



March 6, 2020

NOTICE

The Board of Directors of the Kaweah Delta Health Care District will meet in an open Academic Development Committee meeting at 3:00PM on Thursday March 12, 2020 in the Kaweah Delta Medical Center – Acequia Wing - Executive Office Conference Room {400 W. Mineral King, Visalia}.

The disclosable public records related to agendas are available for public inspection at Kaweah Delta Medical Center – Acequia Wing, Executive Offices (Administration Department) {1st floor}, 400 West Mineral King Avenue, Visalia, CA and on the Kaweah Delta Health Care District web page <http://www.kaweahdelta.org>.

KAWEAH DELTA HEALTH CARE DISTRICT
David Francis, Secretary/Treasurer

A handwritten signature in black ink that reads 'Cindy Moccio'.

Cindy Moccio
Board Clerk, Executive Assistant to CEO

DISTRIBUTION:
Governing Board
Legal Counsel
Executive Team
Chief of Staff
<http://www.kaweahdelta.org>

KAWEAH DELTA HEALTH CARE DISTRICT BOARD OF DIRECTORS ACADEMIC DEVELOPMENT

Thursday, March 12, 2020

Kaweah Delta Medical Center / 400 West Mineral King
Executive Office Conference Room (1st floor Acequia Wing)

ATTENDING: Directors: Lynn Havard Mirviss (chair) & Garth Gipson; Gary Herbst, Chief Executive Officer; Lori Winston, M.D., Vice President Medical Education & Designated Institutional Officer; Amy Shaver, Director of GME, James McNulty, Director of Pharmacy; Cindy Moccio, Executive Assistant to CEO & Board Clerk, Recording

OPEN MEETING – 3:00PM

CALL TO ORDER – *Lynn Havard Mirviss*

PUBLIC / MEDICAL STAFF PARTICIPATION – Members of the public wishing to address the Committee concerning items not on the agenda and within the subject matter jurisdiction of the Committee may step forward and are requested to identify themselves at this time. Members of the public or the medical staff may comment on agenda items after the item has been discussed by the Committee but before a Committee recommendation is decided. In either case, each speaker will be allowed five minutes.

1. **OVERVIEW OF THE ORGANIZATION'S ACADEMICS** - Organizational charts, annual process timeline, current trainee volumes, and retention rates.

Lori Winston, M.D., Vice President Medical Education & Designated Institutional Officer

2. **FAMILY MEDICINE RESIDENCY PROGRAM ANNUAL PROGRAM REVIEW** – Review of accreditation status, current citations, performance on institutional metrics and SWOT {Strengths, Weaknesses, Opportunity, and Threats) analysis.

Lori Winston, M.D., Vice President Medical Education & Designated Institutional Officer

3. **STRATEGIC VISION AND POSSIBILITIES FOR THE DEVELOPMENT OF ADDITIONAL PROGRAMS** – Open discussion about potential new educational programs and/or new service lines that involve medical education.

Lori Winston, M.D., Vice President Medical Education & Designated Institutional Officer

4. **ACADEMIC DEVELOPMENT MISSION AND PURPOSE** – Review and discussion of committee mission and purpose.

