



Welcome to West Virginia & WVU Medicine!

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How To Contact Us

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Goals and Objectives

- Overview of GME at WVU
- Review Educational Competencies
- Review Institutional Policies and Expectations
- New Things in GME
- A few words on *Wellness*





OVERVIEW OF GRADUATE MEDICAL EDUCATION (GME) AT WVU



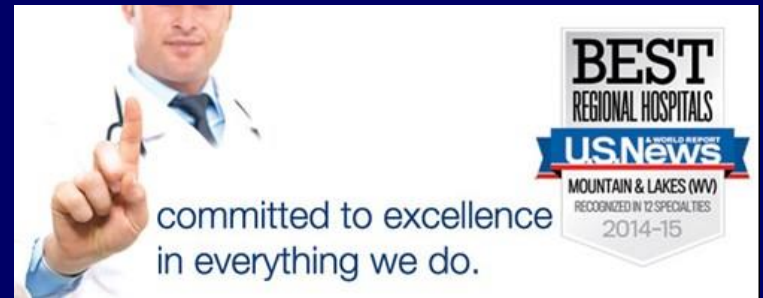
GME Goals and Objectives at WVU

- To train you to be able to practice independently with competence and compassion
- To train academic & community leaders
- Help you to succeed on first attempt at ABMS exam
- To assure a high quality educational experience for you and a safe experience for our patients



What is GME ?

- Part of the continuum of medical education
 - UME → **GME** → CME
- Sponsoring Institution
 - **WVU School of Medicine**
 - Department of Medical Education
- Primary Teaching Hospital
 - **WVU Hospitals**



GME in West Virginia

- Largest single site of GME
- Since opening of HSC in 1960
- 400+ residents
- 51 programs/specialties
 - several more in near future
 - major growth and expansion



51 WVU GME Training Programs

ACGME - 40

- 25 core programs
- 15 (fellowships/advanced resident training)

Non-Standard (Fellowship) Programs – 11

In GME-speak all post-medical school trainees are “residents”



GME Structure

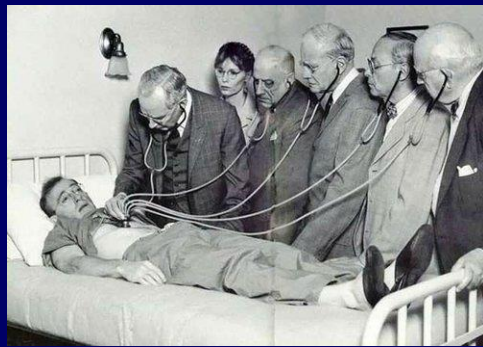
- ACGME – national accreditation body
- Dean – Head of the School of Medicine (Clay Marsh, MD)
- Department of Medical Education
 - Norman D. Ferrari, MD, Chairman
 - includes UME, GME, CME
 - DIO – Designated Institutional Official/Assistant Dean for GME
- Medical Staff Affairs
 - governing office of hospital system
 - VPMA (Steve Hoffmann, MD) is hospital equivalent of DIO
 - *all* hospital committees also have resident representation
- GMEC
 - six peer selected resident members
 - eight GMEC subcommittees, all with resident representation
- GME Division Staff
- Program Directors
- Program Managers



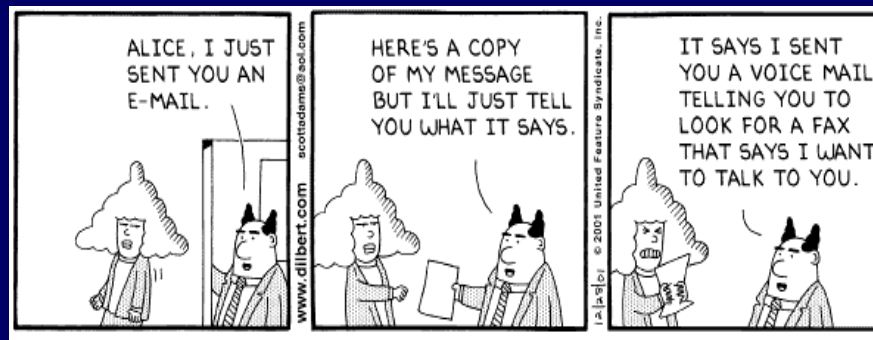
What We Expect

- Honesty, Integrity & Professionalism
- Humility: we all have a lot to learn
 - leave your ego at the door
- Willingness to self reflect & improve
- Desire to learn & to teach
- Support your colleagues

