



# PARTNERS GME FOCUS

*A newsletter for GME program directors and staff*

Volume 1, Issue 1

Winter, 2007

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## RRC SPECIFIC PROGRAM REQUIREMENTS REVISED

Major revisions to RRC-specific program requirements have been approved for the following specialties:

Effective July 1, 2007:

- Allergy & Immunology
- Dermatology
- ER Medicine (general for subspecialties)
- Medical Genetic Pathology
- Medical Genetics
- Neuroradiology (Diagnostic radiology)
- Pathology

Effective January 1, 2008:

- Endovascular Surgical Neuroradiology
- General Surgery
- Obstetrics-Gynecology
- Thoracic Surgery

Other specialties have undergone minor revisions such as the incorporation of Common Program Requirements. Please check your program's requirements by clicking the following link:

[http://www.acgme.org/acWebsite/navPages/nav\\_comPR.asp](http://www.acgme.org/acWebsite/navPages/nav_comPR.asp)

## THE FUTURE OF PARTNERS GME

Over the past two years the Partners Physician Education Strategic Planning process has benefited from thousands of hours contributed by hundreds of participants from across the system. **This year marks the transition from planning to implementation as a number of key initiatives are launched.**

The strategic planning effort began with a detailed needs assessment. Nearly 900 staff physicians, residents, fellows and administrators completed a detailed survey and over 100 participated in individual interviews and focus groups. A clear picture of both our strengths and our unmet needs emerged.

During the 2005-6 academic year, the "GME 2015" Task Force (chaired by Drs. Jon Borus and Andrea Reid) drafted a 10-year vision for GME at Partners, which was considered and refined at a daylong retreat with 140 participants. This document then served as a roadmap for three work groups—focused on faculty, trainees, and curriculum—that met over the 2006-7 academic year to develop concrete recommendations.

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## PARTNERS GME ORIENTATION

Four annual Orientation events were held in June for incoming interns, residents and fellows. On the BWH and MGH campuses, Drs. Weinstein, Shapiro, and Co welcomed the trainees to the Partners hospitals. The purpose of the orientation was to introduce the trainees to the institutions, begin a conversation about some important overarching educational and patient care issues, and to let them know about the many resources available to them.

Some of the areas discussed by the many faculty and staff participating in orientation were:

**Fatigue:** the impact on physician well being and patient care

**Duty Hours:** the importance of compliance with the regulations as well as some of the conflicts that can arise

**Self-care:** finding a PCP; stress management; emotional support; support from family, friends, peers, faculty, etc.

**Patient safety and quality:** the importance of systems issues; teamwork and communication; prevention of errors; safety reporting

**Professionalism:** mutual respect other members of the healthcare team, and appropriate interactions with patients

**Risk management:** clinical care documentation; what to do when an error occurs

**Transitions in patient care:** hand-offs, discharge summaries

**Presenters included** Dr. Gregg Meyer, MGH Senior Vice President of Quality and Safety; Dr. John Herman M.D., Medical Director, and Mr. Leonard DeBenedictis, Consultant, of the PHS Employee Assistance Program; Dr. Allan Frankel, PHS Director of Patient Safety; Dr. Janet Barnes, BWH Executive Director of Corporate Compliance; Dr. David Hooper, MGH Chief of Infection Control; Ms. Erin Grayden-Baker, Manager of BWH Quality, Safety and Infection Control; and Dr. Leslie Selbovitz, NWH CMO and Senior Vice President for medical affairs. The GME office welcomed feedback from the trainees.

### Resources Highlighted at Orientation:

GME office  
Employee Assistance Program (EAP)  
Physicians Health Service (MMS)  
Patient Safety Office  
Risk Management Department  
Ethics service  
Health clubs

\*\*\*\*\*

## DID YOU KNOW?

The Partners Orientation program provided matriculating residents and fellows with training in several areas of the ACGME core competencies. During the orientation lectures on quality and safety, for example, Drs. Gregg Meyer and Janet Barnes educated trainees about the value of reporting near-misses, the systems issues that contribute to errors, and the importance of instigating change to prevent future similar incidents. They also informed the trainees that safety-reporting systems are now online at BWH, MGH, and Newton Wellesley. These presentations thereby addressed **systems based practice** and **practice based learning** competencies.