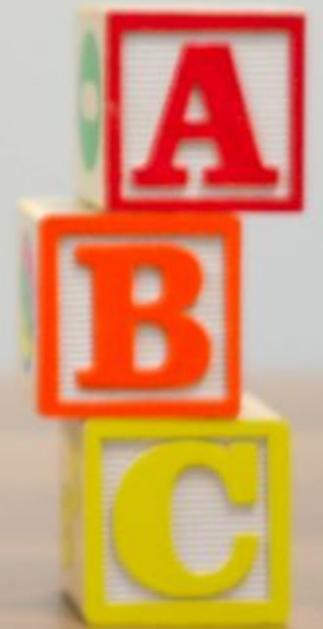
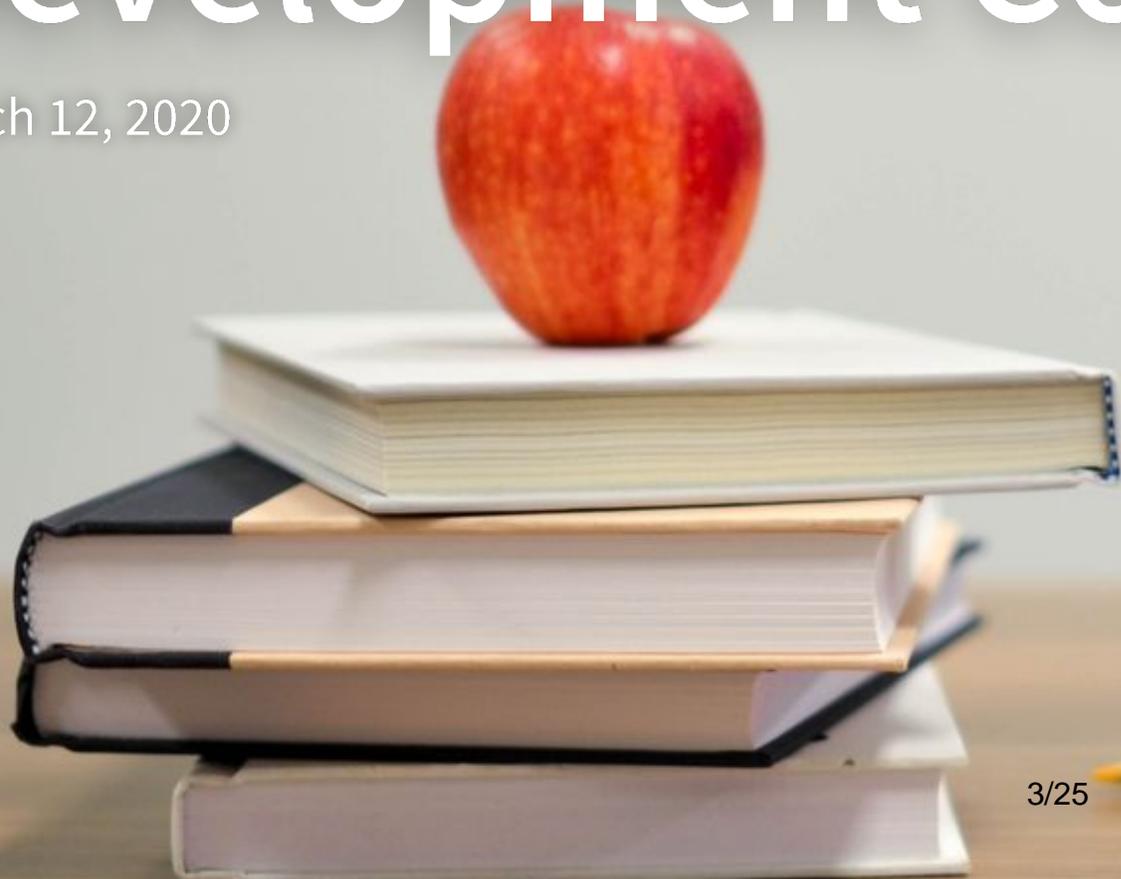
Academic Development Committee Members

ADJOURN – *Lynn Havard Mirviss*

In compliance with the Americans with Disabilities Act, if you need special assistance to participate at this meeting, please contact the Board Clerk (559) 624-2330. Notification 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Kaweah Delta Health Care District Board of Directors meeting.

