE PRESIDENT TESTIFIES:** The Committee on Optimizing GME Trainee Schedules To Improve Patient Safety heard testimony and viewed a presentation regarding duty hour limits and education by Debra Weinstein MD, Vice President for Graduate Medical Education at Partners Healthcare, at the National Academy of Sciences, in a public hearing in May of 2008. The agenda and presentation are available by clicking here: <http://www.iom.edu/CMS/3809/48553/53906/53908.aspx>
- **PARTNERS CENTER OF EXPERTISE (COE) IN QUALITY AND SAFETY UPDATE:** Co-chaired by Dr. Tejal K. Gandhi and Dr. Gregg S. Meyer, the Quality and Safety COE held kickoff events in the Spring of 2008 at BWH and MGH. They hosted a seminar in September entitled “Quality and Safety 101”, featuring Dr. Lucian Leape from the Harvard School of Public Health. The COE will provide sponsorship to the IHI's National Forum on Quality Improvement in Health Care on December 10-11th in Nashville, Tennessee. For more information or to participate in the [Center of Expertise for Quality and Safety](#), email Jessica Perlo at jperlo@partners.org.
- **STANDARDS OF CARE FOR ATTENDING SUPERVISORS:** Improved resident supervision and better standards of care for attending supervisors may positively impact patient safety. Malpractice insurer CRICO RMF outlines statistics on supervision-related medical malpractice cases, and suggests a few standards of care for attending physicians in all specialties, in their summer newsletter. For the full article, click here: <http://www.rmfm.harvard.edu/education-interventions/crico-rmf-insight/archives/062008/art1.htm>
- **JOB DESCRIPTIONS FOR PROGRAM DIRECTORS AND COORDINATORS:** The Partners Education Committee reviewed and endorsed template job descriptions for the roles of program director and program coordinator at the April meeting, to be used by Department Chairs and Division Chiefs as they recruit for these roles. Departments should modify and individualize the templates, as RRC Program Director requirements vary by specialty. The templates are available from Georgi Bland in the GME Office.
- **THANK YOU TO INTERNAL REVIEW COMMITTEE (IRC) PARTICIPANTS:** The GME Office would like to thank the many dedicated program directors, residents, and fellows who participated on internal review committees. The attached list provides the previous academic year's participants, which may be helpful to departmental chairs and program directors.
- **PARTNERS GME OFFICE EXPANSION AND ROLES CHANGES:** The Partners GME Office would like to welcome new staff: **Candace Strouble** joined the Partners GME office in April as the New Innovations (NI) Administrative Coordinator, assisting **Maria DellaRocco**. **Lisa DiPrizio** will coordinate the newly established Partners Office of Resources for Trainees (PORT), working closely with PORT Director **Shawn Vanner** to provide support and advocacy for house staff. **Jessica Perlo** transitioned to her new role as the Coordinator for Strategic Initiatives, including the newly available Centers of Expertise (COE). She will also serve as the PHS Medical Education Research coordinator. **Irina Knyshevski** took her new position as the Partners Accreditation Coordinator, working closely with **Georgi Bland**. We also welcome **Melaurie Brown (BWH)**, **Jean Tammaro (MGH)**, and **Tennille Doyle (Partners)** who provide administrative support to the GME team.
- **GME SATELLITE OFFICE OPENS:** The Partners GME Office now resides in three convenient locations: At the BWH, we are located at One Brigham Circle, Suite 3026. At the MGH, we are located in the Bulfinch Building, Suite 230. Our newly opened office is located on the “extended” MGH campus at 7 Whittier Place, Suite 108.

SAVE THE DATES

Graduate Medical Education Committees (GMEC) meetings:

PEC (Partners Education Committee):

October 24, 2008	3:30 – 5:30 pm	Prudential, Board Room (11 th fl.)
December 19, 2008	3:00 – 5:00 pm	Prudential, Board Room (11 th fl.)
February 18, 2009	2:00 – 4:00 pm	Prudential, Board Room (11 th fl.)
April 1, 2009	2:00 – 4:00 pm	Prudential, Board Room (11 th fl.)
June 26, 2009	3:00 – 5:00 pm	Prudential, Board Room (11 th fl.)