### ACGME General Competencies:

- **Medical Knowledge**
- **Patient Care Skills**
- **Professionalism**
- **Practice Based Learning & Improvement**
- **Systems-Based Practice**
- **Interpersonal /Communication Skills**

For more information about the six competencies and the ACGME outcome project, click the link below:

<http://www.acgme.org/outcome/about/faq.asp>

## The Future of Partners GME

*(Continued from p. 1)*

An integrated report of those recommendations, submitted by the work group co-chairs\*, was accepted by the Steering Committee, and is available through the following link, along with the GME Task Force report:

[http://www.partners.org/research/gme/research\\_gme.asp](http://www.partners.org/research/gme/research_gme.asp)

These include:

- a program for funding pilot projects focused on the interface of education and patient care, aimed at identifying ways to protect time for learning and teaching
- hiring "education specialists" who will work with GME program directors in optimizing their curricula and utilizing the best available teaching tools and methods
- creating an office (or "virtual office") for "resident support and advocacy" that would work to improve the training environment and serve as a clearinghouse for information on resources related to trainee "quality of life" issues
- developing thematic "Centers of Expertise" that will help residents and fellows forge individual career paths by facilitating access to senior faculty and educational experiences in areas like global health, patient safety, medical education, etc.
- providing coordination and support for education-related research by maintaining a list of grant opportunities, and an inventory of investigators and projects in order to foster collaboration.

It is important to note that, while GME has been the principal focus of this planning effort, the importance of a continuum in physician education was emphasized and several of the initiatives will help to strengthen UME and CME as well as GME.

Even as implementation begins, planning continues. A detailed proposal for faculty development has been commissioned and work on faculty compensation for educational activities will soon be underway. A November 27<sup>th</sup> retreat involved key participants in these early initiatives and those engaged in ongoing planning.

A steering committee\*\* has provided inspiration and oversight for this enormous effort. This group acknowledges that implementing an ambitious vision for physician education at Partners will require an

ongoing commitment of time and significant resources. The specific goals and the mechanisms for achieving them will need to be periodically reevaluated as the environment continues to change.

### \*Partners Physician Education Strategic Planning Work Group Chairs:

Faculty Work Group - Andrew Warshaw, M.D. and Beverly Woo, M.D.

Trainee Work Group - Harry Rubash, M.D. and Barbara Weissman, M.D.

Curriculum Work Group - Lawrence Friedman, M.D. and Ronald Walls, M.D.

\*\***Steering Committee:** Stanley Ashley, M.D., Jonathan Borus, M.D., Daniel Podolsky, M.D.; Allison Rimm, Gary Gottlieb, M.D., Andrea Reid, M.D., Frederick Schoen, M.D., Ph.D., Jo Shapiro, M.D., Peter Slavin, M.D., George Thibault, M.D., Debra Weinstein, M.D., Samuel Thier, M.D., Warren Zapol, M.D..

## QUICK RESOURCES FOR PROGRAM DIRECTORS

The ACGME web site has become more "user-friendly" and includes a wealth of information for program directors. Direct links to the following topics may answer common questions:

### Topic: Frequently Asked Questions for upcoming Site Visits:

<http://www.acgme.org/acWebsite/fieldstaff/faq.asp>

### Topic: ACGME Resident / Fellow Surveys: How should program directors prepare?

[http://www.acgme.org/acWebsite/resident\\_survey/res\\_toDo.asp](http://www.acgme.org/acWebsite/resident_survey/res_toDo.asp)

### Topic: Common Program Requirements: Explanations of the intent of requirements for program directors:

[http://www.acgme.org/acWebsite/navPages/nav\\_commonpr.asp](http://www.acgme.org/acWebsite/navPages/nav_commonpr.asp)

### Topic: Program Letters of Agreement Frequently Asked Questions:

<http://www.acgme.org/acWebsite/about/abFAQAgreement.pdf>

## ACGME Requirements Revised

The ACGME revised both the Institutional Requirements and the Common Program Requirements effective July 1, 2007. Program Directors may find the new documents to be more readable and specific, with an expanding emphasis on educational outcomes. We recommend a thorough review of both policies. All accredited programs are required to comply with four sets of requirements as posted on the ACGME web site at

[http://www.acgme.org/acWebsite/navPages/nav\\_DIO.asp](http://www.acgme.org/acWebsite/navPages/nav_DIO.asp):

- 1) ACGME Institutional Requirements
- 2) ACGME Common Program Requirements
- 3) RRC-specific specialty and/or subspecialty program requirements
- 4) ACGME Policies and Procedures

The GME team is primarily responsible for ensuring that the Institutional requirements are met, though many processes are completed at the program level, including those listed below:

