



Item: AS: I-2

COMMITTEE ON ACADEMIC AND STUDENT AFFAIRS

Tuesday, May 15, 2018

SUBJECT: ANNUAL REPORT ON GRADUATE MEDICAL EDUCATION

PROPOSED COMMITTEE ACTION

No action is necessary. This item is only informational.

BACKGROUND INFORMATION

Florida Atlantic University's Charles E. Schmidt College of Medicine is the institutional sponsor of graduate medical education programs (i.e. residencies and fellowships) accredited by the Accreditation Council for Graduate Medical Education (ACGME). This includes the ongoing commitment to provide the necessary educational, financial, physical and human resources needed to comply with all applicable ACGME and specialty board requirements related to these programs. The institution has appointed a Designated Institutional Official (DIO) and Graduate Medical Education Committee (GMEC) that are responsible for oversight of all programs and compliance with the ACGME institutional, common and specialty specific program requirements. As part of the accreditation process, ACGME requires that the FAU Board of Trustees receive an annual report from the DIO regarding graduate medical education programs. No action is necessary, as this is purely an informational item.

IMPLEMENTATION PLAN/DATE

N/A

FISCAL IMPLICATIONS

N/A

Supporting Documentation: DIO Report and Addendum Letter

Presented by: Dr. Phillip Boiselle, Dean of Medicine

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April 16, 2018

FAU Trustee Michael Dennis, MD
Chair for the Committee on Academic and Student Affairs

RE: Addendum to 2016-17 Graduate Medical Education Annual Report

Dear Dr. Dennis,

I am writing to provide an addendum to the 2016-17 Graduate Medical Education Annual Report describing our monitoring procedures for action plans resulting from the Annual Institutional Review for 2016-17.

Following the Annual Institutional Review for 2016-17, we implemented 4 institutional action plans in the 2017-18 academic year:

1. Faculty Recruitment: For Internal Medicine, recruitment of a Program Director, Associate Program Director, and Core Faculty. For Surgery, recruitment of an Associate Program Director.
2. Resident Council: Creation of a resident-governed organization that allows residents from within and across FAU-sponsored ACGME programs to communicate and exchange information with each other about their programs and the clinical learning and working environment.
3. Resident Research Mentoring & Coordination: Recruitment of a faculty member to lead research coordination and mentoring efforts across GME programs, focusing first on Internal Medicine and then Surgery and Emergency Medicine.
4. Resident Well-Being: Development of program-specific and GME-wide initiatives to assure compliance with ACGME requirements effective July 1, 2017, and to prepare for additional requirements effective July 1, 2019.

Progress on these action plans has been and continues to be monitored at monthly meetings of the Graduate Medical Education Committee, which is chaired by me and includes resident representatives, program directors, hospital representatives including a quality and safety officer, GME administration, and medical student education leaders, as well as Dean Boiselle.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lee A. Learman', is written over a white background.

Lee A. Learman, MD, PhD
Designated Institutional Official
Senior Associate Dean for Graduate Medical Education & Academic Affairs
Florida Atlantic University Charles E. Schmidt College of Medicine

CC: Phillip Boiselle, MD (Dean)

Florida Atlantic University
Charles E. Schmidt College of Medicine
Boca Raton, FL
Graduate Medical Education Annual Report
2016-17 Academic Year

Institution: 8001100098

The Charles E. Schmidt College of Medicine [FAU COM] within Florida Atlantic University is the institutional sponsor of graduate medical education [GME] programs [including residencies and fellowships] accredited by the Accreditation Council for Graduate Medical Education [ACGME]. FAU COM's sponsorship includes the ongoing commitment to provide the necessary educational, financial, physical and human resources needed to comply with all applicable ACGME and specialty board requirements related to these GME programs.

The College of Medicine and Florida Atlantic University have ultimate responsibility for and authority for oversight over the administration of graduate medical education and each GME program, including the resident/fellow assignments and the quality of the learning and working environment at all participating sites.

For this purpose, the FAU COM has appointed a Designated Institutional Official [DIO] and Graduate Medical Education Committee [GMEC] that are responsible for oversight of all GME programs and compliance with the ACGME institutional, common and specialty specific program requirements. The FAU COM had an ACGME institutional site visit on December 8, 2015 and transitioned from initial to continued accreditation effective April 27, 2016, with no citations.

GMEC and DIO:

Lee Learman, MD, PhD continued in his roles as DIO, Chair of the GMEC, and Senior Associate Dean for Graduate Medical Education and Academic Affairs. Roger Smith, MD continued in his role as Assistant Dean for Graduate Medical Education.

Phillip Boiselle, MD became Dean of the College of Medicine on January 3, 2017.

Venus Davis-Wallace became Director of GME on July 3, 2017.

