Graduate Medical Education at Yale
Updates and Opportunities for
Collaboration

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Learning Objectives

Participants will be able to describe:

• The current size and scope of GME Training Programs at YNHH/YSM
• Identify priority areas of GME focus/development at YNHH/YSM
• Discuss opportunities to collaborate across the UME-GME Continuum at YNHH/YSM
Size and Scope of GME Training Programs at YNHH/YSM

• Total # of Programs 156
• # of ACGME Accredited Programs 93
  • New ACGME Programs in 2017
    • Critical Care Anesthesia
    • Pain Medicine Anesthesia
    • Chemical Pathology
    • Interventional Radiology
    • GYN-Oncology*
    • Maternal-Fetal Medicine*
    • Reproductive Endocrinology and Infertility*
• 3 Dental Programs
• 1Podiatry Program
• 59 Board/Specialty Society and Locally approved Programs
ACGME Accreditation Oversight

- Sponsoring Institutional Level
  - Sponsoring Institution Requirements
    - Annual Institutional Review
    - Annual Letter of Accreditation
      - Citations
      - Areas for Improvement
    - Clinical Learning Environment Review (CLER)
      - A formative assessment of the learning environment at the sponsoring institution
    - 10-Year Self-Study and Site Visit

- Individual Program Level
  - Common Program Requirements
  - Specialty Specific Requirements
    - Annual Program Updates
    - Annual Resident and Faculty Surveys
    - Annual Letters of Notification
      - Citations
      - Areas for Improvement
    - 10-Year Self-Study and Site Visit
    - GME Office Reviews
Accreditation Status of ACGME Programs at YNHH

• Sponsoring Institution
  • YNHH has no citations or areas for improvement

• Individual Program Level
  • All 93 ACGME Programs have status of “Continued Full Accreditation”
  • None are in warning status or probation status
  • 76 Programs do not have any citations

• There are 26 Total Citations across 17 programs
GME Office 2017 – 2018 Special Reviews

- Anesthesiology Residency
  - successfully addressed several areas of concern and is now maintaining full accreditation without citations

- OB/GYN Residency
  - downward trends resident survey
  - graduating residents not meeting minimum case volume requirements
  - persistence of previous citations
  - ACGME site visit January 16, 2018
Institution ACGME Resident and Faculty Survey Data 2017

Resident Survey Data

• 98% of residents completed 2017 Survey
• We score at or above the national mean overall
• Improvement needed in providing feedback to trainees and in residents ability to access patient care data
• 63% rate training very positive
• 27% rate training positive
• 8% rate their experience as ‘neutral’
• 1% rate the experience as negative
• 1% rate the experience as very negative
Institution ACGME Resident and Faculty Survey Data 2017

Resident Survey Data

• Areas for Improvement
  • Evaluation of residents including providing timely feedback
  • Programs use evaluation to improve
  • Provided information about individual practice
  • Able to raise concerns without fear of retaliation
Institution ACGME Resident and Faculty Survey Data 2017

Faculty Survey Data
• 92% of faculty completed 2017 Survey
• Scores in all categories are at or above the national mean
• 82% rate training programs as very positive
• 16% rate training programs as positive
• 1% rate their program as ‘neutral’
Institution ACGME Resident and Faculty Survey Data 2017

Faculty Survey Data

• Areas for Improvement
  • Satisfied with feedback about teaching skills
  • Have adequate faculty development
Priority Areas of GME Focus/Development at YNHH/YSM

- Resident and Fellow Engagement
- Faculty Development
- Culture/Climate Pressure Points
- Strengthening and Collaborating Across the UME-GME Continuum
Resident and Fellow Engagement

• Revitalization of YNHH Resident/Fellow Senate
• Development of 5 Resident/Fellow Councils
  • Advocacy
  • Diversity
  • Education
  • Quality and Safety
  • Wellness and Wellbeing
YNHH Resident/Fellow Senate

Three Core Missions

• Service to Others
• Networking and Collaboration
• Inclusion and Wellbeing
YNHH RESIDENT/FELLOW SENATE
ORGANIZATIONAL CHART

**Elected Executive-Board**

- **President**: Luming Li
- **Vice President**: Sumit Kumar
- **Secretary**: Danielle Heller
- **Treasurer**: Albert Do
- **Internal Com**: Dan Glaser
- **External Com**: Maen Abou Ziki
- **MHO Rep**: Izuchukwu Ibe

**Council Structure**

- **2 Co-Chairs per Council**
  - Appointed by Senate Executive Board through an application process

- **Council Members**
  - Appointed by Council Co-Chairs through an application process

