

## **GRADUATE MEDICAL EDUCATION COMMITTEE (GMEC)**

### **ANNUAL INSTITUTIONAL REVIEW (AIR)**

**2022-2023**

#### **1. Leadership**

Dr. Chandra Are continues to serve in the role of DIO, Associate Dean for GME, and Chair of the Graduate Medical Education.

Erin Snow replaced Vicki Hamm as GME Director.

#### **2. Organization**

The organizational structure of the GMEC is designed to address the ACGME's Next Accreditation System (NAS), Clinical Learning Environment Review (CLER), all current and new Institutional Requirements of the ACGME, and the funding of sponsored GME programs.

For the year 2022-2023, the following GMEC subcommittees were active and reported directly to the full GMEC:

#### **A. EXECUTIVE SUBCOMMITTEE**

Actions for 2022-2023:

##### **1. Membership**

##### **a. The following program directors serve on the committee:**

Dr. Bill Thorell  
Dr. Chad Branecki  
Dr. Mike Weaver  
Dr. Shannon Lynch  
Dr. Scott Lauer  
Dr. Andrea Dutoit  
Dr. Allison Ashford  
Dr. Christie Barnes  
Dr. Kelsey Tieken

##### **2. Program Oversight**

##### **a. Annual Program Assessment (APA) Review: The subcommittee reviewed Annual Program Evaluations (including Performance Improvement Plan templates). Annual Program Reports to GME and ACGME Resident and Faculty Survey results for all the sponsored programs were reviewed, and specific feedback is being provided to all Program Directors.**

##### **b. The subcommittee approved changes (additions and deletions) of participating sites.**

##### **c. The subcommittee approved a new HOA leadership policy that outlines academic standing and PGY level of HOA board members.**

##### **d. The subcommittee approved a process for GMEC to complete a thorough review of candidates proposed for the exceptionally qualified candidate**

pathway for program eligibility. One house officer was accepted through this pathway (Pediatric Anesthesiology Program).

3. Program Director, Fellow, and Resident Recognition
  - a. House Officer of the Year: The subcommittee reviewed nominations and votes for the House Officer of the Year award and approved the selection of Dr. Rees Adomako, Internal Medicine for large programs, Dr. Kassondra Frith, OB for medium programs, Dr. Erin Dennis, Neurology for medium programs, Dr. Bryant Van Leeuwen, Urology for small programs, and Dr. Peter Pellegrino, CC Anesthesia for fellowships.
  - b. Outstanding Contributions to Institutional GME Mission: To recognize outstanding contributions to the institutional GME mission by a PD, Dr. Tammy Wichman, Internal Medicine, was selected to receive the Most Valuable Program Director Award, named for retired Associate Dean for GME, Robert Wigton.
  - c. Most Compliant ACGME Survey Awards: Dr. Tammy Wichman for Internal Medicine, Dr. Neil Hansen for Radiology, Dr. Troy Plumb for Nephrology.
4. Discussed multiple past, current and future efforts to improve the working environment.

**Action Plans for 2023-2024:**

- Will review Annual Program Assessments and ACGME surveys for 22-23 academic year and provide feedback to programs. Revised APA will be used by programs for 22-23 reviews to ensure oversight of additional accreditation/site visit components (added components: DEI, supervision policy, duty hours policy, exit evaluations).
- Develop an APA for NST programs to ensure appropriate oversight.
- Program / Program Director report cards will be initiated. Components will include: GMEC attendance, ACGME survey data, duty hour attestations, board pass rates, attrition, recruitment fill rate, APA completion.
- Will review nominations and provide selections for GME sponsored awards.

**B. GME PATIENT SAFETY/QUALITY IMPROVEMENT/DISPARITIES RESEARCH COLLABORATIVE/ResQ SUBCOMMITTEE EDUCATION RESEARCH COLLABORATIVE**

ACGME continues to emphasize a) scholarly activity requirements for trainees and faculty (few programs have received citations for lack thereof), and b) involvement in patient safety and quality improvement which is also emphasized by the CLER elements. To satisfy these requirements, the GME office has developed an innovative model by creating a new Academic Wing.