Kaweah Board of Directors Academic Development Committee

March 12, 2020





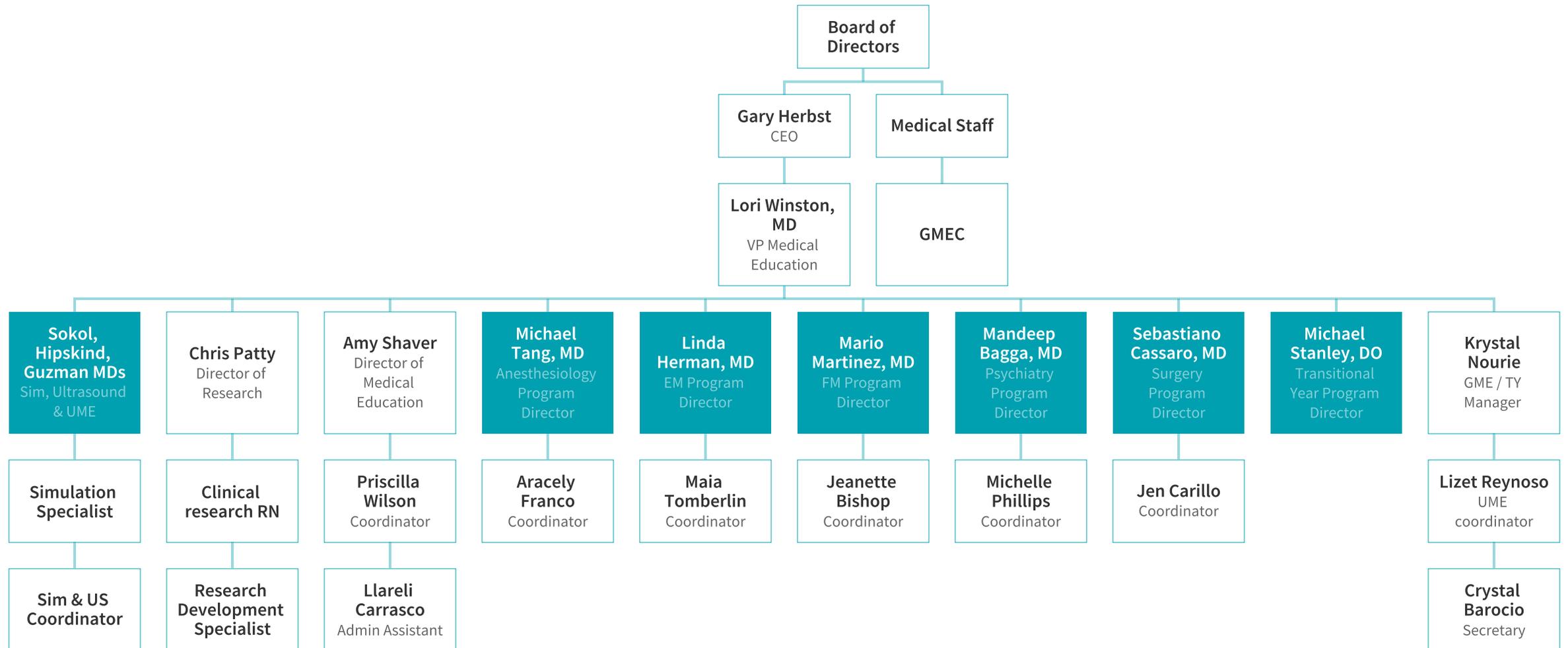
Mission and Purpose

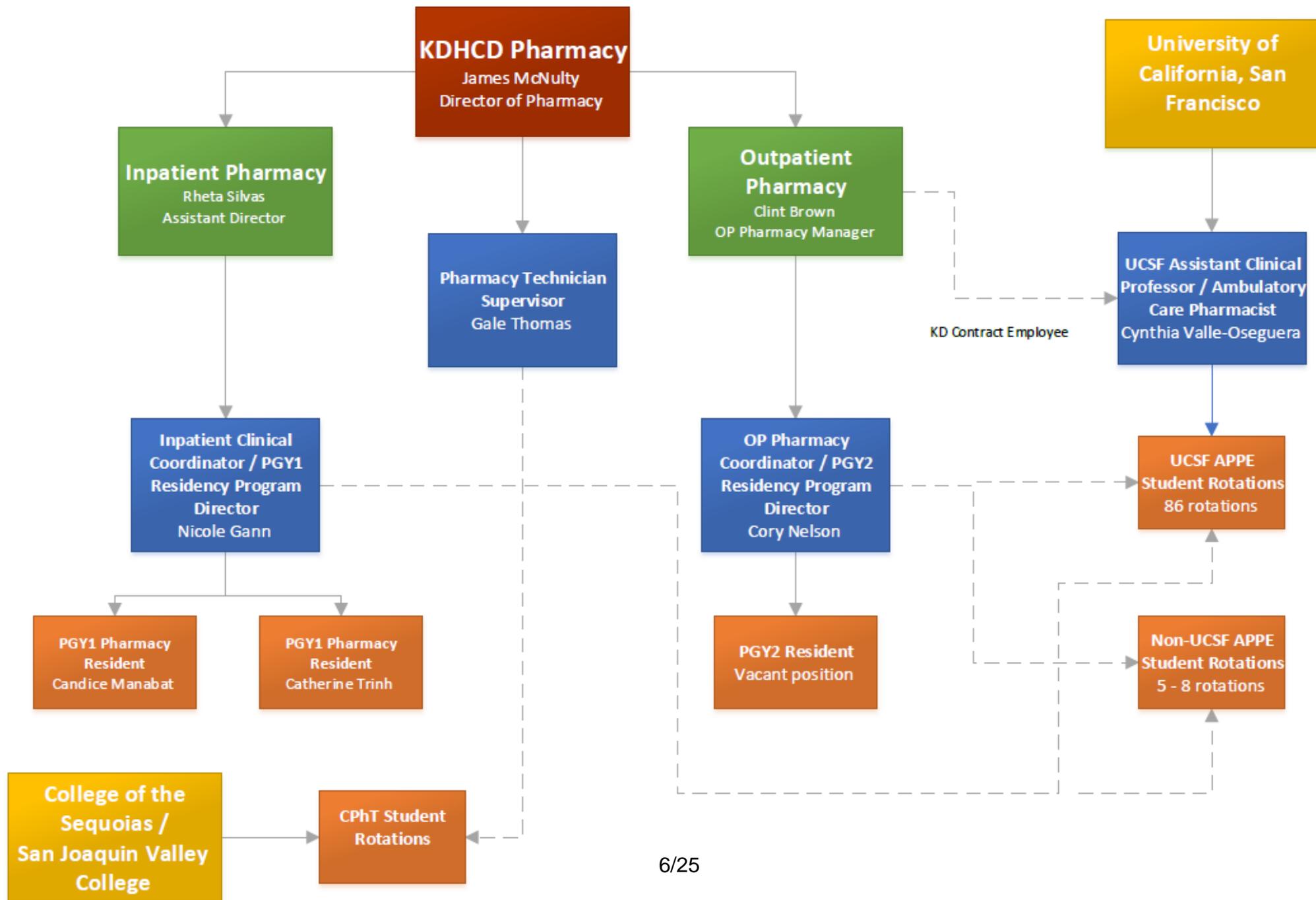
The Academic Development Committee of the Board serves to strengthen our institutional pillar of empowering through education. Kaweah is a teaching health care organization and education is the foundation that enables Kaweah's teams to provide world class care in a constantly evolving medical climate. Members provide strategic guidance and support for the development and enduring success of our educational programs.

Specific Responsibilities

Review of GMEC oversight of GME including the Annual Institutional Review and annual program evaluations for all residency programs. Provide oversight of Annual American Society of Health System Pharmacists program reviews. Annual budget review and feasibility assessments for new & expanding programs. Monitor program retention and attrition along with compliance with ACGME, ABMS, CMS, ASHP and the Joint Commission. This committee will also serve to foster educational alignment with institutional goals and metrics.