**Faculty Mentor**

- Dr. Stephen Huot
## YNHH Resident/Fellow Senate

### Executive Board Update

| Academics | Academic paper on unique governance infrastructure  
Incorporates awareness survey of leadership, involvement, and collaboration opportunities |
|-----------|-------------------------------------------------------------------------------------------------|
| Communications | Streamlined listserves (8) of Senate leaders/ body  
Newsletter rolled out (01/2018); for quarterly pub  
Website underway (03/2018)  
Justin Navarro, MBA (SOMedicine Web Services) |
| Events | Capacity Command Center visit (02/2018)  
Dr. Robert Fogerty  
Housestaff Solidarity Dinner (04/19/2018)  
Union League Café |
| Governance & Organization | Concretizing new structure thru bylaws/ policies  
For next election cycle - Encourage trainees to run! |
| Leadership | 100% E-Board participation in Young Physicians Leadership Curriculum (YPLC) |

### Senate Councils

| Advocacy | Academic paper on housestaff policy positions  
Women's Health, Gender Equity, Compensation  
Upcoming Event: Legislative Breakfast |
|-----------|-------------------------------------------------------------------------------------------------|
| Diversity | Housestaff curriculum for Implicit Bias Training  
URM Recruitment Dinner (01/2018)  
70 Attendees, 18 Applicants |
| Education | Survey development on Educational Climate  
Teaching event: Ophthalmology, EM |
| QI/ Safety | Internal newsletter  
Resource/ Educational Tools update (02/2018)  
RL Solutions Analysis Group (Dr. Deshpande)  
Participation in MAP leadership meetings |
| Wellness | First Friday inaugural event was on February 2nd  
Solidarity Dinner (04/2018) collaboration w/ EBoard |
Resident/Fellow Engagement

• Leadership Development for Trainees
  • Young Physician Leadership Curriculum
  • Focused leadership development
    • All trainees
    • Senate leaders
    • Chief residents
Faculty Development

On-Boarding Curriculum for New Program Directors

- The aim is to equip program directors with the competencies they need as they initially assume the program director position, after six months, and at the end of one year.

- Goals are that program directors will experience greater job satisfaction, reduced job stress during their initial year, and increased effectiveness.
  - Secondarily, we hope that equipping new program directors for success early in their tenure will reduce program director turnover.

- Methods: We surveyed our program directors and asked them to rank eleven items in terms of the importance of the item and the timing of introducing it (initially, six months, one year). We conducted a similar survey with members of our house staff office, who interact frequently with both residents and program directors. In addition, we pooled our current, more seasoned program directors and conducted several focus groups to elicit their feedback.
Faculty Development

(On-Boarding Curriculum for New Program Directors Continued)

• Results show that current Program Directors easily identify important knowledge and skills relevant across the first year in the role.

• GME office staff identified additional knowledge areas that new program directors may not be aware of the importance or who handles.

• We are discussing several delivery options:
  • Lunch and Learn sessions
  • Focused half-day workshops
  • Seasoned PD Mentoring
Faculty Development

Dana Dunne, GME Director for Educator Development

• Collaboration with Teaching and Learning Center and Janet Hafler
  • Resident as Teacher Programs
  • Faculty Development for Frontline Clinical Faculty
  • Faculty Evaluations and Evaluation Process
  • Trainee Evaluations Assessing Culture/Climate
Diversity, Equity and Inclusion

Inginia Genao, GME Director for Diversity, Equity and Inclusion

• Collaboration with Darin Latimore and Lisette Martinez
  • Expanding the applicant pipeline
  • Assessing the experience of URM trainees
    • Led by Aba Osseo-Asare and Dowin Boatright
• Implicit Bias Training
  • Baseline survey of attitudes
  • Training for trainees and faculty
• Disparities Curriculum
  • Base content
  • Local needs – general and specialty specific
  • Experiential opportunities
Wellness and Wellbeing

Rosemarie Fisher, GME Director for Wellness and Wellbeing

- Wellness appointments
- Wellness Council
- Wellness Week
- First Fridays
- Solidarity Dinner
- Peer Support
- Improving Access to Primary Care
- Expanded Behavioral Health Resources
- Educating Faculty, Chief Residents and Residents of the Developmental Realities of Trainees and their Behavioral Health Needs and Local Resources
Quality and Safety

To be Named, GME Director for Quality and Safety

- Quality and Safety council
  - VISION AND MISSION: Working towards a better and safer patient care environment through integration, collaboration, and education.

Subcommittees:
- QI Methodology Education
- Interdepartmental Collaboration
- Administrative Liaison
- Adverse Event Analysis

Participation in Local and National Quality Improvement Movements
- Joseph A. Zaccagnino (JAZ) Patient Safety and Clinical Quality Conference
- Institute for healthcare improvement
- National Quality Forum
Culture/Climate Pressure Points

• Challenges – both for trainees and faculty
  • Time
  • Value/Reward
  • Role Modeling
  • Transparency
  • Misaligned Expectations and Work Realities
    • Not recognized or managed
Discussion