Vanderbilt GME Coordinators’ Retreat

*Notes from Brooke Austin*

Program Coordinator,

Combined Internal Medicine-Pediatrics (“Med-Peds”) Residency Program

Oct. 8, 2012

Nashville Lifestyles Magazine (put in “goodie bags” for each of our 80 Med-Peds applicants during recruitment season)

“Nashville Lifestyles” magazine sells back issues for $ 1 after a certain amount of time.  Kelli Dill (contact info below) will let you know what’s currently available.  Sometimes, we have to get a mix of magazines like 60 magazines of one cover and 20 magazines of another cover (since I need 80 total for my 80 applicants), but they’re always nice and informative magazines so having a mix is fine. One applicant emailed me after her interview to say, “I read the ‘Nashville Lifestyles’ magazine on the plane ride home.” 

When you email Kelli, tell her you’re a coordinator here at Vanderbilt, and you need (certain number) of back issues at $ 1. Then, Kelli will email you an invoice.  I then turn in that invoice AND a check request. When the Vanderbilt check is ready for pick-up, that’s when I make sure the back seat of my car is cleaned out () and I drive over to the “Nashville Lifestyles” offices in the Tennessean building on Broadway.  I hand Kelli the check, and she gives me two boxes or so of magazines.

Kelli Dill

Circulation & Marketing Manager

Nashville Lifestyles Magazine

1100 Broadway

Nashville, TN  37203

615.259.3636 Office - 615.259.9995 Fax

<http://www.nashvillelifestyles.com/>

Pens ‘R Us (put in “goodie bags” for each of our 80 Med-Peds applicants during recruitment season)

In the Fall of 2011, I ordered 250 personalized pens for our applicants from a company called Pens ‘R Us. The design of pen we ordered is called “Zumba.” It’s a nice pen, and the cost was only 48 cents per pen.

We ordered 250 for a total cost of $ 120 plus $ 5 for handling. We got free shipping using a secret code I saw on their website (FreeShip88 at the time of our order).

I used 80 pens last year since we interview 80 applicants, and I still have another 80 pens for this year. Last year, I also gave a pen to each of our residents, faculty, and fellows so they could get excited about interview season and have a little item from the goodie bags too.

Pens R Us: 1-800-736-7787

[www.pensrus.com](http://www.pensrus.com)

**Other Goodie Bag ideas:**

Some other coordinators suggested going to the Nashville Convention & Visitors Bureau and getting free “Welcome to Nashville” maps and maybe other brochures to put in the goodie bags/welcome packets for your applicants.

*The Tennessean* has **FYI** magazine—which is printed in September.

The Hershey’s Candy Bar idea—with the wrapper having a photo of the residents—was an awesome idea! I would love that contact info from Audrey. Terrific little gift!

Another coordinator gets thermal mugs that say “Vanderbilt (specialty)” for $ 6.99 each. Nice!

**Dean Brady**

Bottom line of milestones: What does a resident need to know by the end of year 1? What does a resident need to know before graduation? Are your residents hitting these marks?

Milestone development must be completed by December 2012 for several programs including Internal Medicine and Pediatrics.

Milestone reporting will be semi-annual. ***Every six months***, our programs have to submit data on each individual resident and how they compare gainst milestones. We need explicit expectations of residents, and this will guide curriculum development. It will support better assessment. We can identify under-performers EARLIER!

Milestone reporting is NOT a substitute for the Annual Program Evaluation.

Dr. Brady showed a handy slide called “NAS Overview.” Here’s the summary: Milestone Reporting, Case Logs, Resident and Faculty Opinions (resident survey, faculty survey), Program and Institutional Information all point to a circle in the middle “Continuous Oversight and Improvement Emphasis.”

Somewhere down the line, **the last milestone sent in**, will determine whether the resident is eligible to sit for the boards.

Dean Brady was asked if New Innovations (NI) would be compatible to help us enter this milestone data—i.e. if a PD or PC entered data in NI, would that be enough OR would we have to enter all data twice? Dean Brady says hopefully, NI will be able to work this out so we’re not doing double work/double entries of data.

Dean Brady showed the Dreyfus Model of Skill Acquisition. Interns start out as a NOVICE. They may not be an expert at the end of training, but they must **at least be proficient.**

Faculty Scholarly Activities: Must be done! Must be documented!

Regarding the ACGME WebADS, the CVs that used to be required for Core Faculty are going away under NAS. The key will be SCHOLARLY updates on faculty. What posters or abstracts or talks have your faculty presented and where? PD and PC must keep records of these things.

No more PIFS! (Cheers from the audience, although we know a different kind of work is coming in its place.)

By way of background, the Institute of Medicine (IOM) said the ACGME was not doing its job in terms of oversight. That’s one reason NAS is here.

Get ready to hear about CCCs. These are Clinical Competence Committees for programs. They will be assessing the milestones often. Program requirements are being re-written.

For the Phase 1 specialties (including Internal Medicine and including Pediatrics and including Med-Peds): In December 2013, the first set of milestone assessment will be submitted to the ACGME.

In June 2014, the second set of milestone assessment will be submitted to the ACGME.

We do NOT know yet HOW they want it submitted. Could it be sent through New Innovations? Maybe, and we’re waiting to hear.

Question from a coordinator to Dean Brady: “Can evaluations in New Innovations be tailored or standardized to FOLLOW the milestones?”

“Hopefully,” says Dean Brady.

Institutional Reviews under NAS: Under the new system, they will not require internal reviews at the midpoint. Vanderbilt PDs, however, like Internal Reviews. They might possibly be every three years here at Vanderbilt—even under NAS.

Behavioral management strategies to enhance professionalism

Mary Yarbrough, M.D.

Jim Kendall

If a resident comes to you with a personal problem, you may listen, but the key is to make NO promises that it’s off the record. Your PD should know the resident’s concern.

Physician Wellness is a key topic. There are experts here at Vanderbilt to help residents struggling with depression, pregnancy, stress, grief, or drug and alcohol problems, to name a few. We need to know (as PCs) that this may be something that can ruin the resident’s career. We need that resident to get help. Ignoring problem won’t help. In 2011-12, 300 physicians were helped by this service. The counselors have 15+ years of working with physicians.

International Rotations: Changes are near!

Jarrett Lea of GME

Melinda New, M.D.

Changes are coming to four week “international away rotations.” The goal for the committee and for Jarrett was to create a system to be able to SEE WHERE OUR RESIDENTS ARE at any time in the world. Sometimes, they’re in dangerous situations or countries with civil unrest. We need to know.

The GME Global Health Education Portal is about to be unveiled. It’s the “Away Rotation Approval Process.”

The contracting for these rotations is much more rigorous, so we have to respond.

Key points: If a resident is planning an international rotation, he/she must enter his or her own “Away Rotation” info into the portal SIX months in advance! Yes, six months! After the resident submits his/her travel request, the PD and PC get an email. Pending PD approval status! After PD approval, an email is sent to the PC and risk management. Once I (coordinator) submit the PEER request, I get a contract number to enter. Then, there must be GME approval. Then, we (PD, PC, and all) get approval.

KEY DEADLINES: submission must be at least 6 months out for international rotations

submission must be at least 3 months out for domestic rotations

Remind your residents of these deadlines OFTEN!

Key handouts follow. Stephanie Rowe is my organizational hero! I truly enjoyed her talk & tips! We need Dr. Tarpley to attend and speak at ***every*** GME Coordinators meeting from now on. ☺ Terrific team!

Notes respectfully submitted by:

Brooke Austin

Program Coordinator

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