The Academic wing of the GME Office continued to be of assistance to the House Officers. The purpose of the Academic wing is to help the house officers and training programs satisfy the many elements in CLER and the requirements for scholarly activity. The Academic wing consists of two offices: a). GME Patient Safety/Quality Improvement/Disparities Research Collaborative and b). Educational Research Collaborative.

The GME Patient Safety/Quality Improvement/Disparities Research Collaborative consists of four members with significant experience in research related to patient safety/QI/Disparities and clinical outcomes. The members include the DIO and three members from the College of Public Health and they are: Assistant Professor of Statistics and two Master's- level highly experienced statisticians with significant background in this type of research. House officers are encouraged to submit their proposals for QI research. The Research Collaborative meets every Tuesday to go over projects submitted by the house officers. The Collaborative helps the house officers with: study design, methodology, IRB approval, data acquisition, statistics, abstract preparation and manuscript preparation assistance. The Collaborative also includes Dr. Premila Leiphakpam (GME Research Director) who brings her considerable research experience to help the group.

The Educational Research Collaborative consists of two members with significant experience in educational research and research in general. The members are the DIO and a MD, PhD (Dr. Premila Leiphakpam) with extensive experience (almost 14 years) in research and methodology. The Educational Research Collaborative serves the purpose of stimulating and promoting scholarly activity for the entire GME community.

This Collaborative helps to promote educational/related research for the house officers and training programs and to promote overall scholarly activity for the entire GME community of the campus.

In addition to the above the ResQ Committee (created in 2014 to satisfy the CLER elements) continues to meet once a month. The ResQ Committee consists of the DIO all members of the GME Office Patient Safety/QI/Disparities Research Collaborative, members of the Educational Research Collaborative, IRB officials, Chief Quality Officer from Nebraska Medicine, Program Directors and multiple house officers. House Officers present their research projects here to obtain feedback from multiple people with expertise along multiple points along their research pipeline.

The 5th Annual GME Research Symposium was held on May 3rd, and 108 abstracts were presented. Multiple awards were given to the best Oral and Poster abstracts.

We are focusing on ramping up the GME Office- driven educational research with the help of Dr. Leiphakpam. We have published a paper on Competency-based medical education with a few more papers in the pipeline.

**Actions Plans for 2023-2024:**

- Begin regular in-person or virtual meetings of the ResQ committee. To ensure adequate participation of all the Core programs, a rotation schedule of programs will be created. Residents from the programs will present their research projects at the ResQ meeting.
- Publish the Vol 5, Issue 1 of the Graduate Medical Education Research Journal.

- Prepare for publishing Vol 5, Issue 2 of the Graduate Medical Education Research Journal.
- We have started receiving submissions from outside of our campus. Continue to focus on increase submissions from outside the campus.
- Create a social media presence for the Journal (Twitter, etc).
- Expand the Editorial Board for the Graduate Medical Education Research Journal as some members have left the institution or are not in GME roles anymore. Add members from outside the Institution.
- Host the 6<sup>th</sup> Annual Graduate Medical Education Research Symposium in 2024.
- Continue GME Office-driven research in Education and various aspects of GME.
- Continue to promote scholarly activity for house officers through various avenues.

### **C. STRATEGIC PLAN IMPLEMENTATION COMMITTEE**

Actions for 2022-2023: Budget Analysis/Required Reduction/Program Approvals/Denials, New Funding

1. Members:  
 Dr. Steve Lisco (Chair)  
 Dr. Chandra Are  
 Dr. Mike Wadman  
 Stephanie Daubert  
 Bryce Brackle  
 Mike McGlade  
 Erin Snow  
 Vicki Hamm
2. Medicaid funding confirmed and strategic plan increases were confirmed with department chairs and program directors. Phase 1 and Phase 2 increases approved to move forward.
3. Committee reviewed SBAR requests for additions to strategic plan. Approved SBAR requests to date: radiology sequential increase, psychiatry increase and decrease of addiction medicine increase (from 2 to 1 based on recruitment efforts).
4. Committee approved using ACGME FTE requirements to develop budget for program director and core faculty protected time. Protected time will adjust as ACGME requirements adjust.
5. Committee approved increasing house officer daily meal allowance to \$10 per day beginning July 1, 2023.

