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

Cindy Moccio
Board Clerk, Executive Assistant to CEO

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

   
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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

   
   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.
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.
who

residents

faculty

medical students
One Academic Year

- **Graduation & Orientation**
  - June
- **Evaluation Season, APEs, AIR**
  - May
- **ATLS ACLS NRP PALS SIM DAY certifications**
  - July
- **Onboarding**
  - April
- **Recruitment season & interviews**
  - November - January
- **Match**
  - March
- **Ranking, ACGME surveys**
  - February

Center: "All the while training physicians to be future leaders of the health care team"
anesthesiology

4-4-4-4
= 16
11/25

general surgery

5-3-3-3-3-3 = 17
transitional year
6-6-6-6 = 24
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)

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)
<table>
<thead>
<tr>
<th>Mission</th>
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<tr>
<td>To train FM physicians in a nurturing environment to provide high quality, evidence based, multi-disciplinary care while advocating for pt access to care &amp; education in Central California</td>
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<tr>
<th>PD turnover</th>
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<td>Must hold out for a good leader - latest interview w/ Martinez candidate promising</td>
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<tr>
<th>1 core faculty not board certified by ABFM</th>
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<td>Test taken, awaiting results</td>
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<th>Resident Survey - Retaliation &amp; Process to deal w/ problems</th>
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<td>New leadership required</td>
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Family Medicine Performance on Institutional Indicators

**Board Pass Rates**

- ✔️

**Faculty Survey**

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

**In-training exam scores**

- ✗
  Not >50% met national avg

**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

**Faculty Survey Progress Report**

- ✔️
  Information not lost during transitions of care - timely discharge summaries & Cerner discharge list
  Residents work in interdisciplinary teams - Res/MA clinic redesign

**Step 3 pass rates**

20/25
# Family Medicine

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

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<tr>
<th>Strengths</th>
<th>Weaknesses</th>
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<tr>
<td>Diverse pt population</td>
<td>Punitive culture</td>
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<tr>
<td>Song Brown &amp; CalMedForce funding</td>
<td>Pediatric &amp; OB volume</td>
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<td>HRSA funding for pharmacist at FMC</td>
<td>FMC team performance</td>
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<tr>
<td>Boards pass rate 100%</td>
<td>Understaffed new faculty medical group</td>
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<tr>
<td>Dedicated faculty</td>
<td>Low trust environment</td>
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<th>Opportunities</th>
<th>Threats</th>
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<tr>
<td>HEDIS metrics as data for QI projects</td>
<td>Recruitment challenges for FM academicians</td>
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<tr>
<td>More simulation &amp; ultrasound</td>
<td>OB by FM faculty</td>
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<tr>
<td>Recruitment of graduates</td>
<td>Interview season w/o identified PD</td>
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<td>USC pipeline for FM</td>
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<td>Street Medicine rotation</td>
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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
- Transplant
- Telepsych
- Palliative Care
- MedEd Admin
- Fellowship - Hospitalist, GI, Endocrine, Rheum
- Podiatry
Kaweah Delta Health Care District

ACADEMIC DEVELOPMENT COMMITTEE

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SPECIFIC RESPONSIBILITIES:

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- 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.