

Curriculum for Advanced Hospital Medicine Fellowship- Education Track at SUNY Upstate

Program Overview:

Thank you for your interest in the Advanced Hospital Medicine Fellowship at SUNY Upstate Medical University. The Division of Hospital Medicine offers a 1-year experience to applicants from Internal Medicine board certified or board eligible physicians. Our goal is to provide a unique educational opportunity that will allow physicians to develop the tools and skills essential to become an academic hospitalist and allow further growth, development, and experience in academic medicine.

Curriculum for Advanced Hospital Medicine Fellowship:

Patient care

Fellows must be able to provide patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health. Fellows are expected to:

- Learn the practice of health promotion, disease prevention, diagnosis, care, and treatment of men and women, during health and all stages of illness.
- Communicate effectively and demonstrate caring and respectful behaviors when interacting with patients and their families.
- Gather essential and accurate information about their patients.
- Make informed decisions about diagnostic and therapeutic interventions based on patient information and their preferences, up-to-date scientific evidence, and clinical judgment.
- Counsel and educate patients and their families.
- Use information technology to support patient care decisions and patient education.
- Learn and perform competently all medical and invasive procedures considered essential for the area of practice.

Fellows must demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals.

Medical Knowledge

Fellows must demonstrate knowledge of established and evolving clinical & medical knowledge as well its application to patient care & safety. Fellows are expected to:

- Demonstrate and investigatory and analytic thinking approach to clinical situations.
- Know and apply the basic and clinically supportive sciences which are appropriate.
- Are expected to learn the scientific method of problem solving, evidence-based decision making, a commitment to lifelong learning, and an attitude of caring that is derived from humanistic and professional values.

System- Based Learning and Improvement

Fellows must demonstrate an awareness of and responsiveness to the larger context and system of health care, including the social determinants of health, as well as the ability to call effectively on other resources to provide optimal health care.

Fellows must be able to investigate and evaluate their patient care practices, appraise and assimilate scientific evidence, and to continuously improve their patient care practices based on constant self-evaluation and life-long training. Fellows are expected to develop skills and habits to be able to meet the following goals:

- Identify strengths, deficiencies, and limits in one's knowledge and expertise.
- Set learning and improvement goals.
- Identify and perform appropriate learning activities.
- Systematically analyze practice using quality improvement methods and implement changes with the goal of practice improvement.
- Incorporate formative evaluation feedback into daily practice.
- Use information technology to optimize learning, access on-line medical information; and support their own education.
- Participate in the education of patients, families, students, Fellows, and other health professions.
- Analyze practice experience and perform practice-based improvement activities using a systematic methodology.
- Obtain and use information about their own population of patients and the larger population for which their patients are drawn.
- Apply knowledge of Quality Improvement to the improve patient care and information on diagnostic and therapeutic effectiveness.

Interpersonal and Communication Skills

Fellows must be able to demonstrate interpersonal and communication skills that result in effective information exchange and teaming with patients, their patients' families, and professional associates. Fellows are expected to:

- Create and sustain a therapeutic and ethically sound relationship with patients.
- Use effective listening skills and elicit and provide information using effective nonverbal, explanatory, questioning, and writing skills.
- Work effectively with others as a member or leader of a health care team or other professional group.
- Communicate effectively with physicians, other health professionals, and health related agencies.
- Communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds.
- Act in a consultative role to other physicians and health professionals.
- Maintain comprehensive, timely, and accurate electronic medical records.

Professionalism

Fellows must demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population. Fellows are expected to:

- Demonstrate respect, compassion, and integrity; a responsiveness to the needs of patients and society that supersedes self-interest; accountability to patients, society, and the profession; and a commitment to excellence and on-going professional development.
- Demonstrate a commitment to ethical principles pertaining to provision or withholding of clinical care, confidentiality of patient information, informed consent, and business practices.
- Demonstrate sensitivity and responsiveness to patients regardless of their culture, age, gender, and disabilities.

System- Based Practice

Fellows must demonstrate an awareness of and responsiveness to the larger context and system of health care and the ability to effectively call on system resources to provide care that is of optimal value. Fellows are expected to:

- Understand how their patient care and other professional practices affect other health care professionals, the health care organization, and the larger society and how these elements of the system affect their own practice.
- Know how types of medical practice and delivery systems differ from one another, including methods of controlling health care costs and allocating resources.
- Practice cost-effective health care and resource allocation that does not compromise quality of care.
- Advocate for quality patient care and assist patients in dealing with system complexities.
- Know how to partner with health care managers and health care providers to assess, coordinate, and improve health care and know how these activities can affect system performance.
- Work in interprofessional teams to enhance patient’s safety and improve patient care quality.
- Participate in identifying system errors and implementing potential systems solutions upon.

