



PARTNERS GME FOCUS

A newsletter for GME program directors and staff

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Strategic Planning Update: “Centers of Expertise” Kick Off Events

The Partners Physician Education Strategic Planning “GME 2015 Task Force” described a vision where Partners trainees not only achieve excellence as clinicians, but also gain an “added value,” based on their talent, motivation, and access to outstanding faculty and other resources. This additional dimension will stem from an individualized educational experience, and will help to prepare and position Partners trainees for leadership in all areas of medicine and health care. One key vehicle for realizing this vision will be the *Partners Centers of Expertise*.

The Partners “Centers of Expertise” are aimed at ensuring that our residents and fellows are able to explore their interests, connect to their passions, and optimally leverage their talents in service to society.

Many residents and fellows are drawn toward certain themes that cut across the specialties of medicine: patient care quality and safety, global health/care of underserved populations, health care management, health policy, medical education, public health and preventive medicine, biomedical research, etc. These important areas are, for some trainees, a source of inspiration and excitement that may even come to define their future career--but in a practical sense they can't be covered in any depth in the specialty-based GME curricula. >Continued on page 3

RRC SPECIFIC PROGRAM REQUIREMENTS REVISED

PDs and Coordinators in the following specialties should check new RRC-specific program requirements:

Major Revisions effective July 1, 2008:

- Anesthesiology
- Orthopedic Hand Surgery, Foot & Ankle, and Sports Medicine
- Plastic Hand Surgery
- Diagnostic Radiology

Minor Revisions effective April 1, 2008:

- Psychiatry
- Vascular Surgery

Access requirements via:

http://www.acgme.org/acWebsite/navPages/nav_comPR.asp

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INAUGURAL CLINICAL FELLOWS RETREAT

Program directors are charged with providing a comprehensive educational experience for their trainees that meets standards set by their respective residency review committees (RRC). This task is particularly challenging for fellowship program directors. Unlike their residency program director counterparts, fellowship directors often have shorter training periods to fulfill the requirements and fewer faculty within their departments to participate in teaching.

To help meet these challenges, the Partners Office of Graduate Medical Education (GME) held its inaugural Clinical Fellow Retreat on January 30, 2008 at the Metro Meeting Center in downtown Boston. The seven-hour program of lectures and small-group seminars included content essential for fellowship training.

“Program directors and fellows work extremely hard on an everyday basis,” said John Co, MD, MPH, Associate Director of GME. “We hope the event helped fellows by giving them dedicated time away from clinical service in a relaxing environment to focus on the subjects presented, and helped program directors by organizing delivery of the curricula for them.” Along with Shawn Vanner, Irina Knyshevski, and Jessica Perlo from the Partners GME Office, Dr. Co helped design the retreat and bring it to fruition.

Approximately 90 trainees from 25 programs attended the event. Fellows shared their thoughts for future workshop topics, and provided overwhelmingly positive feedback about the event:



John Co MD, MPH, Associate Director, Partners GME

“Both the lectures and the workshops were extremely useful and timely, and I really believe they will make me a better doctor, teacher, and leader. I especially enjoyed the workshops on how to give bad news, and how to teach and give feedback in 5 minutes. I am certain that I will be able to incorporate the skills and ideas that were presented into my every day practice as a fellow and beyond. Thanks again!”

“I appreciate the focus on improving our quality of life/work experience.”

“The meeting definitely exceeded my expectations. Very energizing and inspiring.”

If you have topic suggestions for next year’s retreat, please contact Dr. Co at jco@partners.org.

The GME Office thanks the following faculty members who participated in the Fellows Retreat:

Ethical Issues for Consultants	Alexandra Cist MD
Common Legal and Risk Issues for Housestaff	David Seaver MD
Communication Skills: Difficult Conversations	Victoria Jackson MD
Cultural Competence / Disparities	Joseph Betancourt MD, MPH
Teaching & Feedback: When You Only Have 5 Minutes	Elizabeth Rider MSW, MD
The Effects of Fatigue on Performance	Laurence Epstein MD
Tips for Publishing: Perspective from the NEJM	Julie Inglefinger MD
Work/Life Balance: Oxymoron or Possibility?	Jo Shapiro MD

Strategic Planning Update: “Centers of Expertise” Kick Off Event

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The virtual Centers of Expertise will each focus on a thematic area of enrichment for trainees, and will offer:

- access to senior faculty with deep experience in the thematic area for advice and mentoring;
- reading materials, carefully selected by faculty, and available on-line;
- invitation to lectures, workshops and/or other educational events (such as journal clubs and grand rounds);
- opportunities to participate in specially designed elective experiences of variable length and intensity;
- membership in a community of colleagues across specialties and at varying stages of their careers, with a shared interest and common purpose.