#### **Action Plans for 2023-2024:**

- Implement Phase 1 and Phase 2 of the Strategic Plan. Most increases will begin in 2024 or later. Accreditation submissions for complement increases will be developed by programs with oversight from GME.
- Review SBARs submitted for any funding requests.
- Review formula for GME program operating budgets.

#### **D. HOUSE OFFICER ASSOCIATION (HOA)**

Actions for 2022-2023

1. Leadership:  
President, Dr Neesha Patel (Surgery)  
President-Elect, Dr. Ashley Hein (Path)  
Vice President, Dr. Emily Royer (Psych)  
Secretary/Treasurer, Dr. Joseph Novotny (Peds Pulm)
  
2. Activities:
  - a. All meetings with the HOA Board were held virtually.
  - b. The HOA focused on wellness and offered a variety of social events.
  - c. Sponsored turkey trot.
  - d. Held a donation drive.
  - e. Proposed a the daily meal money allowance increase from \$8 to \$10 per day.  
Increase approved by the Strategic Plan Implementation Committee to being July 1, 2023.

Leadership for 2023-2024

President, Dr. Ashley Hein (Path)  
President-Elect, Joohee Han (Clarkson Family Medicine)  
Vice President, Alan Wang (Neurosurgery)  
Secretary, Thomas Auen (Pathology)  
Treasurer, Dr. Joseph Novotny (Peds Pulm)

#### **E. GME WELLNESS COMMITTEE/CRISIS RESPONSE TEAM (CRT):**

Actions for 2022-2023

1. Members:  
Dr. Chandra Are  
Dr. Steve Wengel  
Dr. Kim Schenarts  
Dr. Kim Jarzynka  
Dr. Christie Barnes  
Dr. Lisa Sieczkowski  
Dr. Nate Goodrich  
Dr. Neil Hansen  
Dr. Jennifer Adams  
Dr. Neesha Patel (resident)  
Susan Smith  
Erin Snow
  
2. The committee continues to monitor house officer wellness.
  
3. The GME Wellbeing document was updated to reflect new contact information for resources listed.
  
4. Resident and fellow wellness: The House Officer Wellness Lounge (HOWL) continues to be a central gathering space for all house officers and is well utilized.

This Wellness lounge has amenities including: computer work stations, relaxation rooms, massage room, lactation room, work-out room with equipment, shower facilities and specially planned audio-visually themed interiors to promote wellness. Lunch and breakfast were provided for “House Officer Appreciation Week”. Conference space is available in the HOWL as well.

5. Meal card increased to \$10/day on July 1, 2023. Free parking was given to all house officers by Nebraska Medicine beginning in 2020-2021 and is continuing through at least June 2024.
6. Susan Smith, House Officer Assistance Program Manager, Steven Wengel, Campus wellness Director, and Sarah Richards from Internal Medicine updated the GMEC about the campus wellness activities and resources.
7. Subcommittee discussed second victim training, faculty burnout survey, ACGME wellbeing survey, impact of closing of NE Med child care facility, Family Place, on house officers, active shooter training and alerts setup.

**Action Plans for 2023-2024:**

- Continue in-person house officer wellbeing events with goal of quarterly activities.
- Improve campus alert system for safety events.
- Consider GME Office, campus -wide activities for promoting well-being.

**F. GME DIVERSITY, EQUITY & INCLUSION COMMITTEE**

This committee was formed in Spring 2022 with a dedication to promote diversity, equity and inclusion in graduate medical education.

a. Membership:

Dr. Chandra Are  
Dr. Ruben Quiros  
Dr. Diego Torres-Russotto  
Dr. Allison Ashford  
Dr. Arthur Easley  
Dr. Craig Piquette  
Dr. Tiffany Tanner  
Dr. Shannon Wong  
Dr. Rees Adomako (resident)  
Erin Snow

b. Mission and vision of the GME Office in promoting DEI:

- To recruit and train a diverse workforce of house officers
- To address and improve diversity in all domains of our house officer workforce: race, gender, ethnicity, nationality and orientation
- To recruit and train a workforce that is representative of the patient populations we serve across the State of Nebraska and surrounding regions
- To recruit and train house officers that are likely to serve the communities of underserved and underrepresented minorities

