



Division of Graduate Medical Education

The Division of Graduate Medical Education provides oversight, guidance, and support to all Graduate Medical Education programs at Thomas Jefferson University Hospital and the affiliates for which the Hospital is the sponsoring institution. It also provides administrative and oversight support for the Internal Medicine residency, Med/Peds residency and Cardiology, Interventional Cardiology and Nephrology residencies at Christiana Care and the Pediatric Medical and subspecialty medical residency programs at A.I. Dupont. The Division, consisting of David L. Paskin, MD, Senior Associate Dean for GME and Affiliations; John Caruso, MD, Assistant Dean for GME and Affiliations; John Kairys, MD, Assistant Dean for GME and Affiliations and Connie Baker, Administrative Assistant, works in concert with the Office of House Staff Affairs headed by Debra Cifelli. The Hospital and the Medical School have a common goal of achieving excellence in Graduate Medical Education. The GME division works closely with both the division of Undergraduate Medical Education and with the Office of Faculty Affairs to support a unified educational effort in the continuum of medical education.

The Division continues to serve both evaluative and consultative functions. The internal site visits performed at the midpoint of each program's accreditation cycle are a highly productive tool for ongoing quality improvement in our GME programs. The Division continues to refine its internal review process to serve our GME programs. We have expanded our services to include intensive consultation and intervention, in cooperation with

Program Directors, for programs that require major revisions in order to come into compliance with new RRC regulations. We continue our RRC site visit preparation process which includes careful review and editing of all Program Information Forms (accreditation visit applications), and departmental preparation sessions prior to the site visit. These have been extremely productive and helpful. With the increasing role of simulation in training, evaluation and credentialing, the division of GME has established its oversight in this arena and has been a major contributor and driver.

GME Committee

The GME Committee continues to increase its involvement in, and oversight of, all aspects of residency education in the hospital. The GME Committee has devoted significant effort to two major initiatives: the development of an institutional curriculum in GME that focuses on topics common to all residency programs and defining and developing the role of the residency coordinator. As we move "from compliance to excellence" in GME, it is anticipated that the GME Committee will be deeply involved in all aspects of GME, and will oversee GME strategic planning for the institution. During this academic year, "New Innovations," an online evaluation product has been added to replace the "GME Toolkit" which was a less efficient product. With the addition of New Innovations as an evaluative tool for the Medical College, it will allow a more efficient process of evaluation for our faculty.

ACGME Outcome Project

The ACGME Outcome Project and the implementation of competency-based education con-

tinues in all of our GME programs, and continues to be monitored by the Division. The ACGME has moved into the third phase of the Outcome Project: full integration of the competencies, and of their assessment. The focus of the third phase is the use of resident performance data and external measures (such as patient satisfaction surveys and clinical quality indicators) to make data-driven improvements in residency education programs and patient centered care. The Division continues in assisting programs in the identification and development of assessment tools towards this purpose, and in the development of processes within the programs to ensure that resident and program performance levels are accurately assessed, with the goal of making targeted and effective program changes to improve education and patient care. Oversight of this initiative and integration has been assigned to Rebecca Richmond.

A faculty evaluation form for residents to use in assessing faculty teaching skills was developed and validated in conjunction with the Center for Research in Medical Education. This form was approved by the Dean and the GME Committee for universal use throughout the university, and is providing valuable and much-needed data on faculty teaching. This universal faculty evaluation form allows faculty to compare their teaching skills with those of the entire university faculty, as opposed to only within their individual departments, and will provide valuable information to the Appointments and Promotions Committee for those faculty seeking advancement in the Educational and Scholarship track. Another IT initiative in place this year is an institutional GME Intranet Web site, with the purpose of continuing to build a sense of community among the GME programs at TJUH, and improve communication throughout the GME programs.

Affiliations Committee

The Affiliations Committee met as part of the Affiliations Day program, and the Office of Faculty Affairs presented a day-and-a-half symposium on evaluation and feedback. All of the affiliates were

represented. Great appreciation was expressed to the representatives of all the affiliates for their much-valued role in providing excellent clinical exposure for our third- and fourth-year medical students. Faculty appointments and promotions of affiliated faculty, now managed by the Affiliations Division in the Deans Office and the office of Faculty Affairs, has been efficient and very effective. This has been a great addition for our very much appreciated affiliated faculty.

Medical students continue to have excellent educational experiences at our affiliated teaching institutions, as indicated by review of clerkship evaluations. The contributions of the faculty and residents throughout our affiliated network remain superior, and are routinely praised by the students of the College.

The longitudinal study of residents continues, which provides program evaluations by residents and fellows at each level of training, in addition to annual program director evaluations of each resident and fellow. These evaluation tools are currently being used at all Jefferson Health System institutions that sponsor GME programs. It is hoped that this data will provide new insights into the process of graduate medical education, and supply material for new research in this area.

The mission of the division of Graduate Medical Education and Affiliations is to link undergraduate and graduate medical education at Thomas Jefferson University Hospital and the affiliates in order to promote faculty development, as well as excellence in resident education and teaching and the most efficient and effective patient-centered care. This, in turn, provides the Jefferson Medical College student with a consistently excellent cadre of teachers at Thomas Jefferson University Hospital and the affiliates.

David L. Paskin, MD

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