ECOTE:

October 8, 2008	2:30 – 4:30 pm	MGH Trustees Room (Bul 225A)
December 12, 2008	3:00 – 5:00 pm	MGH Trustees Room (Bul 225A)
March 18, 2009	3:00 – 5:00 pm	MGH Trustees Room (Bul 225A)
June 17, 2009	3:00 – 5:00 pm	MGH Trustees Room (Bul 225A)

BWHEC:

December 1, 2008	10:30 – 12:30 pm	Shapiro Breakout Room
March 25, 2009	2:30 – 4:30 pm	Shapiro Breakout Room
June 1, 2009	11:00– 1:00 pm	Shapiro Breakout Room

Center of Expertise in Quality and Safety – Didactic Session:

Open to all residents and fellows. Please RSVP to *Jessica Perlo* at jperlo@partners.org.

Topic:	Safety Management Lessons from the Air Force and the Titanic	
Speaker:	Gregg Meyer MD, Senior Vice President, Center for Quality and Safety, MGH-MGPO	
When:	October 1, 2008	6:00 – 7:00pm (Dinner provided with RSVP)
Where:	Bulfinch 290, MGH Center for Quality and Safety	

Coordinator Retreat – Fall 2008

Friday, October 3, 2008 12:30 – 3:30pm MGH, Holiday Inn

Clinical Fellows Retreat:

Wednesday, October 29, 2008 8:30 – 5:00 pm Metro Meeting Center

Core Curriculum Retreat:

Monday, March 9, 2009 8:30 – 5:00 pm Metro Meeting Center

Tuesday, March 10, 2009 8:30 – 5:00 pm Metro Meeting Center

Chief Resident Course:

Wednesday, May 6, 2009 8:30 – 5:00 pm Metro Meeting Center

Core Curriculum Retreat 2008

Over 300 interns and first year specialty residents participated in the 11th annual Core Curriculum Retreat held on March 10 and 11, 2008 at the Metro Conference Center. All Partners interns and first-year specialty residents were invited to participate in this full day retreat that focused on topics related to the core competencies and other areas of professional development. The course was repeated on two consecutive days to ensure adequate clinical coverage at the hospitals. Topics included "Presentation Skills", "The Power of Apology: Talking to Patients after Adverse Events", "Giving and Getting Feedback" and "Physician Well-Being".

Dr. Jerry Avorn, author of *Powerful Medicines: The Benefits, Risks, and Costs of Prescription Drugs* and Chief of the BWH Division of Pharmacoeconomics and Pharmacoepidemiology, was this year's plenary speaker.

RRC SPECIFIC PROGRAM REQUIREMENTS REVISED

Program Directors and coordinators of the following specialties should review new RRC-specific program requirements:

Major revisions:

> Surgical Critical Care 8/08

Minor revisions:

> General Surgery 8/08

Revisions approved but not yet in effect:

> Radiation Oncology 1/09
 > Neurological Surgery 7/09
 > Pediatric Endocrinology 7/09
 > Pediatric Gastroenterology 7/09
 > Pediatric Nephrology 7/09
 > Pediatric Pulmonology 7/09

Requirements are on the ACGME web site below:

<http://www.acgme.org/acWebsite/navPages/navcomPR.asp>

Partners Orientation 2008

The Partners [Office of Graduate Medical Education](#) welcomed over 740 new interns, residents, and clinical fellows into 98 ACGME accredited training programs (and roughly 127 non-accredited programs) at BWH and MGH in June of this year. Incoming trainees participated in one of four institution-wide Orientation Programs and heard from leaders across [Partners](#) and [Harvard Medical School](#), laying groundwork for trainees as they begin their professional careers. Experts in both clinical and non-clinical arenas provided valuable tools and advice on topics such as Patient Safety, Teamwork and Team Training, Patient Handoffs, Risk Management and Compliance, Professional and Ethical Development, Communication Skills, Core Competencies, ACGME Duty Hours requirements and monitoring, Fatigue, and Communication Skills. Dr. John Herman, Medical Director of the [Employee Assistance Program](#) (EAP), provided trainees with an overview of resources and support systems available for personal challenges that may arise during residency or fellowship training.