A Center of Expertise in Quality and Safety is being launched this month with kick-off events at BWH and MGH. Senior faculty include David W. Bates, MD, MSc; Jennifer Daley, MD, FACP; Jessica C. Dudley, MD; Tejal K. Gandhi, MD, MPH; Atul Gawande, MD, MPH; Michael Gustafson, MD, MBA; Lucian L. Leape, MD; Thomas H. Lee, MD; Gregg S. Meyer, MD, MSc; Elizabeth Mort, MD. Drs. Meyer and Gandhi are coordinating the effort and other faculty will be engaged as this moves forward.

A Center of Expertise in Global Health and Humanitarian Medicine will be launched this spring. More information about this and additional Centers of Expertise will be coming.

QUICK RESOURCES FOR PROGRAM DIRECTORS

The ACGME surveys residents/fellows in accredited programs with at least four trainees, every other year. The web-based survey is sent directly to trainees over a 4-week period between January and May, and the program and institution are expected to ensure a response rate of at least 70%. Results are to be reviewed by the institution’s education committee and are a focus of the RRC site visits. A copy of the current survey tool and helpful hints to prepare for your ACGME Resident Survey are linked below:

Sample ACGME General Survey:

http://www.acgme.org/acWebsite/Resident_Survey/resident_survey_general_questions_20072008.pdf

What programs need to do to prepare:

http://www.acgme.org/acWebsite/Resident_Survey/res_todo.asp

Report Guide for Program Directors/Coords:

http://www.acgme.org/acWebsite/Resident_Survey/rs_report_guide_2007.pdf

Survey Use at the Site Visit:

http://www.acgme.org/acWebsite/Resident_Survey/RR-C-CoverMemo%20ResidentSurvey2008.pdf

To review more information regarding the ACGME survey of residents and fellows, including a sample report, click here:

http://www.acgme.org/acWebsite/Resident_Survey/res_index.asp



Internal Reviews Remaining in 2008

The Partners Office for Graduate Medical Education conducts required Internal Reviews of ACGME programs at the approximate midpoint of each program's accreditation cycle. A newly revised **Internal Review Protocol** describing the process and content of these meetings was recently approved by the Partners Education Committee (PEC), and is available on the GME website under Program Director Information, via the following link: http://www.partners.org/research/gme/PD_Info/directory.html

The GME office will contact programs via email to schedule the meeting. In 2008, the following programs will be reviewed:

BWH:

Adult Cardiothoracic Anesthesiology
Surgery Residency
Neuropathology
Radiology Residency
Neuroradiology
Abdominal Radiology
Vascular & Interventional Radiology
Cardiothoracic Radiology
Hematology Pathology

Target Month:

June
August
September
September
October
October
October
October
October
December

MGH:

Endocrine, Diabetes, & Metabolism
Rheumatology
Cardiovascular Disease
Internal Medicine Residency
Interventional Cardiology
Cytopathology
Forensic Psychiatry
Transplant Hepatology
Orthopedic Hand Surgery
Adult Cardiothoracic Anesthesiology
Pediatric Critical Care Medicine
Child Neurology
Clinical Neurophysiology
Neurological Surgery Residency

Target Month:

April
May
May
May
May
May
June
June
September
September
October
November
December

PHS (conducted by the BWH and MGH Education Committees): Target Month:

Pulmonary Disease & Critical Care
Molecular Genetic Pathology
Psychiatry Residency (MGH/McLean)
Emergency Medicine Residency
Vascular Neurology

April
April
May
August
October



BRIEF NOTES

- WELCOME TO NRMP-PARTICIPATING FELLOWSHIPS:** A recent decision by the NRMP (National Residents Matching Program) Board of Directors called for the identification and designation of an IO (Institutional Official) and IA (Institutional Administrator) at each institution to oversee NRMP processes for all participating GME programs. Debra Weinstein MD and Angela Byers of the Partners GME Office have served in these roles, respectively, for 22 Partners residencies and will now do so for 38 fellowship programs. The GME Office is vested with ensuring that our programs adhere to the NRMP Match Agreement and meet deadlines such as program activation, quota changes, and rank order list entry, via the NRMP web site. Watch for future correspondence and reminders via email.
- GME POST MATCH SURVEY:** We are currently conducting the GME Post Match Survey for ACGME residency programs matching in January. For residencies matching in March or June, we would like to remind you to use the MAO (Multicultural Affairs Office) grid to enter matched and “ranked to match” applicants, and submit the final grids to the MGH MAO or the BWH OMFC (Office for Multicultural Affairs). Your cooperation and prompt response yields faster and more detailed survey results for use in future recruitment of trainees.
- DOCUMENT RETENTION:** Based on a recent OFCCP (Office of Federal Contract Compliance Program) audit and Massachusetts civil rights law, the PHS Compliance and Business Integrity Office recommends that programs keep residency/fellowship ERAS or paper application materials for non-successful candidates for at least 3 years from the date of application.
- TEACHING COMPENSATION COMMITTEE:** Drs. Peter Slavin and Gary Gottlieb are co-chairing a Teaching Compensation Task Force, which had its first meeting in March. Recommendations regarding compensation for graduate medical education will be developed over the coming months.
- POLICY ADDITIONS AND REVISIONS:** In keeping with ACGME requirements, PEC (Partners Education Committee) recently approved the new policies “Resident Transfer Guidelines” and the “GME Disaster Policy”. Additionally, revisions have been made to the “Resident Reduction/Closure Policy”. Click below to view all institutional policies as posted on the GME web site:
http://www.partners.org/research/gme/PD_Info/directory.html
- ACGME INSTITUTIONAL SITE VISIT:** The MGH underwent an ACGME Institutional Site Visit in December 2007 and will learn the results later this year. We would like to thank the following people for participating in this important review: Dr. Peter Slavin, Dr. Britain Nicholson, Dr. David Torchiana, Dr. Warren Zapol, Dr. Keith Baker, Dr. Stephen Black-Schaffer, Dr. Eugene Beresin, Dr. Jay Loeffler, Dr. Calum MacRae, Ms. Ann Prestipino, Dr. David Ting, and Chief Resident Dr. Kathleen Cory. We would also like to thank the residents and fellows who met with the Site Visitor.
- ADDITIONS TO GME STAFF:** The Partners GME Office would like to welcome Education Specialists **Susan Farrell M.D.** and **Sharon Muret-Wagstaff Ph.D.**, who will assist program directors in developing competency-based curricula and in identifying innovative teaching tools and methods. **Jennifer Goldsmith M.Ed, MPH** joined Partners GME in February as Administrative Director, managing multiple projects and the GME administrative team.