### ACGME Institutional Requirements carried out at the Program level:

- **Resident Contracts:** Program directors must ensure that all trainees sign an annual contract (template provided to programs by the GME office annually). We recommend that programs keep signed copies on file, electronically or on paper.
- **Program Letters of Agreement (PLA)** (also called Affiliation Agreements): Programs must have program letters of agreement between the primary institution and each of the participating sites where residents perform required rotations or assignments. Programs should have these agreements available for review during Site Visits.
- **Financial Support and Benefits for Residents:** Programs must ensure that financial support and benefits will be available for the duration of each individual's training, prior to offering positions.
- **Certifying Board Exams:** Programs must provide trainees with "information relating to the access to eligibility for certification by the relevant certifying board". We recommend that programs provide this information to all trainees at the beginning of each academic year.
- **Participation on hospital and departmental committees:** We are required to "ensure that residents participate on committees and councils whose actions affect their education and/or patient care." Program directors should look for opportunities to involve residents in departmental committees, and maintain data on such participation.
- Program Directors must designate and communicate with **Site Directors** at all participating institutions to maintain sufficient oversight of trainees, and to ensure compliance with all requirements of the educational program at affiliated sites.
- **Moonlighting:** Programs must adhere to the sponsoring institution's moonlighting policy. Program directors must track and monitor residents' moonlighting activities to ensure that the activity is not adversely affecting performance or causing duty hour violations. A written statement of permission to moonlight from the program director must be included in each participating trainee's electronic or paper file.

Adapted from ACGME Institutional Requirements

## WELCOME TO THE PARTNERS GME COMMUNITY

### **Congratulations to the following programs newly accredited by the ACGME :**

- > BWH Adult Cardiothoracic Anesthesiology Fellowship, Dr. Douglas Shook, Program Director
- > BWH Internal Medicine-Pediatrics Residency, Dr. Niraj Sharma, Program Director
- > MGH Adult Cardiothoracic Anesthesiology, Dr. Michael Fitzsimons, Program Director
- > MGH Clinical Neurophysiology Fellowship, Dr. Andy Cole, Program Director
- > MGH Internal Medicine-Pediatrics Residency, Dr. David Ting, Program Director
- > MGH Psychosomatic Medicine Fellowship, Dr. Greg Fricchione, Program Director
- > MGH Transplant Hepatology Fellowship, Dr. Raymond Chung, Program Director

### **...and to the following new fellowship programs, approved by the Partners Education Committee (PEC):**

- > BWH Cutaneous Oncology, Dr. Andrew Werchniak, Program Director
- > MGH Advanced Pediatric Inflammatory Bowel Disease, Dr. Harland Winter, Program Director
- > MGH Clinical Vascular Medicine, Dr. Michael Jaff, Program Director
- > MGH Obesity Medicine and Nutrition, Dr. Lee Kaplan, Program Director
- > MGH Orofacial Pain, Dr. Jeffry Shaefer, Program Director
- > MGH Pediatric Orthopedics, Dr. Brian Grottkau, Program Director
- > MGH Pediatric Neuroradiology, Dr. Ellen Grant, Program Director
- > PHS Endocrine Surgery, Dr. Francis Moore, Program Director
- > PHS Shoulder and Elbow, Dr. Jon Warner, Program Director

## NOTES IN BRIEF

- **COMING SOON – NEW INNOVATIONS SURVEY:** In order to address concerns raised during recent meetings, the Partners GME Office will distribute a survey to program directors, coordinators and trainees, to elicit broad feedback regarding the residency management tool. Your input matters!
- **ACGME EXECUTIVE COMMITTEE MEMBER VISIT:** Ingrid Philibert MHA, MBA, ACGME Senior Vice President of Field Activities, visited Partners in early October 2007. Ms. Philibert held focus groups and provided a Program Director Workshop entitled “What’s Next at the ACGME”. Slides from the event are posted on the GME Web site via the link below:  
[http://www.partners.org/research/gme/PD\\_Info/directory.html](http://www.partners.org/research/gme/PD_Info/directory.html)
- **ACGME INSTITUTIONAL SITE VISIT:** The MGH is scheduled for an ACGME Institutional Site Visit on December 4, 2007. Program Directors and Coordinators were asked to provide certain information needed in advance of the Site Visit. Your cooperation and prompt responses were enormously helpful.
- **POST MATCH SURVEY RESULTS DISTRIBUTED:** Program-specific responses to the Partners GME Post-Match Survey were forwarded to each ACGME residency director in August, to assist programs in planning for the upcoming recruitment cycle. Overall results and lessons from this survey will be presented to the education committees and featured in a future newsletter.
- **ERAS and NRMP:** Programs that use ERAS were able to download applications beginning September 1, 2007. Those who also participate in the NRMP match system were able to register the same day. For more information, click: <http://www.aamc.org/students/eras/timeline/start.htm> or [http://www.nrmp.org/res\\_match/yearly.html](http://www.nrmp.org/res_match/yearly.html).