GME Org Chart





who



residents

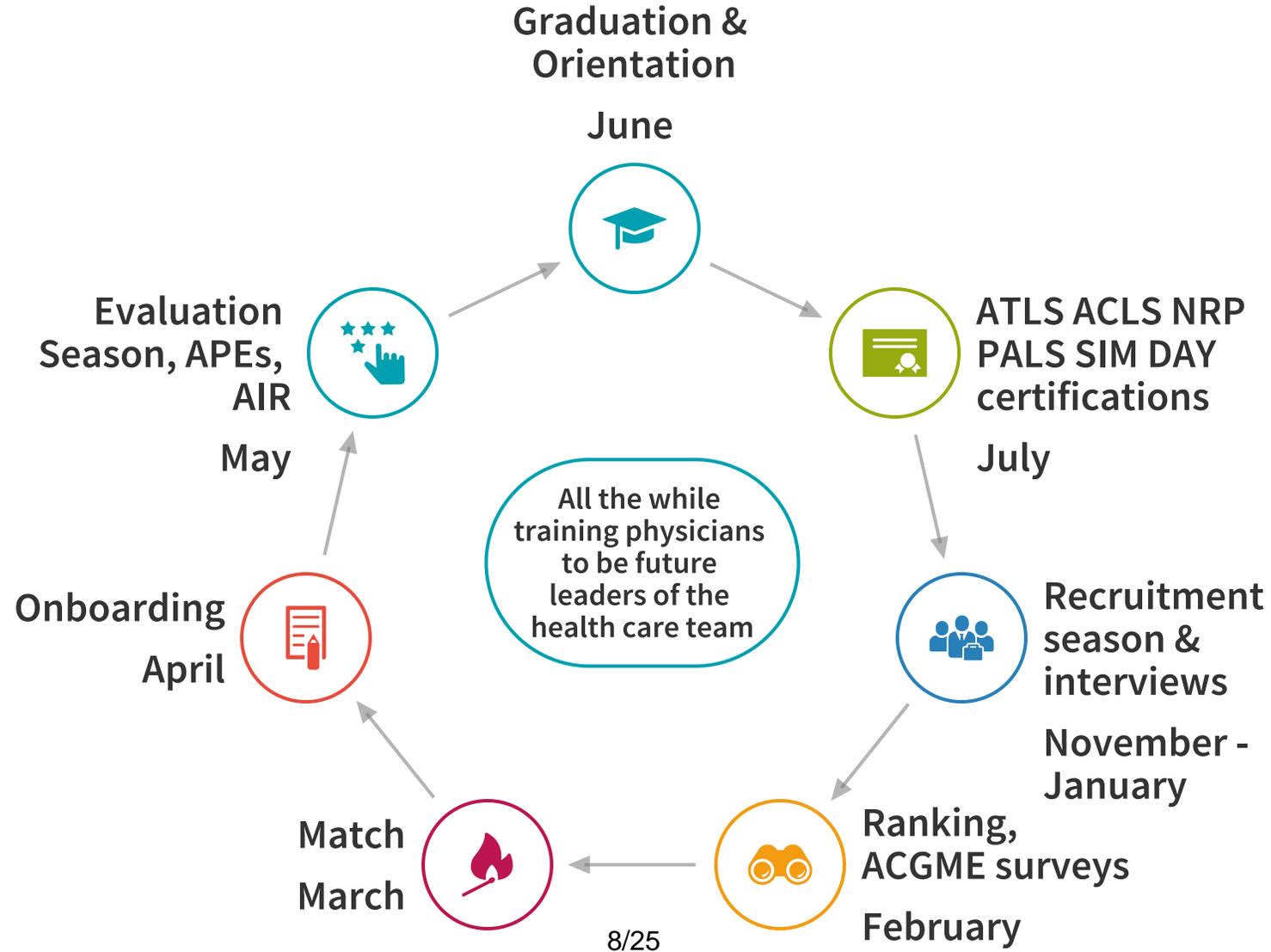


faculty



medical students

One Academic Year





emergency
medicine



13-13-13
= 39

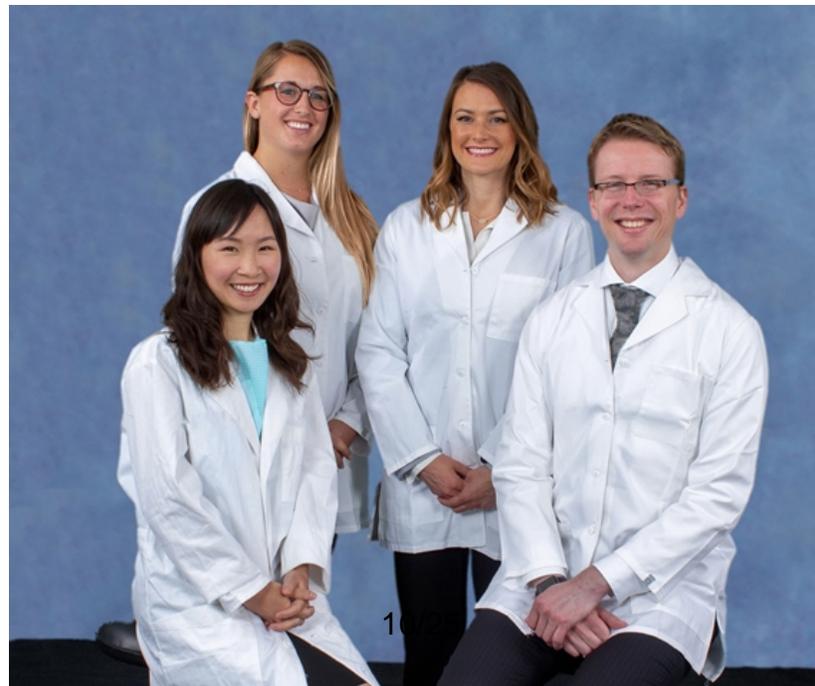
9/25



anesthesiology



4-4-4-4
= 16

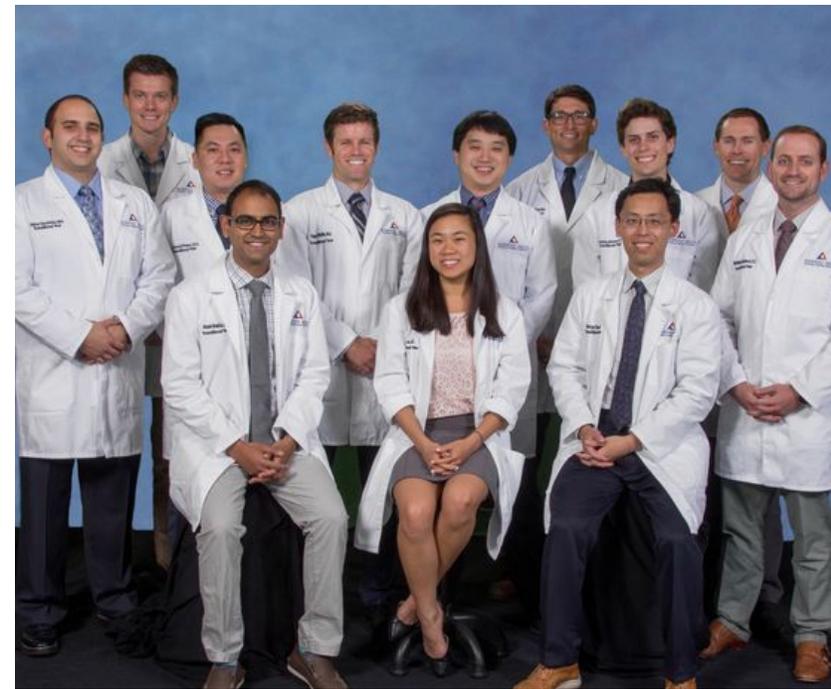


general
surgery

5-3-3-3-3
= 17



transitional year

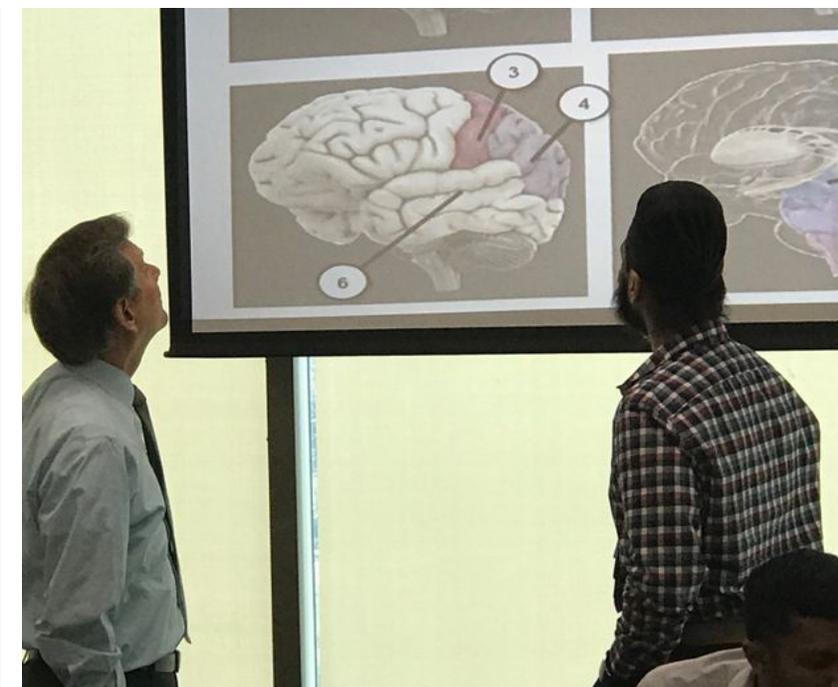


12



6-6-6-6
= 24

psychiatry





family
medicine



7-7-7 = 21

We are bigger than Kern!

Number of residents working at Kaweah

129

Number of new interns added every year

47

Kaweah Fellows

3

Visiting Medical Students

50

Visiting Residents & Fellows