Rotations:

The Advanced Hospital Medicine Fellowship provides 13 weeks of elective rotations, and 13 weeks of non-clinical rotations (including CDI, UM, Coding and Billing).

Electives:

Fellows will have a choice of electives for 13 weeks during the year. Choices will need to be submitted prior to the start of the fellowship. Choices available include:

- 4 weeks of QI project
- Yale leadership course
- Medical education POM/FRM/P2P
- as well as clinical electives listed below.

Clinical Electives	Duration
1. Geriatrics	2 weeks

2. ICU	4-8 weeks
3. Palliative	2 weeks
4. RRT/Code team	1 week
5. IR	1 week
6. POCUS*	2-3 weeks
7. Clinical Pharmacy	1 week
8. Ethics	1 week
10. Pain management	1 week
11. Cardiology	1 week
12. Nephrology	1 week
13. Endocrine	1 week
14. Pulmonary	1 week
15. Rheumatology	1 week
16. Hematology/Oncology	1 week
17. Emergency Medicine	1 week
18. Infectious disease	1 week

*Required elective, please see below

Objectives:

During each elective, fellows are expected to work with various divisions and departments and the expectations will be set as per each division and department.

Division of HM expects fellows to work in their full capacity to learn skills which help and support the day-to-day clinical practice as an advanced hospitalist.

Certain requirements need to be met during different rotations, as follows:

1. Palliative Care: Each fellow will conduct at least two (2) family meetings to discuss advance of care planning and attend two hospice meetings.
2. ICU: Each fellow will perform at least five central lines procedures and learn basic ventilator management.
3. Interventional Radiology (IR): Each fellow will perform procedures under direct supervision of the IR attending team. Fellows are expected to perform at least two each of: paracentesis, lumbar puncture, and thoracentesis.
4. Clinical Pharmacy: Each fellow will work with discharge planning pharmacists and enhance their skills regarding medication reconciliation. Fellows are expected to provide education on new medications for patients being discharged. Fellows are expected to be involved in five discharge medication reconciliations.
5. RRT/Code: Each fellow will work with the SWAT team and Resident CODE team on both campuses and enhance skills for running a code or RRT as the team leader. Fellows are required to learn about debriefing.
6. POCUS*: Fellows are expected to enroll in the POCUS Academy and complete all necessary components of the Academy to become POCUS Certified before end of their training.

All fellows will be responsible to keep a record for all requirements during the electives, this will be required at the end of the year for their graduation.

Non-Clinical Rotations:

Each fellow will engage in non-clinical rotations through various important fields important to hospital medicine. They are expected to attend all monthly hospitalist meetings and become a member of at least two HM committees: Quality, Operations, Education, and Patient Experience.

Non-Clinical	Duration
1. CDI & UM	2 weeks
2. Clinical Operations	2 weeks
3. Quality and Research	6 weeks
4. Coding and Billing	1 week
5. Patient experience	2 weeks
	13 weeks

1. UM and CDI:

Utilization Management (UM) is the evaluation of medical necessity, appropriateness, and efficiency of the use of health care services, procedures, and facilities under the provisions of the applicable health benefits plan called utilization review. Fellows are expected to get familiarized with terminology, concepts, levels of utilization management. Fellows are expected to apply utilization review processes to improve clinical practice, clinical operation, and financial strategy.

Clinical Documentation Integrity (CDI) is a process of improving healthcare records to ensure improved patient outcomes, data quality, and accurate reimbursement. Fellows are expected to get familiar with documentation for each clinical diagnosis as appropriate in the field of Hospital Medicine. During this rotation, each fellow will work with the CDI team and learn the process of generating a CDI query and provide education to other health-care providers about the importance of clinical documentation.

2. Clinical Operations:

Fellows are expected to work longitudinally with the Associate Medical Director for Clinical Operation in the Division of hospital medicine to become familiar with objectives of operations within the division of Hospital Medicine and learn about the healthcare system to enhance efficiency, workflow, and all aspects of patient care.

Operations Project:

- Each fellow is expected with work with the Operations committee chair and develop and complete a project.