## SAVE THE DATES

### Graduate Medical Education Committees (GMEC) remaining meeting times for AY07-08:

#### Partners Education Committee (PEC):

December 14, 2007	11:00-1:00pm	Prudential Board Room
February 6, 2008	1:30 – 3:30pm	Prudential Board Room
April 9, 2008	1:30 – 3:30pm	Prudential, Warren-Hamilton
June 25, 2008	1:30 – 3:30pm	Prudential, Warren-Hamilton

#### ECOTE:

December 10, 2007	3:00 – 5:00pm	MGH Trustees Room (Bulfinch 225A)
March 12, 2008	3:00 – 5:00pm	MGH Trustees Room
June 18, 2008	1:00 – 3:00pm	MGH Trustees Room

#### BWHEC:

December 3, 2007	1:00 – 3:00pm	BWH Deland Board Room (4 <sup>th</sup> floor)
March 3, 2008	12:00 – 2:00pm	BWH Deland Board Room
June 2, 2008	12:00 – 2:00pm	BWH Deland Board Room

### Program Director Workshops:

#### Error Disclosure & Apology with Dr. Jo Shapiro & Dr. Robert D. Truog:

February 11, 2008	<b>BWH:</b> Carrie Hall	8:00 – 10:00 a.m.
February 13, 2008	<b>MGH:</b> Thier Conference Room	8:00 – 10:00 a.m.

### Clinical Fellows Retreat

January 30, 2008 Metro Conference Center, Boston

### Core Curriculum Retreat (for first year residents):

March 10 and 11, 2008 Metro Conference Center, Boston

### Chief Resident Course:

May 6, 2008 Metro Conference Center, Boston

### ORIENTATION:

BWH: Intern Orientation June 19, 2008; Resident/Fellow Orientation July 1, 2008.

MGH: Intern Orientation June 23, 2008; Resident/Fellow Orientation June 30, 2008.

## RESIDENCY AND FELLOWSHIP COORDINATOR RETREATS

In April, the Partners GME office welcomed over 80 training program coordinators and administrators to share an afternoon lunch and to review topics such as the orientation process and “New Hire” procedures. **Dr. John Co**, GME Associate Director, opened the event at BWH Carrie Hall.

Speakers included **Mark Grubbs** and team from Partners Professional Benefits office; **Julie Carter Doherty** and **Natalie Peters** and colleagues from Reimbursement; and **Deidre Morgan** and **Christina Pankievich** from Occupational Health and HR. The afternoon came to a close with a special appearance by **Dr. Herb Benson** from the MGH Benson-Henry Institute for Mind Body Medicine (BHI), who provided the coordinators with helpful tips on reducing their stress levels.

The Fall Coordinator luncheon and afternoon retreat was held on September 19, 2007, in the Holiday Inn Ballroom by the MGH campus. **Dr. Debra Weinstein**, Partners VP/Director for GME, welcomed the coordinators with an overview of the future endeavors of Partners GME, and the initiatives currently underway.

Coordinators then chose from among six breakout groups to discuss such topics as “Site Visit Preparation” and “Best Practices for Joint Programs”. Select senior coordinators participated as discussants.

## DUTY HOURS LEGISLATION UNDER CONSIDERATION

The Massachusetts legislature is considering a bill, proposed by Senator Richard Moore, which would empower the Department of Public Health to develop rules regarding resident duty hours and mechanisms for their enforcement.

Dr. Debra Weinstein joined John Erwin, Council of Boston Teaching Hospitals Executive Director, in testifying against the legislation. The following points were offered:

- Limiting duty hours is appropriate and best accomplished through the ACGME accreditation process, rather than legislation.
- ACGME evaluates duty hour compliance in the context of education and patient care, and is committed to revising the rules based on ongoing research.
- Having two distinct sets of rules and documentation requirements will make compliance even more difficult.
- Pressure to maintain 100% compliance with duty hours limits may have unintended consequences that could undermine patient safety.

Two residents and a faculty member involved in sleep research testified in support of bill.

Program Directors will be contacted about the opportunity to provide input to state legislators.

### Partners Graduate Medical Education

**Massachusetts General Hospital GME Office (617) 726-5440**  
**Brigham and Women's Hospital GME Office (617) 732-8540**

Debra Weinstein MD, Partners Vice President /Director for GME	617-726-3616
Jo Shapiro MD, Senior Associate Director	617-732-8540
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Georgi Bland, MGH GME Manager	617-724-9024
Shawn Vanner, BWH GME Manager	617-732-6065
Angela Byers, Project Manager, Partners GME	617-726-0769
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Jean McIntyre, Administrative Assistant, MGH GME	617-726-5440
GME WEBSITE: <a href="http://www.partners.org/research/gme/research_gme_office.html">http://www.partners.org/research/gme/research_gme_office.html</a>	

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