7

GME Graduate local retention (34% overall)

29%



Emergency Medicine (8/28)

36%



Family Medicine (9/25)
16/25

50%



Psychiatry (3/6)



Pharmacy Academics

- 86 APPE **Student** rotations provided for the 2020-2021 academic year

Final year pharmacy students on 6 week blocks, through UCSF affiliation

A UCSF faculty member is a contracted Kaweah employee and over 10 Kaweah employees have a voluntary UCSF clinical faculty appointment

5-8 non-USCF APPE student rotations

- Post Graduate Year 1 (**PGY1**) Pharmacy **Residency** Program

2 residents per year since 2014-2015

Goal is to produce graduates ready to practice independently as a general clinical practitioner in an acute care setting or pursue specialized training

- Post Graduate Year 2 (**PGY2**) Ambulatory Care Pharmacy **Residency** Program

1 resident per year since 2018-2019

Goal is to build on PGY1 training to produce graduates ready to practice as clinical pharmacist in an ambulatory care setting (typically a FM/IM clinic)

Graduate outcomes and future directions

- **PGY1 Residency Program**

- 10 successful graduates (100%)

- 3 pursued PGY2 training

- 5 currently are clinical pharmacists at Kaweah

- All are practicing as clinical pharmacists

- **PGY2 Ambulatory Care**

- 1 successful graduate (100%)