The GMEC met eleven times during the academic year 2016-17. The Psychiatry residency program director was added to the voting membership of the GMEC once the program received initial accreditation in May, 2017.

The GMEC reviewed each program's duty hours reporting for the academic year 2016-17: there were no major or systematic violations; all residents and faculty were educated on duty hour regulations and fatigue prevention, recognition and management.

The GMEC approved the Social Media Policy for its Policy and Operations Manual. Review and inventory of current policies are planned for the 2017-18 academic year.

ACGME Sponsored Programs (Listed in order of accreditation, with most recent first)

Psychiatry:

The Psychiatry program received initial accreditation on May 26, 2017 and is directed by Dr. Stuart Goldman. The program is approved for a total of 16 residents, four per year in the four-year program. The accreditation letter listed no citations and commended the program for demonstrating substantial compliance with ACGME requirements, and “for a well written application for a new program which is well funded and will be led by a group of faculty with a substantial record of scholarship.” The program will recruit its first class of four Post Graduate Year [PGY] 1 residents through the National Residency Matching Program [NRMP] match to begin in July 2018.

Emergency Medicine [EM]:

Following the initial accreditation of the EM program on April 21, 2016, the EM Program Director [PD], Dr. Richard Shih, began recruitment efforts and participated in the NRMP match to recruit the first class of six PGY1 residents who began their training on July 1, 2017. Dr. Joshua Solano was recruited from Beth Israel Deaconess Medical Center (Harvard Medical School) to serve as the EM program’s Quality Improvement and Patient Safety Director.

Surgery:

The Surgery program received initial accreditation on March 31, 2016. The program is approved for a total of 45 residents: seven per year in the full “categorical” five-year clinical program, and ten additional PGY1 and PGY2 residents in “preliminary” positions. The program successfully recruited 15 residents outside the NRMP match (5 each in the PGY1, PGY2, and PGY3 years) who started on July 1, 2016. The Surgery PD, Dr. Thomas Genuit, hired 1 core academic faculty and continued to add to the total number of affiliate faculty during the academic year 2016-17. Dr. Lawrence Lottenberg was appointed as Associate Dean for Academic Affairs and Director of Surgical Simulation and Technology.

Internal Medicine [IM]:

The IM Residency program received initial accreditation on May 17, 2013, and transitioned to continued accreditation on April 8, 2016. The program recruited 24 categorical and 6 preliminary positions through the NRMP match for the class starting in July 2017.

On July 1, 2017, Dr. Joseph Ouslander, Chair of the Integrated Medical Science Department, was appointed interim PD to replace the prior PD, who was transitioned to a core faculty role in order to allow for a more successful implementation of changes needed to address the program’s areas of noncompliance (described in detail below). A national search was conducted to recruit an experienced PD, and Dr. Sachin Sule from Westchester Medical Center - New York Medical College / Westchester Medical Center was hired as of August 21, 2017. Dr. Sule’s 13 years of experience in GME administration include 6 years as Program Director as well as awards for excellence in teaching and innovations in quality and patient safety.

During 2016-17 Dr. Ouslander implemented an innovative 4+1 rotation schedule to improve ambulatory care training and a half-day of protected time weekly for residents to attend organized teaching activities. A core faculty member was added for the inpatient medicine rotation, and subspecialty physicians were added for the PGY-3 curriculum. Dr. Daniel Goldman resigned from the Associate PD position at Delray Medical Center to become the Chief Medical Officer at Bethesda Hospital East (BHE). FAU COM faculty member Dr. Bernardo Reyes was appointed as Associate PD at Delray Medical Center. Dr. Kenneth Poon, BHE Associate PD and

Resident Clinic Director, resigned from FAU to pursue a practice opportunity at another institution. Dr. Allison Ferris, Associate PD from Drexel University College of Medicine, was recruited to replace him.

Rodi Marcelle from Albany Medical College was recruited as senior program coordinator to lead the support staff and arrived at FAU on September 5, 2017. Rodi has seventeen years of GME administrative experience and chairs the national Program Administrators Advisory Council for Internal Medicine.

The IM program received continued accreditation on April 12, 2017. There were three citations related to IM resident responses to the ACGME Resident Survey in 2016, for a perceived culture of intimidation and retaliation, service to education imbalance, and faculty time and interest. There was also an extended citation regarding the need to improve the program's research component and the residents' exposure to an environment of inquiry and scholarship. The DIO reviewed the citations, along with the 2017 ACGME Resident Survey results released subsequently, and the GMEC appointed a Special Review Committee to further evaluate the effectiveness of the program's actions to address areas of noncompliance. As detailed below, the IM leadership transitions and institutional support initiated in 2016-17 are resulting in measurable improvements in all areas of noncompliance.