SAVE THE DATES

Graduate Medical Education Committees (GMEC) meetings:

PEC (Partners Education Committee):

April 9, 2008	1:30 – 4:00 pm	Prudential, Warren-Hamilton (11 th fl.)
June 25, 2008	1:30 – 3:30 pm	Prudential, Warren-Hamilton (11 th fl.)

ECOTE:

June 18, 2008	1:00 – 3:00 pm	MGH Trustees Room (Bul 225A)
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BWHEC:

June 2, 2008	12:00 – 2:00 pm	BWH Deland Board Room (4 th fl.)
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****NEW**** Centers of Expertise – Kickoff Events:

March 12, 2008	MGH Housestaff Lounge	4:30-6:00 pm (held this week)
April 9, 2008	BWH Bayles Conf. Room (BB-340)	4:30-6:00 pm

Coordinator Retreat – Spring 2008:

April 18, 2008	2:00 – 4:00 pm	BWH, Carrie Hall
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Chief Resident Course:

May 6, 2008	Metro Conference Center, Boston
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Partners GME 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.

WELCOME TO THE PARTNERS GME COMMUNITY

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

- > BWH Acute Care Surgery Fellowship, Dr. Edward Kelly, Program Director
- > BWH Urologic Oncology Fellowship, Dr. Jim C. Hu, Program Director
- > McLean Behavioral Neurology and Neuropsychiatry Fellowship, Dr. Bruce H. Price, Program Director
- > MGH Geriatric Medicine Fellowship, Dr. Claus Hamann, Program Director
- > MGH Structural Heart Disease Intervention, Dr. Igor Palacios, Program Director

Guidelines for Offers Made Outside the Match

While most programs participate in a Match program (if available) as recommended, offers are occasionally made outside the Match. Program Directors have asked how to avoid late start dates, ineligibility of chosen candidates, and Match violations. To better manage transitions, please use the guidelines below, applicable to both fellowships and residencies:

In offering positions outside of a Match program, all programs must:

- **not** offer positions to US Allopathic Seniors.
- adhere to the **USMLE policy** to ensure applicants pass required exams for credentialing at our hospitals: http://www.partners.org/research/gme/research_gme_trainee.html
- adhere to the **Eligibility for Appointment policy** regarding documentation and completion requirements: http://www.partners.org/research/gme/research_gme_trainee.html. Visa options and licensing requirements for FMGs (Foreign Medical Graduates) are outlined in the policy. For additional questions regarding H1 visas, contact the Partners International Office at 617-726-9211. For J1 Visas, contact Dale Parechian in the MGH Registrar's Office at 617-726-5316 or call BWH Provider Services at 617-582-1195.
- follow the Institutional "**Guidelines for Resident/Fellow Transfer**" on the GME website: http://www.partners.org/research/gme/research_gme_trainee.html
- ask applicants if they have matched via the NRMP to another program for a concurrent year position. Match-participating programs should not make offers to candidates who have binding Match commitments to other programs for concurrent year positions scheduled to begin.

ACGME accredited programs must also:

- adhere to the **ACGME Resident Transfer** guidelines listed in the Common Program Requirements under Section III.C. *and* check RRC-specific program requirements for any additional documentation programs must obtain:

Common: http://www.acgme.org/acWebsite/navPages/nav_PDcoord.asp

RRC: http://www.acgme.org/acWebsite/navPages/nav_comPR.asp

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GME WEBSITE:	http://www.partners.org/research/gme/research_gme_office.html

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