Monday Memo – March 12, 2018

Residencies

- **Residency Match:** We heard today from the National Resident Matching Program that both our Fitchburg Family Medicine residency and the Worcester Family Medicine residency, with its three match numbers (Barre, Hahnemann, Family Health Center of Worcester) filled in the Match. We have to wait until later this week to learn the names of our incoming residents. UMass Medical students will learn where they have matched this Friday.

Resident recruitment is a major undertaking each and every year. Congratulations to Program Directors Stacy Potts and Beth Mazyck, to Associate Director of Admissions Michael Smith, and to all of our residents and faculty at our health centers. Well done!

Central Worcester Family Medicine Residency Leadership Role Transitions

From Stacy Potts:

- **THANK YOU DR EARLS!**
  Stephen Earls has served as medical and education director at the Barre Family Health Center for decades. His commitment to education in an ever changing clinical system has been unending. Generations of family physician graduates of the Barre Family Health Center have benefited from his unique ability to balance the educational needs with the clinical needs of the health center and community. He has incorporated the service into the education in a way that maintains the true joy of family medicine for our faculty and learners. We are thrilled that Dr Earls will remain medical director at the health center and continue to lead the clinical commitment that makes Barre so unique. However, he has generously passed on the education director role to a new leader, Dr. Allison Hargreaves. Thank you Dr. Earls for all you do for the Barre Family Health Center and our Department. Thank you for your many years of service as Education Director. Your ongoing support and leadership in the residency are greatly appreciated.

- **THANK YOU DR HARGREAVES AND WELCOME TO YOUR NEW ROLE!**
  Allison Hargreaves has served a critical role in the central residency for many years. In that role, she was the director of FMIS as well as overseeing the adult medicine curriculum. We are greatly appreciative of her commitment to the bigger picture of the residency and her support of the residency staff through those many years. Her many accomplishments include developing a milestone based evaluation system, a focus on individualized learning plans, faculty development around coaching, mentoring junior
faculty, and shepherding a smooth transition to a Hospitalist supervised FMIS rotation, to list just a few. As Dr. Hargreaves makes the transition to Education Director at Barre, she will be stepping back from her Central Residency Role and her continued role as an Associate Residency Director will focus more on the opportunities in Barre. I am so thrilled to have her in the new role, but would be remiss to not celebrate the important role that she has played in the central residency. Thank you Dr. Hargreaves for your years of work in the Central Residency. Your commitment and dedication have been a huge benefit to the central residency and your contributions are greatly appreciated! Congratulations on the Education Director role in Barre!

• WELCOME DR VAN DUYNE!
  Congratulations to Ginny Van Duyne as she takes on a greater role in the Central Residency. Dr. Van Duyne will continue in her FHCW Education Director role, and will also have one day a week within the Central Residency. In the expanded role, Dr. Van Duyne will have multiple responsibilities including taking on oversight of the workshop curriculum, and a leadership role in the onboarding of our new residents in Orientation and Foundations. As you see her more around the Memorial campus, please welcome her. I am sure she will be a great support to the Central Residency staff and will continue to be a “go-to” person for the residents. It is an exciting time to bring her aboard and I look forward to the contributions she will undoubtedly make to the continuous improvement of our residency.

Presentations

• Amber Hewitt and Pamela Tsinteris co-presented and participated in a panel discussion, among other faculty at UMass, at last week’s Internal Medicine Grand Rounds, *Multidisciplinary Responses to the Opioid Epidemic in Central Massachusetts: A Panel Discussion*

• Hugh Silk presented a poster at the Annual Meeting of APGO/CREOG (Association of Professors of Obstetrics and Gynecology/Council on Resident Education in Obstetrics and Gynecology) in National Harbour, MD February 28-March 1 on the topic of *Educating Residents About Prenatal Oral Health: 2012 versus 2017* on behalf of himself and fellow department colleagues Judy Savageau and Kate Sullivan. He also did a Show and Tech presentation on the Smile for Life Oral Health app.

• Paula Gardiner is co-Director, along with Jeff Geller, Director of Integrated Medicine at the Greater Lawrence FHC, of a two day conference, to be held May 18 and 19 in the Sherman Center, UMMS, covering all aspects of group medical visits with an emphasis on empowerment techniques in open and enclosed group visit programs. The conference is meant to be comprehensive. Faculty will walk you through key elements in the logistics as well as basic facilitation skills and more advanced group management skills required to run your own group visits and have a successful group visit program.
WELLNESS MOMENTS FOR THE MONDAY MEMO

As we all know, physician well-being is requires an organizational culture of wellness, self-care, and optimized clinical practice for effective and efficient patient care. The AMA, with their STEPS Forward™ initiative, and the AAFP have both invested in helping clinicians and practices adopt innovative and value-added activities to support themselves and improve their practice environment. The STEPS Forward™ practice transformation series leveraged the findings from the AMA-RAND study, "Factors affecting physician professional satisfaction and their implications for patient care, health systems and health policy," and offers innovative strategies that will allow physicians and their staff to thrive in the new health care environment. One area of focus is in pre-visit planning (https://www.stepsforward.org/modules/pre-visit-planning) which includes pre-appointment planning to reduce mismatched agendas between patients and clinicians, and allows the team to quickly see what is most important to the patient. The pre-appointment questionnaire can include questions that would otherwise be asked during rooming, such as depression screens, pain assessment, smoking status, falls screening and specific questions associated with the Medicare Annual Wellness Visit. By shifting these questions to the questionnaire, the nurses and MAs have much of the information that they would otherwise need to obtain during the visit, giving them more time to actively engage with patients. The STEPS Forward™ pre-appointment questionnaire is only one example of a tool that might be useful in your practice – you can download and modify it to fit your needs. Some practices may already be successfully using something like this; if so, please share your tool and experience on this list serve so we can all learn from one another.