Updates for July – December, 2017

Internal Medicine [IM]:

In July 2017, the College of Medicine hired Dr. Michael DeDonno, a PhD faculty research methodologist and statistician (0.50 FTE) to support and co-mentor resident and faculty research and scholarly activity across all GME programs. Dr. DeDonno was assigned initially to prioritize the IM residency in light of the citations received for that program, and develop curricular and mentoring resources for the IM residents.

In August 2017 Dr. Sachin Sule assumed the role of IM program director, and the Special Review Committee submitted its report to the DIO and GMEC. Dr. Sule was charged with giving the areas of noncompliance his highest priority, conducting a mid-year survey to monitor progress, and updating the GMEC at its December 2017 meeting. His report in December 2017 highlighted the following initiatives and progress:

- **Research & Scholarly Activity:** Dr. DeDonno is mentoring the IM residents on research methods and statistics, with the PD and core faculty serving as clinical mentors. He has completed part one of the three part research workshop series. These efforts led to substantial improvement in scholarly activity within a short span of time. The College of Medicine research day scheduled for February 23, 2018 will include eleven resident poster presentations. Internal Medicine residents presented five posters at each of the recently concluded regional meetings, namely, the South Florida ACP chapter research symposium and the Palm Beach County Medical Society meeting.
- **Service and Education Balance:** Patient volume caps for the IM residents are strictly enforced to reduce overreliance on residents for clinical service. The program has added College of Medicine employed faculty to the inpatient teaching service at Boca Raton Regional Hospital. Education enhancements have been implemented in the structure and content of didactic activities in the weekly academic half day. There is a separate intern morning report to facilitate teaching at the advanced beginner level. There is improvement in didactics at the continuity clinics with introduction of weekly journal club.

- Faculty Teaching: New faculty hires have 25% protected time for teaching and scholarly activity incorporated into their contract. An experienced APD will join the program in January 2018, a new academic hospitalist will start in April 2018, and two academic hospitalists have offers pending for July 2018. These recruitments should further improve the clinical learning environment for our IM residents.
- Communication: Improved communication between Dr. Sule and the IM residents has successfully led to earlier identification of resident concerns and improved resident morale. To enhance accessibility, the program director and entire staff of the Internal Medicine Residency Office are now located in the same suite as the residents. Dr. Sule has created an open door policy (on a drop-in basis), and established a zero-tolerance policy for resident mistreatment including assurances of non-retaliation.
- Mid-Year Survey: The residents were surveyed in the beginning of November to monitor progress. There was improvement in resident perception of intimidation with 75% program compliant as compared to 61% in the last ACGME survey and an improvement in resident perception of service vs. education imbalance with close to 85% program compliant as compared to 68% in the last ACGME survey. The program will look carefully at the ACGME survey results from early 2018 to guide further action steps and will repeat the fall survey annually to follow progress.
- Program Outcomes: The first class of IM program graduates (June 2017) achieved a pass rate of 96% on the American Board of Internal Medicine's certifying examination, which is higher than the state and national averages for first-time examinees. Hospital Medicine was the top choice for the graduating class followed by subspecialty fellowship training and primary care office practice. Individual Learning Plans and the in-house board review course played a pivotal role in the success of our graduates.

In sum, the IM leadership transitions and institutional support initiated in 2016-17 are coming to fruition in 2017-18 and beginning to produce the needed improvements in all areas of noncompliance. The DIO and GMEC will continue to monitor the program's progress and will carefully review the results of the ACGME 2018 Resident Survey when available.

Other Approved Programs:

The Surgery and Emergency Medicine programs welcomed new residents in July. The Psychiatry Program recruited a program coordinator and is currently recruiting a new associate program director and several core faculty for the launch of the program in July 2018. All currently accredited programs will soon complete interviewing medical students for incoming residency positions in July 2018 through the National Residency Matching Program.

New Program Development:

Applications were submitted to the ACGME for a residency program in Neurology and a fellowship program in Cardiovascular Disease (Cardiology). The Neurology pre-accreditation site visit occurred in November 2017 and the program will be reviewed by the ACGME in January 2018. The Cardiovascular Disease fellowship application

did not require a pre-accreditation visit because it is a proposed subspecialty fellowship of our accredited Internal Medicine program. It will also be reviewed by the ACGME in January 2018.

Submitted January 9, for February 20, 2018 approval.

A handwritten signature in black ink, appearing to read "Lee A. Learman". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Lee A. Learman, MD, PhD

Professor of Integrated Medical Science

Senior Associate Dean for Graduate Medical Education and Academic Affairs

Designated Institutional Official

Charles E. Schmidt College of Medicine

Florida Atlantic University

CC: Dr. Phillip Boiselle, Dean