



Engaging Excellence for Residents and Fellows Enhancing Education Team Charter

Introduction:

At Upstate we pride ourselves on the fact that our faculty, staff, and students are continuously engaged in excellence to advance our education, research, and clinical missions. To that end, President Smith has commissioned a cross-functional, multi-disciplinary team structure to assess and recommend enhancements to the resident/fellow experience at Upstate Medical University.

Our goal is to create an outstanding Graduate Medical Education program where the focus is on the resident and fellow learning experience, enhanced by our faculty and staff who are committed to helping our residents and fellows become skilled physicians. Upstate strives to create a best-in-class resident/fellow experience that is known for its reputation and excellence.

The structure for the Resident/Fellow Engaging Excellence process includes a steering committee and three teams, each staffed with a chair, facilitator and recorder. Three teams have been developed to focus on the resident/fellow experience for: Life and Wellness, Embracing Quality, and Enhancing Education.

The steering committee and three teams will create a collaborative partnership, conducting research, and sharing knowledge, information, and insights with regard to Upstate University Hospital's clinical model for delivery of care and operations, specifically with a focus on the impact and improvement of the residents' and fellows' educational, clinical, and life experiences while at UH.

A charge for your team is outlined below. This charge is not meant to limit the scope and work of your team, but rather to provide a framework from which to build recommendations for program enhancement.

Enhancing Education Team Charge:

The Enhancing Education Team is charged with creating no more than five recommendations to:

- 1) Identify common barriers to resident and fellow education at Upstate Medical University.
- 2) Develop a comprehensive strategy to ameliorate or remove identified barriers.
- 3) Identify and encourage innovative methods for housestaff education

Your team is encouraged to conduct research to form or support your recommendations, for example: review of best practices in other graduate medical education programs; conduct interviews and/or survey, etc.

The Team will include consider:

- Current institutional educational efforts – how can we do it better?
- Researching methods to optimize the balance between education and patient care for housestaff
- Developing a simulation laboratory (could contact Mary Grace VanNortwick's re: established committee)
- Increasing institutional support for maximizing test-taking competency and test preparation.
- Innovative methodologies for delivery of educational content
- Developing faculty knowledge and skills to deliver educational content
- Identifying ways to assist the GME office in delivering educational material common to all programs.
- Increasing scholarly activity across disciplines/enhance resident & fellow scholarship

Data sources for team consideration:

- Outcomes from Focus Group sessions conducted with Program Directors and Coordinators and the RAC
- ACGME Common Program Requirements effective July 1, 2011
- ACGME Resident Survey Data 2009 – 2010 for Upstate Medical University
- Annual Review of the Upstate Medical University Residency Experience Survey Results
- Examples from existing UH department residency/fellowship educational programs
- Alignment with GME program requirements
- Information available from other internal sources (UH Administration, IMT, related committees, etc.)

These documents will be available on Blackboard.

OUTCOMES:

The Enhancing Education Team will be convened for a period of approximately six months, and is charged with developing no more than five recommendations for educational program enhancements that include:

- Goals and objectives
- Resource requirements
- Metrics
- Timeline
- Reporting mechanism
- Suggestions for responsibility for implementation
- Prioritization

Consideration for report development can include identification of quick wins, current budget limitations, and, where appropriate, a phased approach to implementing recommendations that may require significant financial expenditures.

All teams will report their outcomes to the Steering Committee and Executive Sponsors. A presentation will also be made to the President and his Leadership Council. A Leadership Administrative Response will be developed and presented back to the Steering Committee and all Engaging Excellence teams.

EXECUTIVE SPONSORS

John McCabe, MD

Steven Scheinman, MD

TEAM MEMBERSHIP

Deborah Bradshaw, MD, **Chair**

Steven Duffy, MD

Elizabeth Estera, **Facilitator**

John Fey, MD

Rolf Grage, MD

Jack Hsu, MD

Danielle Katz, MD

Stephen Knohl, MD

James Peacock

Mary Phelan, **Recorder**

John Powell, MD

Barbara Riggall

Joseph Smith

David Vent, MD

Nicholas Yerkes, MD