Dr. Jo Shapiro, Senior Associate Director of GME, moderated the orientation programs, providing words of advice garnered from her own training experience and emphasizing the importance of self care. Dr. Shapiro also pointed out that one of the primary goals of the orientation program is to foster an improved culture of professional behavior. Given the increased multidisciplinary teamwork that characterizes medicine today, cultivating mutual respect among housestaff, faculty, other clinicians, and staff is crucial.

Next year's Orientation Program will include a modular online training tool to cover important topics such as patient safety, teamwork, and professionalism, in a convenient format. If you have suggestions or ideas to improve the orientation program, please email Shawn Vanner at svanner@partners.org

WELCOME TO THE PARTNERS GME COMMUNITY

Congratulations to the following new fellowship programs, approved by the Partners Education Committee (PEC) in April:

- > BWH Acute Care Surgery Fellowship - Dr. Edward Kelly, Program Director
- > BWH Advanced Laparo-endoscopic Surgery - Dr. Ali Tavakkoli-Zadeh; Dr. Christopher Thompson, Program Directors
- > MGH Palliative Care, Dr. Vicki Jackson - Program Director
- > MGH Reconstructive & Aesthetic Breast Surgery - Dr. Jay Austen, Program Director
- > MGH Transplant Infectious Disease - Dr. Jay Fishman, Program Director
- > PHS Critical Care Neurology - Dr. Jonathan Rosand, Program Director

(Spring Coordinator Retreat, continued from page 4)

After an ACGME trivia game, coordinators moved through free-flowing breakout groups, asking their individual questions regarding **on-boarding processes** (through the Partners Professional Benefits Office/Human Resources representatives), **Orientation processes** (with Georgi Bland and Shawn Vanner of Partners GME Office), **New Innovations** (with Maria DellaRocco), and **Reimbursement procedures** (Natalie Peters and Julie Carter-Doherty from the Finance Department). Recently hired staff visited the **New Coordinator Overview** breakout group with Angela Byers, while seasoned coordinators picked up a copy of "Best Practices for Integrated Programs" generated from a workgroup at the previous retreat. The Fall Coordinator Retreat will be held on October 3, 2008 on the MGH campus. Questions about the event should be directed to Angela Byers, abyers@partners.org.

Partners Graduate Medical Education Offices and Personnel

Massachusetts General Hospital GME Office (general)	(617) 643-4333
Brigham and Women's Hospital GME Office (general)	(617) 732-8540

Georgi Bland, Accreditation Manager, Partners GME	617-724-9084
Angela Byers, Project Manager, Partners GME	617-643-6380
Melaurie Brown, Administrative Assistant, BWH GME	617-732-8540
John Co MD, MPH, Associate Director, Partners GME	617-643-6378
Maria DellaRocco, Assistant Director, Partners GME	617-643-6379
Tennille Doyle, Administrative Assistant, Partners GME	617-643-6376
Lisa DiPrizio, Coordinator, PHS Office of Resources for Trainees	617-726-0769
Susan Farrell M.D., Education Specialist, Partners GME	617-643-6381
Jennifer Goldsmith M.Ed, MPH, Administrative Director, Partners GME	617-732-8308
Irina Knyshevski, Accreditation Coordinator, Partners GME	617-525-7005
Jean Tamaro, Administrative Assistant, MGH GME	617-726-5440
Sharon Muret-Wagstaff, Ph.D., Education Specialist, Partners GME	617-643-6382
Jessica Perlo, Coordinator, Strategic Initiatives, Partners GME	617-732-6968
Jo Shapiro MD, Senior Associate Director, Partners GME	(through 6/30/08)
Candace Strouble, NI Administrative Coordinator, Partners GME	617-525-7353
Shawn Vanner, Director, PHS Office of Resources for Trainees	617-732-6065
Debra Weinstein MD, Partners Vice President /Director for GME	617-726-3616
GME WEBSITE: http://www.partners.org/research/gme/research_gme_office.html	

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Please email abyers@partners.org with suggestions or contributions to our newsletter.