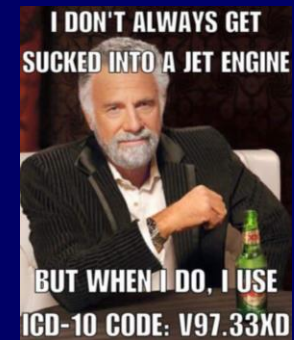




Patient Care

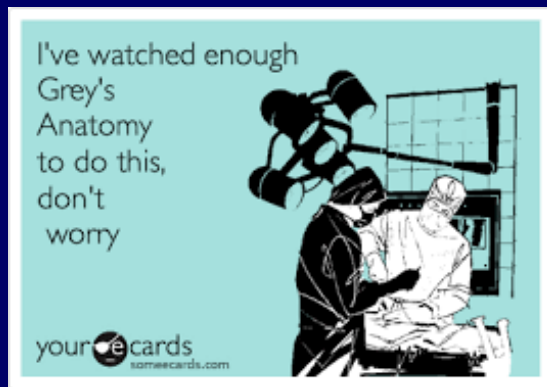


Interpersonal and Communication Skills



Systems-Based Practice

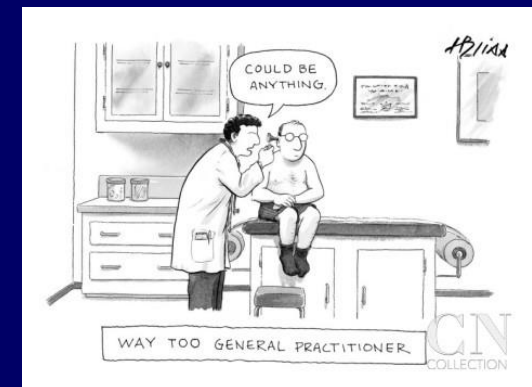
CORE COMPETENCIES IN MEDICAL EDUCATION



Medical Knowledge



Professionalism



Practice-Based Learning & Improvement



Patient Care

- Compassionate, appropriate, and effective for promotion of health and treatment of illness
 - obtaining history and physical exam
 - procedural skills
 - e.g., tube placement, LP, ABG
 - ancillary test interpretation
 - e.g., CBC, LFT, EKG, CXR
 - differential diagnosis
 - appropriate treatment



Interpersonal & Communication Skills

*How you communicate with others:
patients, families, and the public*

- Effective exchange of information and collaboration with patients, families, and other health professionals
 - respect for patients (and families)
 - respect for peers, staff, and faculty
 - act effectively in consultative role
 - nonverbal communication
 - response to written and electronic communications
 - comprehensive and timely medical records



Systems Based Practice

How you interact with the System

- Awareness of the context and system of health care, and ability to call upon resources
 - work in various settings relevant to specialty
 - e.g., VA System, outpatient surgery
 - coordinate patient care in specialty
 - demonstrate cost awareness and ability to assess risk-benefit
 - advocate for quality patient care and care systems
 - work in interprofessional teams
 - ICD-10 and CPT codes



Medical Knowledge

- Knowledge of established & evolving biomedical, clinical, epidemiological, social and behavioral sciences, and application to patient care
 - core knowledge base of pathophysiology
 - in-training examinations
 - USMLE or COMLEX, step/level 3
 - certification by member board of ABMS – American Board of Medical Specialties



Practice Based Learning and Improvement

How you improve yourself

- Evaluate your care of patients
- Appraise and assimilate scientific evidence
- Improve patient care based on self-evaluation and lifelong learning



Practice Based Learning and Improvement

How you improve yourself

- Identify strengths, deficiencies, and limits through
 - lifelong learning; study plan
 - use of evidence-based medicine
 - maintenance of competency
- Set learning and improvement goals
- Scholarly activity
 - Van Liere Research Day
 - QI Fair
 - abstracts and publications
- 360° evaluations used for self-reflection and improvement



Professionalism

- Commitment to carrying out professional responsibilities and adherence to ethical principles
 - compassion, integrity and respect
 - responsiveness to patient needs superseding self-interest
 - respect for patient privacy and autonomy
 - accountability to patients, society, and the profession
 - sensitivity to diverse patient population
 - e.g., gender, age, culture, race, religion, disabilities, sexual orientation



Professionalism

- Appearance
- Attendance, timeliness
- Social networking
 - *never* post PHI, photos, images, or recordings of patients or coworkers
 - don't "friend" patients or ask them to "friend" you
- SOM Code of Professionalism
- WVUH Standards of Behavior



POLICIES & PROCEDURES



THE RULES



The Rules – Some of Them, Anyway

- Duty hours – the basics
- Taking USMLE Step 3 or COMLEX Level 3
- Criminal background checks
- Drug screening
- Grievances
- Impaired physicians

