



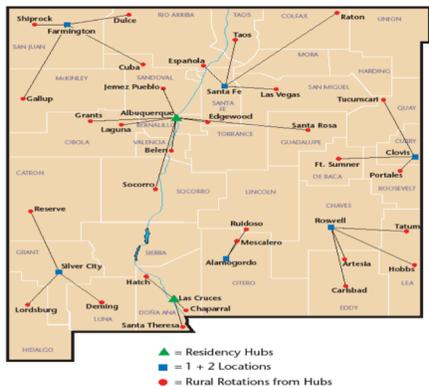
NEWS from the Consortium

UNM-Albuquerque • Las Cruces • Santa Fe • Silver City

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Existing and Potential Training Locations for Family Medicine Residents in New Mexico



A Note From Charlie Alfero, NMPCTC Director

It feels like the NM Primary Care Training Consortium is an idea whose time has come. Dr. Art Kaufman and I were visiting on his trip to Silver City in March celebrating the 50th Anniversary of the UNM Medical School with UNM grads, future grads, Western NM University and UNM leadership as well as community folks. Fifteen or twenty years ago we had a map of NM devised to depict a hub-spoke model of primary care residency training locations. The map is starting to look more like a “what is”, rather than a “what could be”. Finally an idea gets legs.

NMPCTC has done a good job anticipating the

and national environment in terms of the future of primary care physician training. The need is well articulated and supported by the Governor’s Office as well as the Legislature. Changes in physician training nationally such as problems with the reauthorization of the HRSA Teaching Health Centers’ grant program, have been addressed through a cooperative approach to problem solving with the Human Services Department and Medicaid. Now we can move forward with development of training programs in Federally Qualified Health Centers (FQHCs) without being encumbered by Medicare GME financing limitations.

Solid medical student recruitment processes are in place and the number of students interested in NM residency positions greatly exceeds the number of available training positions by about 20:1. Twenty applications for every position in NM!! At its last meeting the NMPCTC firmed up structures for common quality improvement approaches. Moving right along.

So there are natural limitations to what we are trying to do. Capacity issues in existing programs, administrative limitations, the amount of time it takes to change or create residencies, etc. But as long as we keep our eyes on the prize: a state well served by primary care, we’ll keep moving forward. I am grateful for the vision of the NMPCTC Board and staff, legislature, HSD staff and all of our other partners, in making these dreams come alive.

University of New Mexico, Albuquerque

It was another successful season at UNM in our residency recruitment. We see our residents as the lifeblood of our residency, and maintaining the highest quality residents, who also share certain clinical focuses and health care values is key year-to-year.

We matched 14 excellent candidates from all over the country, while continuing to focus on training residents from New Mexico. Our new intern class includes 3 UNM medical school graduates. Diverse in background and life experience, all our incoming interns share a passion for underserved care and our overall service mission.

In other news of interest, our interns just completed "Population Health and Scholarship, part 1," our new and innovative approach to teaching public and population health concepts, aimed to have our graduates capable of thinking beyond the walls of their clinics.

One of our current second year residents, Dr. Joseph Bergsten, was recently asked to speak to the UNM medical school class about the importance of correct interpreter usage, something very important to our department given the diverse populations cared for in our clinics. Dr. Rohan-Minjares, a regional expert on the subject, mentored Dr. Bergsten and also recently published an article in *Academic Medicine* about the social environment we create in medical training, and its contribution to low entrance rates into Family Medicine- the field with the highest rate of entry into primary care. Charlie Alfero and Dr. Art Kaufman were co-authors on this important paper.

Our faculty continues to contribute to statewide educational and workforce efforts. Dr. Stulberg and Dr. Waldman both spoke at the NMAAFP Conference, and Drs. Kaufman and Waldman visited with leaders in Farmington about rural rotation development. We also continue to send every 2nd year resident on a month-long rural rotation within the State, which we find leads to

CONGRATULATIONS: Dr. Martha McGrew, has been chosen as Exec. Vice Dean for the UNM School of Medicine. Having a Family Medicine physician in this position of importance speaks well for the future directions of the medical school. Our State will benefit from Dr. McGrew's focus on Family and Community Health, and Rural and underserved care .

Southern New Mexico Family Medicine Residency Program, Las Cruces

MATCH Madness, that three month season of interviewing medical students for our residency program, has come and gone and we are happy to announce that we successfully matched six Family Medicine Interns to join us in July 2015.

We are pleased to welcome our Class of 2018: Dawn Drumm (UNM), Dickie Romero (UNM), Martha Montanez (Universidad Autonoma de Ciudad Juarez), Marco Maldonado (Universidad Autonoma de Ciudad Juarez), Mai Oushy (Ain Shams University), and Alaa Ahmed Hussain (University of Baghdad).