- To ensure efforts to promote diversity, equity and inclusion are cognizant of the differences between various specialties and tailor efforts unique to their individual needs
- To ensure that our efforts to promote diversity, equity and inclusion focus on the various stages of recruitment ranging from pre-interview, interview and post-interview process
- To incorporate principles of holistic interview where feasible and applicable
- To ensure transparency by outlining criteria used by programs to select applicants
- To maintain minimum standards/metrics when compared to peer institutions in screening and selecting applicants
- To ensure the well-being of the program directors and program coordinators
- Ultimately, we hope to recruit, nurture, train and retain a diverse workforce of house officers to meet the needs of our patients and the State of Nebraska.

**Actions for 2022-2023:**

- Provided recommendations for URM 2<sup>nd</sup> looks.
- Published our book (1<sup>st</sup> Edition) outlining DEI strategies and efforts of all of our 73 GME training programs on campus.
- Discussed implicit bias training and how it should be incorporated into training programs. This led to the creation of a GME DEI Resource document to be used by all programs in promoting DEI in recruitment efforts and program activities.

**Actions for 2023-2024:**

- Support recruitment efforts of programs as they navigate a hybrid in-person vs virtual recruitment season. Ensure equity during recruitment.

**G. ACTIVITIES OF THE FULL GMEC:**

Meetings were held in: July, August, September, October, December, February, March, May and June

**1. Approval of New Programs:** Pediatric Urology and Plastics Surgery-Integrated

**2. Approval of New Program Leadership:**

- Dr. Jason Helvey, neuro-radiology
- Dr. Erin Smith, movement disorders
- Dr. TJ Lockhart, pediatric anesthesiology
- Dr. Adam Burdorf, internal medicine cardiology
- Dr. Katie Hutchins, internal medicine gastroenterology
- Dr. Shelley Lee, epilepsy

**3. Program Director Development:**

1. The GMEC monthly meetings continue to serve as a forum for educating new and existing program directors. Topics covered during the year included:
  - Review of the common program requirements – DIO Dr. Chandra Are provided periodic updates.
  - WebADS best practices by DIO Dr. Chandra Are
  - Review of ACGME survey data for all programs with benchmarking to national data by DIO Dr. Chandra Are.
  - Increasing scholarly activity among house officers – PDs Drs. Branecki, Deibert, Dutoit and Jarzynka presented.
  - Recruitment efforts – using signaling/supplemental application – Dr. Christie Barnes
  - Recruitment efforts – NRMP proposed 2 phase Match – Dr. Donna Lamb, President and CEO of NRMP
  - Unsatisfactory performance policy – Vicki Hamm
  - Best practices in preparing for the ACGME Surveys – Dr. Christie Barnes, Otolaryngology Program Director, shared best practices. She received the most compliance survey award in 2022.
  - Nebraska Medicine Updates – Dr. Harris Frankel, Chief Medical Officer and Chief Compliance Officer
  - Wellbeing efforts -- Dr. Sarah Richards and Dr. Steve Wengel.
  - LB 574 – Dr. Ellis presented about a bill regarding abortion and gender transition care and addressed how NE Medicine will handle communications.
  - Public Health Emergency – update regarding house officers providing care via telehealth.
  - RCA – Dr. Mahliqha Qasimyar explained the curriculum she has developed and offered solutions for increasing participation in actual or simulated RCA meetings.
  - New Program Director development – advice from seasoned program directors on how to be an effective leader. Presentations were given by Dr. Craig Piquette, PCCM Program Director, Dr. Matt Mormino, Orthopaedics Program Director, and Dr. Kim Jarzynka, Family Medicine Program Director.
  - Promoting a positive work environment – presentations by Dr. Tiffany Tanner, Surgery PD, on resident mistreatment and by Dr. Allison Ashford, Med Peds PD, on combatting harassment and unprofessionalism.
  - Presentation from program directors on giving effective feedback – PDs Drs Christie Barnes, Neil Hansen, Kim Jarzynka and Tiffany Tanner

**Action Plans for 2023-2024:**

- Continue providing faculty development at GMEC meetings based on trends in the ACGME surveys and feedback from the GMEC community.
- Provide program director development training to all new program directors. We are updating our Program Director Development Series (started in 2018). These sessions are open to all program directors, but program directors with fewer than 3 years of experience will be strongly encouraged to attend. Topics include:



accreditation basics, PD duties, committees, challenges (eg. remediation), well-being, HR topics, and immigration issues.