**YOU
CAN'T
PLAY
THE
GAME
IF YOU
DON'T
KNOW
THE
RULES**





Duty Hours



- Eighty hours/week (averaged over four weeks)
- One day off in seven (averaged over four weeks)
- In-house shifts
 - not to exceed 24 + 4 hours
- In-house call no more than q3d
- In-house shifts separated by minimum of 14 hours after 24 hour shift
- If you are rotating in another department you will follow the rules for their residents
- General Surgery had a partial waiver for national study



Monitoring and Reporting

- Keep your duty hour logs current - **this means *daily***



- If you violate a duty hour rule, accidentally or unavoidably, explain to your PD &/or Manager; preferably ahead of time, or ASAP
- Anonymous Hotline:
 - **THE BUTTON** (more info later)



Step 3 USMLE/Level 3 COMLEX

- Plan to take it this year!
- Plan to apply for WV Medical License
 - *required* for promotion to PGY-3
- You *must* comply and obtain a passing score before the end of PGY-2
- Cost: \$830/\$835 respectively



Criminal Background Checks

- Instituted in 2006
- WVU Screening – first year
- VA Screening – additional screen
- Review of results by special panel
- Objective is to provide a safe environment for patients and colleagues

* Drug and Alcohol screening can be done *at any time* if there is reason for concern and may become random



I do not like this or that

- Academic Action Appeals
 - GME policy
- Human Resources Appeal
 - WVU Employee Policy
- Social Justice Issues
 - WVU Office of Diversity, Equity, and Inclusion



Impairment

We must all protect the public!

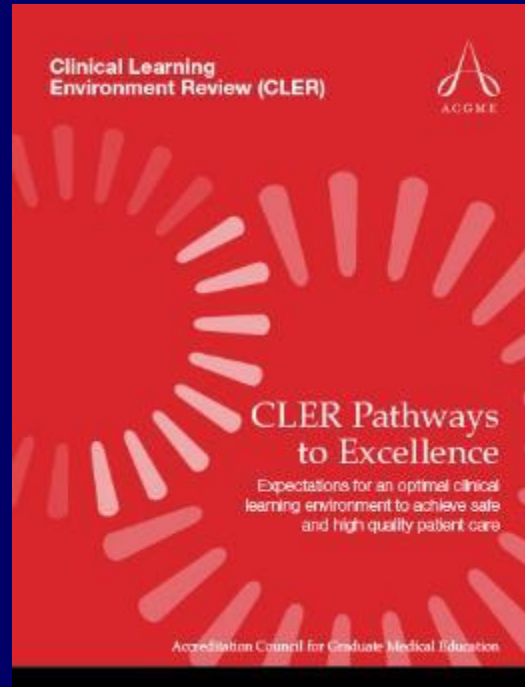
- Recognize fatigue
- Recognize substance abuse
- Recognize mental illness
- Practitioner Health Committee
- FSAP
- WV Medical Professionals Health Program (Dr. Hall)



Social Networking Sites

- Institutional policy
- What you think is private may not be
- Impact on patient-physician relationship
- HIPAA protected information
- Use common sense
 - *never* post PHI, photos, images, or recordings of patients or coworkers
 - don't "friend" patients or ask them to "friend" you





NEW FOCUS AREAS IN GME



NAS

- Some ACGME terms you may hear:
 - **NAS** = the “next” or “new” accreditation system (July 2013)
 - **CLER** = Clinical Learning Environment Review (Feb. 2016)
 - **RRC** = Residency Review Committee
 - **Milestones** = Resident evaluation system
 - **CCC** = Clinical Competency Committee
 - **PEC** = Program Evaluation Committee



Elements of CLER Visit



CLER Evaluation/Site Visit

Focus Areas

- Patient Safety
- Quality Improvement
- Professionalism
- Transitions of Care
- Supervision
- Wellness
 - AKA Duty Hours & Fatigue Mitigation
- Health Care Disparities



Reporting Abuse – THE BUTTON

West Virginia University
ROBERT C. BYRD HEALTH SCIENCES CENTER

SCHOOL OF MEDICINE
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GME Week 2014 Resident Research Day Winners

ABOUT GME
NEWS AND EVENTS
PROGRAM CONTACT INFORMATION
PEOPLE
SCHOLARLY ACTIVITY
PHOTO GALLERIES
SPECIALTY BOARDS
TRANSITIONAL YEAR
PHYSICIAN WELLNESS
CONTACT US

The West Virginia University School of Medicine is fully accredited by the Accreditation Council for Graduate Medical Education (ACGME) and is a participating member of the National Resident Matching Program (NRMP), Postdoctoral Application Support Service, and other advanced residency matching programs.

Approximately 410 residents are enrolled in 20 core programs, 1 combined program, 18 fellowship programs and 8 non-standard programs.

Applicants for post-MD or DDS Positions: applications along with letters of recommendation are sent directly by the standard application services to the program to which you are applying.