The residency faculty presented a poster and asked to do a presentation about inter-professional supervision to the Annual Conference of the Accreditation Council for Graduate Medical Education (ACGME) in San Diego at the end of February. The inclusion of representatives of other health professions with physicians on the residency faculty has provided a unique opportunity to demonstrate the new model of education recommended for medical residents of all kinds by the ACGME. The presentation and poster were a featured part of the ACGME convention and were well received. A summary of the poster will be available on the ACGME web site.

The SNMFMRP continues to work towards expansion of our program with La Clinica de Familia a local Federally Qualified Health Center and is excited to be working with the Rural Training Track (RTT) Collaborative based out of Idaho with support from the NMPCTC on these initiatives. We will be looking at doubling the size of our program and continuing our work, training new family medicine physicians who will work and live in our community when they graduate. As part of this effort, the SNMFPRP recently achieved accreditation from the American Osteopathic Association (AOA) for our program. This will allow us to broaden the scope of our recruitment efforts to train the best and the brightest for Southern New Mexico

Hidalgo Medical Services Family Medicine Residency Silver City

The Value of Improvement in Resident Education

Rachel E. Seltzer, MD, MPH, R2, & Alan Schumacher, MD, R2

"Improvement," which has evolved from "total quality management," "continuous quality improvement," and "quality improvement," is a prescriptive and systematic bottom-up method for quickly implementing change utilizing Plan-Do-Study-Act rapid cycles. It can be used for personal, group, and even organizational improvement, from calling your mother regularly to optimizing transparency between hierarchical organizational sectors. It is the scientific method applied to qualitative, subjective, and/or intangibles.

As we know, a major requisite for change is "stakeholder buy-in." Typically the expectation is to either change people's minds to accept something new, or dictate to those lower on the totem pole what is being implemented. Flexibility around the aims or plan, and re-framing them as "shared goals," or "shared priorities," allows us to first engage the appropriate stakeholders, discover what we agree on, devise a plan together, then work together to optimize implementation, fostering collaboration, more successful initiative implementation, and better career satisfaction.

It is difficult to institute change in the primary care setting without both administrative and clinical champions. Therefore it is important integrate improvement work into clinician training curricula. By learning improvement methods and reinforcing a value of moving upstream from direct patient care, we can utilize simple tools to make significant impacts on our healthcare delivery system. We learn early on how to work toward a Quadruple Aim (built from the Institute for Healthcare Improvement's (IHI's) "Triple Aim") of higher quality care, for improved outcomes, at acceptable cost, with a satisfactory patient experience,¹ and a satisfactory and sustainable provider and staff experience.

1. The IHI Triple Aim. (n.d.). Retrieved April 10, 2015, from <http://www.ihio.org/Engage/Initiatives/TripleAim/pages/default.aspx>

Northern New Mexico Family Medicine Residency Santa Fe

Over the past few months, our residents and faculty have been very busy providing care in both the inpatient and outpatient settings in addition to participating in many other projects. Some examples of their activities outside their clinics include: staffing the Cleft Lip and Palate Clinic at the Local Public Health Office, starting a Diabetes support group in the CHRISTUS St. Vincent Family Medicine Center, and volunteering as "Doc of the Day" at the state capital during the legislative session. Additionally, Population Health and Quality Improvement are a very important part of training our next generation of Family Medicine residents and all of our residents will participate on QI projects during their residency in Santa Fe.

The CSV Family Medicine Center, the "residency clinic", continues to work on patient-centered initiatives. We have recently gathered data on how many smokers, patients with COPD, CHF and diabetics we have in our practice. Accurate and meaningful data is very important as we try to improve how we care for our patients and identify Quality Improvement projects that will help our patients stay healthy and happy.

The culmination of the past 6 months has been the announcement on March 20 of the residency applicants who matched with our program. This year, we received close to 800 applications and interviewed about 60 for the four residency training positions.

Please help us welcome our new interns:

- **Catherine Smith** - A.T. Still University School of Osteopathic Medicine
- **Joanna Souers** - Escuela Latinoamericana de Medicina in Cuba
- **Sarah Satter** - Ross University School of Medicine
- **Rawan Maali** - University of Jordan Faculty of Medicine

Beyond Flexner

Social Mission in Medical Education

NMPCTC Board members and staff alike attended the national Beyond Flexner Conference in Albuquerque, April 13 - 15. The conference, hosted by both George Washington University and the University of New Mexico, was wildly successful in terms of attendance and content.

Many New Mexico programs were highlighted for addressing social determinants of health, as well as our own collaboration with Medicaid regarding Teaching Health Centers. A strong commitment to extending the social mission of medicine was endorsed broadly.

Follow-up discussions with the Consortium's Board Chair confirm the dedication of New Mexico residencies to develop programs and training tracts that address community health and social infrastructure. It was also rewarding to see the number of younger providers and other staff folks who are committed to these system and delivery improvements. Shout out also to Arthur Kaufman, MD, Vice Chancellor for Community Health at UNM for his tireless work in this arena.

So much done and so much to do!