3. Quality Improvement & Research Curriculum:

The fellowship will reserve 6 weeks of dedicated time in the pursuit of a quality improvement or a clinical research project.

Clinical Research:

- The clinical research track will allow the fellow to become familiar with clinical research and to develop and complete a research project.

- The fellow will work closely with the education committee for this project.

Quality Project:

- Each fellow is expected to complete a quality improvement project. The Quality committee for the Division of Hospital Medicine will be responsible for direct supervision of quality improvement projects.
- The fellow will work closely with the chair or vice-chair of the quality committee.

The fellow will submit their project details within 4 weeks of the start of fellowship date and it will need approval by the Quality Committee or Education Committee with guidance from the Fellowship Program Director. Once approved, fellow will submit an IRB proposal, if applicable.

4. Coding and Billing:

Fellows will become familiarized with terminology and process of coding and appropriate billing.

Fellows are expected to complete online modules: -

<https://learn.emuniversity.com/course/index.php?categoryid=8>

5. Patient Experience:

Patient experience is an integral part of healthcare. During this rotation fellow are expected to work with the Patient Physician Experience (PX) committee for the Division of Hospital Medicine.

Fellows are expected to get familiarized with various surveys related to patient experience.

Fellows will enhance knowledge to improve skills and learn tools to improve patient physician communication to enhance patient experience.

6. Educational and Didactic Components:

The fellow will play an active role in educational activities:

- Lead Journal Clubs and Evidence-Based Medicine conferences.
- Attend and participate in Noon Reports, Intern Reports, and Chief Resident Meetings.
- Coordinate and present at Grand Rounds, focusing on a selected topic under faculty supervision.

7. Teaching Responsibilities:

- Act as a junior attending in clinical settings, supervising residents and students.
- Lead teaching sessions for the Practice of Medicine Course.
- Organize and present during the RRT/Code Orientation Meeting.

8. Administrative Responsibilities:

The fellow will manage several key administrative tasks:

- Coordinate residency recruitment, including organizing open houses and interview days with chief IM residents.
- Oversee schedule management in systems such as Amion and MedHub for Internal Medicine Residents in Hospitalist Medicine Track.
- Serve as a member of the Clinical Competency, Performance Evaluation, and House staff Selection Committees.
- Coordinate with IM chiefs for the Jeopardy/Pull Coverage system and manage time-off requests for HM track IM residents.

Scholarly Activity:

As a part of their training, Fellows are expected to attend a national conference such as SHM, Beryl Institute or IHI. They are expected to participate actively either with presentations at the conference or preparing educational takeaways from the conference attended for the rest of the division by presenting at EqNugget session.

Evaluation:

Evaluation and feedback are an integral part of an academic program. To ensure that fellows acquire adequate knowledge and develop technical skills, performance is monitored carefully throughout the course of training. Fellows are evaluated by a supervising faculty member after each clinical elective rotation. In addition, hospital medicine fellows regularly evaluate the faculty to ensure that their educational needs are being met. Each fellow will provide feedback to team members who they work with during teams and vice-versa utilizing web-based evaluation.

Each fellow will have bi-annual meetings with the program director and associate program director to ensure that fellows are achieving their goals and provide a venue to raise their concerns with the fellowship program or any matter.

Clinical work as an attending hospitalist

Eight (8) weeks of hospital inpatient service as a general Internal Medicine or Family Medicine hospitalist (including day and night shifts at SUNY Upstate & Community General Campus)

	Days	Nights	
University Downtown	3 Weeks	1 Weeks	
Community Hospital	3 Weeks	1 Weeks	
	6 Weeks	2 Weeks	Total: 8 weeks

Night Shifts

The hospitalist will be expected to work as a Nocturnist for 2 weeks with 1 week at each campus. The role of the hospitalist at Downtown campus will be to do or supervise admissions from 7 pm to 7 am to Medicine floors, provide cross-coverage, accept calls from transfer center and act as code/RRT leader if needed. The role of the hospitalist at Community Hospital will be to do admissions, Medicine Consults, provide cross-coverage, and attend to Code/RRT as team leader. Nocturnist time for Community campus is either 7 pm to 7 am or 10 pm to 8 am.

Applicant Qualifications:

- All physicians can apply who are Internal Medicine board certified or board eligible in Internal Medicine.
- All applicants will be responsible to have active New York State Licensure and DEA.
- Applicants will need to submit their CV and a personal statement with their application.