International Graduates: All graduates of foreign medical schools must be certified by the Educational Commission for Foreign Medical Graduates (ECFMG). All alien foreign graduates must meet all VISA Qualifying Examination or Foreign Medical Graduate Exam in the Medical Sciences requirements prior to application.

Mistreatment Button

If you are a resident who has experienced mistreatment; if you have been demeaned for requesting, or been denied, adequate supervision; or if you have witnessed any of these things happening to a resident, please click 'The Button' and make a report. Help us stop mistreatment and create and promote a safe learning environment.

Professionalism Button

Physicians in training must be held to a high standard of professionalism in all areas of their lives. These standards are not intuitive, and must be taught and reinforced both by formal education and by constructive formative feedback. If you have witnessed a resident or fellow displaying either a lapse in professionalism or exemplary professionalism, please click the 'Professionalism Button' and provide us with the details. Help us to improve our working and learning environment.

<http://medicine.hsc.wvu.edu/gme>



THE BUTTON

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non-judgmental, non-punitive, anonymous if you want



SCHOOL OF MEDICINE

OFFICE OF GRADUATE MEDICAL EDUCATION

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Mistreatment Form

Explanation

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I would like to report an episode of resident physician *

- ☐ Mistreatment
- ☐ Lack of Supervision

Please describe the details of the incident. *

Optional: if you want to be contacted please leave your email





Professionalism Form

Explanation

Physicians in training must be held to a high standard of professionalism in all areas of their lives. These standards are not intuitive, and must be taught and reinforced both by formal education and by constructive formative feedback. If you have witnessed a resident or fellow displaying either a lapse in professionalism or exemplary professionalism, please click the "Professionalism Button" and provide us with the details. Help us to improve our working and learning environment.

I would like to report an episode of resident physician *

- ☐ Exemplary Professionalism.
- ☐ Lack of Professionalism.

Please describe the details of the incident. *

Optional: if you want to be contacted please leave your email



Evaluate Us

- ACGME Resident Survey
- Special Program Reviews and Surveys
- Chief Resident Council + Resident Forum
- We want your input to make us better
- Orientation evaluation



Department Of Medical Education

- Established in July 2012
- Norman Ferrari, MD, Vice Dean of Education & Department of Education Chairman
- Department of Medical Education
 - Divisions of UME, CME
 - Division of GME
 - Transitional Year Program (Dr. Warden)
 - All other residencies and fellowships



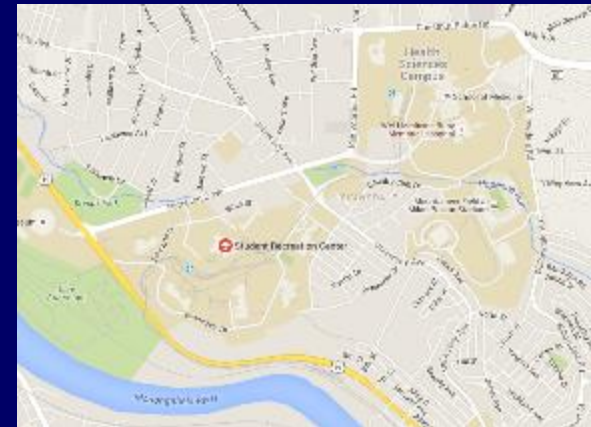


RESIDENT WELLNESS



Wellness At Work

- Decompress when you need to
 - help is available if you need it (FSAP - confidential)
 - important to talk about what we do
 - crucial to maintain your humanity
- HS Fitness Center
 - 1st floor of Cancer Center, open 24/7
- Student Recreation Center
 - club and intramural sports
 - <http://studentreccenter.wvu.edu/>



Wellness At Home

- Personal finance
 - “Spotlight on Money” series at the Med Center
- Stress and emotional issues
- Family and marital conflicts
- Substance abuse
- Career issues
- Critical incidents
- Depression



Forgive Yourself

- Sad truths:
 - you will not always be at your best
 - you will miss things and make mistakes (we *all* do)
 - you will hurt people
- ***YOU ARE HUMAN***
 - resolve to do better next time
 - maintaining your humanity is key to becoming the best physician you can be



Inherent Truths about Residency

- It is rewarding
- It is HARD
- You will make mistakes
- You will often save people's lives
- You will learn more than you have ever learned before



Society treats you special, with this comes expectations



A Few Practical Tips

- Write it down
- Do it now
- Ask for help
- Listen to your attending
- Be a *physician* and a *team member*
- In a 3-year residency you have only ~1000 days to master your field



We are here to add what we can to life,
not to get what we can from it.

-- Sir William Osler

Challenge yourself
Serve others

