PROFESSIONAL EDUCATION

John M. O’Brien, M.D.

Overview of Resident/Fellow Training

March 19, 2021
The Role of Medical Education In the Care of Our Patients

Mission Alignment
Today’s Medical Students: Tomorrow’s Leaders

Training:
Safety
Quality
Knowledge
Compassion

Maintain a Culture Of Professionalism

Recruit Diverse/Committed Students

Retain Well-Trained Residents and Fellows at Graduation

Develop as Leaders of a High Quality, Safe, Reliable, PATIENT-CENTERED, integrated health system
Generally Accepted Benefits of Residencies/Fellowships

- Facilitate a Cost-Effective Model of 24/7 Care of Acutely Ill Patients
- Help Attract Attending Physicians
- Provide Valuable Feedback That Can Improve Hospital Performance
- Improved Hiring Decisions When Familiar With Graduate’s Work Product

Can Be Used to Drive Information “Upward”
Metrics

What Can Be Easily Measured?

- Quality of Training → Accreditation
- Quality of Care → eMERS
- Retention of Trainees → Percentage of Graduates Hired
Quality of Training

Accreditation
Accreditation – 23 Programs (1 Citation)

**Accreditation Council for Graduate Medical Education (ACGME)**
- 20 Programs
  - All accredited: 19/20 without citations
  - IM with one citation- excessive non-clinical tasks/Work Hours concerns

**Commission on Dental Accreditation (CODA)**
- Oral and Maxillofacial Surgery
  - “Accreditation without Reporting Requirements”
  - Next Review is in 2021

**American Osteopathic Association (AOA)**
- Neurosurgery Accredited through 2021 (Sunsetting)

**American Society of Health-System Pharmacists (ASHP)**
- Pharmacy Residency Accredited through 2023
Clinical Learning Environment (C.L.E.R.) Visit 2021

Emphasis is on the QUALITY and SAFETY of the Environment for learning and patient care
  • Learning Environment has durable effect on long-term practice habits

Visits are every 18 months (our 4th visit)

One Day Visit Done Remotely (This Time)
  • Must start and end with a meeting that includes the CEO and the DIO
  • Interview Residents and Program Directors using Audience Response System
  • Required to maintain accreditation

2021 Findings:
  • 40% Participated in an RCA (up from 26%)
  • 17% Aware of Results of Pt Safety Analyses
  • Early stages of syst. Approach to Health Care Disparities
  • 10% of Res/Fell received training in “Teaming”
Quality of Care

Recognizing Quality and Safety Issues
Leveraging Trainees To Improve Quality and Safety

- Education – Four Hour Training Session During Orientation
- Reporting – eMERS (Trainees Generate ~8% of all reports)
- Quality Improvement -100% participation
- Leadership - COVID Vaccination rate = 90%
Retention of Trainees
Percentage of Staff That Trained at CCH

March 2021

![Bar chart showing the percentage of staff that trained at CCH for different fields. The fields are Anesthesia, EM, FM, IM, OB/Gyne, Pediatrics, Radiology, Surgery, and Trauma. Each bar represents the percentage of staff trained at CCH.]
Training Residents Employed By Others (Rotators)

Provide Extended Coverage for our Patients

Attract Quality Faculty

Develop a Pool of Physicians for Recruiting (Retention)
Rotator Programs

( ) = FTE Trainees/year

**Integrated**

- Allergy (1)
- Cardio Thoracic Surgery (1)
- General Surgery (24)
- Endocrinology (3)
- Infectious Disease (5)
- Neurology (2)
- OB/GYN (15)
- Rheumatology (2)
- Neurosurgery (4.0)

**Not Integrated**

- Orthopedics (7.8)
- ENT (7)
- Pathology (3)
- Nephrology (2)

(Claim these on Medicare)
Summary of Agreements for 2021
Presented For Approval March 19, 2021

<table>
<thead>
<tr>
<th>Program</th>
<th>FTE residents</th>
<th>Contract Length-Yrs</th>
<th>Max. Annual Reimbursed</th>
</tr>
</thead>
<tbody>
<tr>
<td>NORTHEASTERN/MCGAW</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OB/GYNE</td>
<td>15</td>
<td>5</td>
<td>$1,385,784</td>
</tr>
<tr>
<td>Otolaryngology</td>
<td>4</td>
<td>5</td>
<td>$383,853</td>
</tr>
<tr>
<td>Orthopedics</td>
<td>4</td>
<td>5</td>
<td>$378,199</td>
</tr>
<tr>
<td>Trauma</td>
<td>2</td>
<td>5</td>
<td>$190,597</td>
</tr>
<tr>
<td>Urology</td>
<td>1</td>
<td>5</td>
<td>$99,802</td>
</tr>
<tr>
<td>FRANCISCAN ST. JAMES</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Orthopedics</td>
<td>2</td>
<td>3</td>
<td>$191,378</td>
</tr>
<tr>
<td>Univ. of Illinois-Chicago</td>
<td>3</td>
<td>1</td>
<td>$276,269</td>
</tr>
<tr>
<td>Pathology</td>
<td>2</td>
<td>3</td>
<td>$175,138</td>
</tr>
<tr>
<td>Program</td>
<td>FTE residents</td>
<td>Contract Length-Yrs</td>
<td>Max. Annual Reimbursed</td>
</tr>
<tr>
<td>-----------------------</td>
<td>---------------</td>
<td>---------------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>RUSH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allergy/Immunology</td>
<td>1</td>
<td>3</td>
<td>$97,496</td>
</tr>
<tr>
<td>CT Surgery</td>
<td>1</td>
<td>3</td>
<td>$110,0277</td>
</tr>
<tr>
<td>Endocrinology</td>
<td>3</td>
<td>3</td>
<td>$299,367</td>
</tr>
<tr>
<td>Infectious Disease</td>
<td>5</td>
<td>3</td>
<td>$498,946</td>
</tr>
<tr>
<td>Neurology</td>
<td>2</td>
<td>3</td>
<td>$182,880</td>
</tr>
<tr>
<td>Neurosurgery</td>
<td>4</td>
<td>1</td>
<td>$343,303</td>
</tr>
<tr>
<td>Orthopedics</td>
<td>1.83</td>
<td>3</td>
<td>$153,346</td>
</tr>
<tr>
<td>Rheumatology</td>
<td>2</td>
<td>3</td>
<td>$199,578</td>
</tr>
<tr>
<td>Surgery</td>
<td>24.5</td>
<td>3</td>
<td>$2,163,534</td>
</tr>
<tr>
<td>Trauma</td>
<td>6</td>
<td>3</td>
<td>$544,172</td>
</tr>
</tbody>
</table>
Questions?
Thank you.