- This graduate was also a graduate of Kaweah's PGY1 program

- Currently working as Kaweah ambulatory care clinical pharmacist

- **Future goals of pharmacy residency programs**

- An expanded focus on resident wellness coordinated through both programs (social events, mentorship programs, incoming/outgoing resident buddy)

- Expansion of the PGY1 residency to 3 residents per year

- Addition of inpatient PGY2 in Emergency Medicine or Pain Management

- Use of PGY2 Ambulatory Care to expand current practice sites (VMC, Tulare RHC, SCC)

Family Medicine - Continued Accreditation Jan 30, 2019

Self Study Feb 1, 2025

Concerning Trends: Evaluations, Faculty responsibilities, WebADS accuracy

Current Citations

Mission

To train FM physicians in a nurturing environment to provide high quality, evidence based, multi-disciplinary care while advocating for pt access to care & education in Central California

PD turnover

Must hold out for a good leader - latest interview w/ Martinez candidate promising

1 core faculty not board certified by ABFM

Test taken, awaiting results

Resident Survey - Retaliation & Process to deal w/ problems

New leadership required

Family Medicine Performance on Institutional Indicators



Board Pass Rates



In-training exam scores

Not >50% met national avg



Faculty Survey Progress Report

Information not lost during transitions of care - timely discharge summaries & Cerner discharge list



Faculty Survey

Residents seek supervisory guidance, effectiveness of graduates, faculty development opps, residents perform nonphysician duties, culture reinforces patient safety



Resident Survey

80hrs, sufficient instruction, faculty create an environment of inquiry, opportunity for scholarly activity, satisfied that evals are anonymous/ used for improvement, provided w/ ways to TOC when fatigued, satisfied w/ process to deal w/ problems, retaliation - Culture issue



Step 3 pass rates

Family Medicine

Major Changes: FMC leadership, PD resignation, Faculty Medical Group formed

Strengths

- Diverse pt population
- Song Brown & CalMedForce funding
- HRSA funding for pharmacist at FMC
- Boards pass rate 100%
- Dedicated faculty

S

Weaknesses

- Punitive culture
- Pediatric & OB volume
- FMC team performance
- Understaffed new faculty medical group
- Low trust environment

W

Opportunities

- HEDIS metrics as data for QI projects
- More simulation & ultrasound
- Recruitment of graduates
- USC pipeline for FM
- Street Medicine rotation

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Threats

- Recruitment challenges for FM academicians
- OB by FM faculty
- Interview season w/o identified PD

T

proud



other necessary resources for education

- 1 Ultrasound
- 2 Simulation
- 3 Research
- 4 UME pipeline
- 5 Faculty Development
- 6 Diversity
- 7 Cultural Competency & Health Care Disparities
- 8 Wellness



Strategic Vision and possibilities for the Future

- Rural training track for Internal Medicine
- Fellowships - Child & Adolescent Psych
- Tranplant
- Telepsych
- Palliative Care
- MedEd Admin
- Fellowship - Hospitalist, GI, Endocrine, Rheum
- Podiatry

Kaweah Delta Health Care District

ACADEMIC DEVELOPMENT COMMITTEE

MISSION AND PURPOSE:

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SPECIFIC RESPONSIBILITIES:

- Review of Graduate Medical Education Committee {GMEC} oversight of GME including the Annual Institutional Review and annual program evaluations for all residency programs.
- Provide oversight of Annual American Society of Health System Pharmacists program reviews.
- Annual budget review and feasibility assessments for new & expanding programs.
- Monitor program retention and attrition along with compliance with;
 - Accreditation Council for Graduate Medical Education {ACGME}
 - American Board of Medical Specialties {ABMS}
 - Centers for Medicare & Medicaid Services {CMS}
 - American Society of Health-System Pharmacists {ASHP} and;
 - The Joint Commission
- Serve to foster educational alignment with institutional goals and metrics.

Adopted by the Academic Development Committee – _____, 2020.