- Provide program director training to program directors of NST programs.

**4. Approval of Change in Participating Institutions:**

- GME Executive subcommittee approved all participating site changes.

**5. Approval of new GME Policies:**

- House Officer Association Leadership Policy was developed to ensure HOA leadership involves house officers are in good standing. Policy will be presented to HOA for bylaw approval/addition.
- Approved a process for GMEC to complete a thorough review of candidates proposed for the exceptionally qualified candidate pathway for program eligibility. One house officer was accepted through this pathway in 2022-23 (pediatric anesthesiology).

**6. Institutional Reaccreditation:** The sponsoring institution received full reaccreditation with commendation. Our next institutional SSSV will be in October 2027.

**7. Program Accreditation and Citations:**

- No programs have an adverse accreditation status.
- One program (pediatric dermatology) was denied initial accreditation due to lack of core faculty. A faculty member was hired at the time of submission but is not scheduled to begin at UNMC until October. The program will resubmit the accreditation application once that faculty member begins employment.
- The GME Office and the GMEC Executive Committee reviews all program citations as part of the Annual Program Assessment (APA) process.
- There are 67 sponsored programs without citations, an improvement from last year (there were 54 programs without citations in 2021-2022).

**Action Plans for 2023-2024:**

- Action plans in place for all programs. ACGME completion rate was emphasized and compliance ensured.

**8. Internal/External Reviews**

- We had one external review during the 22-23 academic year.

**9. ACGME Site Visits**

- ACGME site visits were held for the following programs: Pediatrics Critical Care (3/8/23), Sports Medicine (3/7/23), Interventional Radiology – independent (4/4/23), Emergency Medical Services (11/17/22), PM&R (12/19/22), Allergy & Immunology (2/7/23), Plastic Surgery – integrated (2/15/23).

**10. ACGME Surveys**

- The GMEC and GME office serves as a resource in navigating the ACGME survey. Educational sessions included presentations on how to present/explain the survey to house officers and how to interpret results of the survey.
- Programs are recognized for outstanding compliance shown on ACGME surveys. Dr. Tammy Wichman, Internal Medicine Program Director and Dr. Neil Hanson, Radiology Program Director, both received the “GME Excellence Award” for most compliance ACGME residency survey. Dr. Troy Plumb, Nephrology Program Director, received the “GME Excellence Award” for most compliant fellowship ACGME survey.
- DIO Dr. Are compares all survey data to previous years to assess trends and areas of concern. An internal report is prepared to summarize the surveys of all programs.
  - Dr. Chandra Are meets with all program directors to discuss program results and serves as a resource in action plans.
  - Dr. Are and DIA Erin Snow had prioritized meetings with program directors that have a concerning program trend. In 2021, we had 9 programs with concerning trends. In 2022, we had 6 programs with concerning trends. In 2023, we have 8 programs with concerning trends. Action plans and follow up reports are assigned as necessary.

#### **Action Plans for 2023-2024:**

- Action plans were initiated, and improved survey results are expected in 2024.

#### **11. ACGME Milestones Monitoring:**

All programs were required to annually report resident and fellow Milestones to the ACGME and successfully completed on time during the 2022-2023 academic year. The GMEC served as a resource to the programs engaged in this process.

#### **Action Plan for 2023-2024**

- The GMEC will continue to serve as a resource for Milestones utilization and compliance.

**12. RESIDENT AND FELLOW SALARIES:** The GMEC approved resident/fellow salaries with 3% increase. According to the Council of Teaching Hospitals (COTH) survey from the AAMC, UNMC house officers are near the 75<sup>th</sup> percentile in salary and benefits compared to other programs in the Midwestern region.