Rural Medical Education Conference

April 14th, the first day of National Rural Health Association (NRHA) Conference in Philadelphia, the highlight was a presentation by Dr. David Marsh of the Northern Ontario School of Medicine (<http://www.nosm.ca/>) which has developed an innovative, cross cultural, community-engagement process for training primary care docs to serve a vast geographical region. The Medical School is run by two universities, situated 1000 km (approx. 400 miles) apart, much of which is only accessible by airplane. Check out their website when you need a hit of inspiration!

Updates / Odds and Ends ECHO COLLABORATIVE EDUCATION

We are so pleased to have successfully completed our first collaborative educational activity with the UNM ECHO program. It was a resounding success with 51 students, faculty & program staff participating from our family medicine residency programs around the state.

We are in the process of developing an evaluation tool to assist us in future programming. Next up on the agenda is the **May 6 conference on Rheumatology** hosted by the Northern New Mexico Family Medicine Program.

Academic year 2016 will bring the following joint conferences through the ECHO program:

August 5: UNM, Albuquerque – HIV

November 4: Las Cruces- Chronic Pain

For more information please contact:

Deborah Weiss @ Deborah.weiss@outlook.com

Upcoming Events:

Please don't miss upcoming family medicine activities around the state and nationwide:

Faculty Development Workshop – Santa Fe

May 6, 2015 (limited to faculty of FM residency programs statewide). For info contact Chris Jameson @ Christine.jameson@stvin.org

NMAFP Annual Conference – Ruidoso

July 16 – July 19, 2015

AAFP Annual Conference – Kansas City

July 30 – August 1, 2015

If you would like us to add any of your activities to our newsletter, please contact:

Deborah.weiss@outlook.com or

skhalsa@hmsnm.org

On the Horizon:

Presbyterian Medical Center in Farmington is moving forward as it positions itself to become the 5th FM residency in the State. The consortium has brought in a consultant to assist with planning and program development. Las Cruces is also receiving assistance from the consortium in the planning stages of expansion to include a new training site at the FQHC.

Notes from NMPCTC Network Manager, Siri Khalsa:

The first quarter of 2015 has been busy for NMPCTC.

Between the New Mexico PCTC Board processes, federal funding 'deliverable' deadlines, residency rotation & expansion opportunities exploding around the state, and the usual round of conferences everyone attends, the Consortium is an active participant in many events, meetings & backroom brawls (just kidding!)

After a good bit of evaluation, planning and negotiation, NMPCTC signed contracts with two groups: RTT-Collaborative (<http://www.rttcollaborative.net/>) and EHCI (<http://educationhealthcenter.org/>) to provide Technical Assistance to the Northern and Southern NM Residency Programs on rotation expansion, and site accreditation and development processes.

At the first Board of Directors' Meeting of 2015, on Friday, March 13th we welcomed NMPCTC's two newest Board Members,

Dr. Saverio Sava, Associate Professor in the UNM Department of Family & Community Medicine and Medical Director of First Choice Community Healthcare; & Dr. David Gonzales, CMO of Presbyterian Medical Services. This expansion of the Board of Directors with these highly qualified doctors mirrors the development and expansion of NMPCTC's reach as a whole.

Guests at this meeting included Dan Clavio, the Healthcare Operations Manager for state Medicaid and Health Care Reform Programs, who spoke briefly on a major Medicaid overhaul which would significantly shift their focus to "population health management." Dr. Chris Camarata, Associate Director of UNM Family Medicine Residency Program also joined us, as part of our plan to include more residency faculty in the workings of NMPCTC.

Board President, Dr. John Andazola reviewed the developments of the provisional accreditation of Burrell College of Osteopathic Medicine. Their plans are moving ahead rapidly, with agreements in place with several HCA hospitals. The consortium participated in a site visit with many interested parties on March 17th in Las Cruces. Dr. Andazola also brought to our attention that a MPH Certificate Program is up & running at NMSU. This is the only MPH program in NM that is accredited, online, and available to the other FM programs as well.

<https://www.facebook.com/ForwardNM> During February & March I was given the opportunity to participate in activities and meetings associated with the FORWARD NM program of HMS-CHI. This 5-stage 'pipeline' of healthcare workforce development feeds directly into NMPCTC's overarching goal of keeping, and increasing, primary care/far medicine providers in New Mexico. It's totally inspiring to hear high school kids from places like Lordsburg be excited about their futures...as healthcare professionals. <http://www.scdailypress.com/site/2015/03/19/hms-residency-program-trains-new-doctors/>.

One activity that is essential to NMPCTC development is providing updates or 'grant deliverables' to the Office for Rural Health Policy division of HRSA, which is the primary Federal agency for improving access to health care services for people who are uninsured, isolated, or medically vulnerable. The required *Evaluation Plan* was submitted on February 28th and we were pleased to hear a few weeks later that we are 'on track.'

All in all a busy and rewarding few months!

Siri 1-575-534-0101 xt 2103; skhalsa@hmsnm.org