#### **H. DUTY HOUR COMPLIANCE**

The GME Office continues to monitor all programs for duty hours on a monthly basis. The GME Office created a document in 2018 that ensures that all the house officers are scheduled to work less than 80 hours per week. Each program director reviews the monthly call schedules for their program and attests this document that confirms that all their house officers are scheduled to work less than 80 hours per week. These monthly attestations are reviewed by the GME Office monthly at the Clinical and Educational Work Hours Committee meeting. The meeting is attended by the DIO, DIA and Amy Guziec from our GME Office.

This process has helped the GME Office to monitor the clinical and educational work hours and maintain compliance. Any program that is having difficulty is contacted by the DIO to see what resources are needed to comply with duty hour rules.

**I. RESIDENT DEVELOPMENT SERIES**

In the 2022-2023 academic year, a risk management/medical malpractice session was held by COPIC on June 12, 2023. All house officers were invited to attend. This session covered many aspects of medical malpractice (definitions/how to reduce risk of malpractice/what to do if named in a case, etc) and also included a mock deposition session with actual attorneys (currently practicing in medical malpractice) and residents acting as plaintiffs and defendants. The session was held virtually with plans to hold multiple sessions in 2023-2024.

**J. HOUSE OFFICER ORIENTATION**

The Graduate Medical Education Office coordinates and oversees the largest annual onboarding initiative on our campus. In 2023, we had 218 new house officers to onboard and 35 transfer house officers (transferring from one UNMC program to another). Onboarding activities include:

- a. New hire paperwork and benefits information
- b. Licensure applications
- c. NPI applications
- d. DEA applications
- e. Employee health requirements
- f. New Innovations setup and checklist
- g. One Chart account setup and training
- h. COVID-19 vaccination tracking
- i. Compliance requirements not included in orientation agendas (eg. OR Fire Safety)
- j. Medicare/Medicaid provider enrollment
- k. Meal card setup
- l. PerfectServe paging system setup
- m. Parking setup
- n. Photo ID setup
- o. Two day orientation for incoming PGY 1. Compliance topics covered included Zero Harm, NE Medicine Quality Improvement and Patient Safety Efforts, Infection Control, Title IX, Student Mistreatment, Privacy expectations and IT Security. Other topics include benefits information, scholarly activity opportunities, DEI initiatives, introduction to HOA, HOAA and NMA, and wellbeing resources.
- p. One day orientation for incoming PYG 2 and fellows. This includes an abbreviated schedule of the above listed topics.

**K. NEBRASKA INTERNAL CLINICAL LEARNING ENVIRONMENT REVIEW (NI-CLER):**

Dr. Are meets with all the program directors individually on an annual basis to internally assess each program's compliance with the seven elements of CLER. These findings obtained in real time are published in a NI-CLER booklet. The first NI-CLER booklet was published in 2017.

Dr. Are met with all the program directors again in 2022-2023 as well to assess all the programs compliance with the seven CLER elements. These findings will be published in the fourth edition of NI-CLER booklets (in progress).

**Action Plans for 2023-2024:**

- Release 4<sup>th</sup> edition of NI-CLER booklet.
- We anticipate a CLER visit in 2023-2024.

**L. COVID-19 RELATED ACTIVITIES:**

- The GME Office tracked house officer positivity rates.
- Institutional guidance changed to not require masks.
- COVID-19 testing available at various campus locations and Employee Health.
- Orientation of new House Officers included education about COVID-19 and PPE.
- Virtual interviews were held in 2022-2023.
- Updated guidance regarding Masking, universal precautions, social gathering guidance, quarantine instructions. Programs encouraged to continue to follow recommendations on the UNMC Campus Guidance Web Site regarding events, social distancing, masking and vaccinations.
- PPE training and testing was ensured for all house officers.

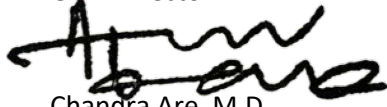
**Action Plan for 2023-2024:**

- The GME Office and GMEC continue to actively monitor COVID-19 burden for house officers and programs on our campus and will continue to provide guidance as needed.
- Programs are advised to follow national society recommendations regarding in person vs virtual interview seasons.

Respectfully submitted,



Erin Snow  
GME Director



Chandra Are, M.D.  
Associate Dean for GME  
Chair, Graduate Medical Education Committee