

# ANNUAL REPORT 2018-19



**Graduate Medical Education**

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# DEAN FOR GRADUATE MEDICAL EDUCATION STATEMENT

## I. MICHAEL LEITMAN, MD, FACS

As the Dean for Graduate Medical Education and Designated Institutional Official, I have the distinct privilege of ensuring that those physicians who choose to train in a post-graduate medical training program at the Icahn School of Medicine at Mount Sinai are provided with the training and resources necessary to ensure they become outstanding clinicians, educators and scholars.

Over the next few pages you will have the opportunity to learn more about our GME program and the many exciting ways in which we are seeking to lead and innovate in a variety of areas including Well-Being and Resilience, Quality and Patient Safety, and Scholarly Activity.

The 2018-19 Academic Year saw our institution participate in a number of new initiatives which have provided greater opportunity to engage trainees in important areas such as health care disparities and the development of leadership skills.

**This annual report is only a snapshot of the many ways the Icahn School of Medicine at Mount Sinai is striving to be a national leader in Graduate Medical Education.**

On behalf of the leadership of the Icahn School of Medicine at Mount Sinai and the Mount Sinai Health System, I would like to thank you for taking the time to review this report and allowing us to share our many achievements from the preceding year.

# WELL-BEING AND RESILIENCE LEADERSHIP

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**Saadia Akhtar, MD**

Associate Dean for Trainee Well-Being and Resilience in Graduate Medical Education

At the Icahn School of Medicine at Mount Sinai, **we are committed to ensuring the well-being of all residents and fellows.** Graduate Medical Education works closely with leaders in the Office of Well-Being and Resilience in their efforts to remove barriers to well-being and allow residents and fellows to reconnect with the meaning in their work.

# QUALITY AND PATIENT SAFETY LEADERSHIP

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**Michael R. Berman, MD, MBI**

Associate Dean for Quality and Patient Safety in Graduate Medical Education

At the Icahn School of Medicine at Mount Sinai, **we take seriously our responsibility to provide educational opportunities for residents and fellows to gain the knowledge and skills necessary to become leaders in quality improvement and patient safety.** In keeping with the ambitious goals of the ACGME's Clinical Learning Environment Review (CLER) Program, we seek to ensure that post-graduate training occurs in learning environments in which safety is optimized and trainees are regularly engaged in committees and initiatives that allow them to impact patient care and operational efficiency.



**Brijen J. Shah, MD**

Associate Dean for Quality and Patient Safety in Graduate Medical Education

# GME BY THE NUMBERS

2165

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Residents and clinical fellows in Accreditation Council for Graduate Medical Education (ACGME) accredited training programs under the sponsorship of the Icahn School of Medicine at Mount Sinai, the largest number nationally in 2018-19.

139

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ACGME accredited residency and fellowship training programs under Icahn School of Medicine at Mount Sinai sponsorship in 2018-19.

8

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Primary hospital sites where training takes place, including The Mount Sinai Hospital; Mount Sinai Beth Israel; Mount Sinai St. Luke's; Mount Sinai West; New York Eye and Ear Infirmary of Mount Sinai; NYC Health+Hospitals/Elmhurst; NYC Health+Hospitals/Queens; and the James J. Peters VA Medical Center.

## New ACGME Training Programs in 2018-19

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- **Addiction Medicine, Mount Sinai St. Luke's and West**
- **Clinical Informatics, Mount Sinai Hospital**
- **Epilepsy, Mount Sinai Hospital**



## A COMMITMENT TO DIVERSITY AND INCLUSION

The Icahn School of Medicine at Mount Sinai has a longstanding commitment to reach a diverse field of candidates to join our residency and fellowships programs. In partnership with the **Office for Diversity and Inclusion** and the **Center for Multicultural and Community Affairs** we support residency and fellowship training programs in the recruitment of trainees from diverse backgrounds, including those underrepresented in medicine.

**13.4%**



**46.9%**

Residents and Fellows  
**Underrepresented in Medicine** in  
2018-19 in Icahn School of Medicine at  
Mount Sinai Training Programs

**Female** Residents and Fellows in  
2018-19 in Icahn School of Medicine  
at Mount Sinai Training Programs

# HEALTH CARE DISPARITIES ENGAGEMENT

The Icahn School of Medicine at Mount Sinai (ISMMS) was one of nine Sponsoring Institutions nationwide to be selected to participate in the **Pathway Leaders Health Care Disparities Collaborative** as part of the **ACGME's Pursuing Excellence in the Clinical Learning Environments Initiative**.

The selected project is "Use of granular race and ethnicity data (RED) and sexual orientation and gender identity (SOGI) data to assess ambulatory learning

environment's disparities in process and outcomes of health care."

The ISMMS team is led by **Aaron Patterson, MD, MBA, MA** and **Brijen Shah, MD** and brings together a diverse group of team members, including GME and Hospital leadership, residents and fellows, faculty, health informaticists, and nurses to explore and improve health care disparities in our community. Participation in the collaborative has helped ISMMS to develop work groups and two pilot projects and the effort will lead to a strategic plan to address health care disparities in the learning environment.



# GME WELL-BEING CHAMPIONS

In 2017-18 Graduate Medical Education created the **GME Well-Being Champions Program** with an initial cohort selected and a second cohort appointed in 2018-19. Faculty participants in the program work towards promoting a culture of well-being within a given residency or fellowship program(s), in order to ensure that wellness is not forgotten among the many competing priorities in academic medicine.

As part of their role the Well-Being Champions work to incorporate wellness into the daily operations of the program in both the curricular and extracurricular domains. The program is directed by **Sakshi Dua, MD** and the 2018-19 Well-Being Champions are listed below.

**Heidi Bender, PhD**  
Mount Sinai Hospital Neurology

**Erica Brody, MD**  
Mount Sinai Hospital Pediatrics

**Eliana Cardozo, MD,**  
Mount Sinai Hospital Physical Medicine and Rehabilitation

**Anthony Del Signore, MD**  
Mount Sinai Hospital Otolaryngology

**Vani Gandhi, MD**  
Mount Sinai St. Luke's and West Internal Medicine

**Raisa Gao, MD**  
Mount Sinai Hospital Obstetrics and Gynecology

**Meenakshi Gupta, MD**  
New York Eye and Ear Infirmary of Mount Sinai Ophthalmology

**Raymonde Jean, MD**  
Mount Sinai St. Luke's and West Pulmonary and Critical Care Medicine

**Holly Koncicki, MD**  
Mount Sinai Hospital Nephrology

**Quinn Leslie, MD**  
Mount St. Luke's and West Emergency Medicine

**Barbara Orlando, MD**  
Mount Sinai St. Luke's and West Anesthesiology

**Melissa Rocco, MD**  
Mount Sinai Hospital Anesthesiology

**Natalie Smith, MD**  
Mount Sinai Hospital Anesthesiology

**Andrea Weintraub, MD**  
Mount Sinai Hospital Neonatal and Perinatal Medicine





## ADDRESSING WORK INTENSITY

It is widely believed that the main drivers of physician burnout and the erosion of trainee well-being are systemic and may be related to excess non-clinical work or clerical tasks. In an effort to promote resident/fellow well-being the [GME Clinical Intensity Match Grants Program](#) awarded matching grants of up to \$50,000 to programs to support innovative initiatives that facilitate the reduction of stressors in the learning environments where house staff train.

- **Addressing Resident Burnout by Mitigating Inpatient Medicine Clerical Burden**, Internal Medicine, Mount Sinai Beth Israel
- **Finding Balance on the Wards: Introduction of a Discharge Liaison to Reduce Work Compression and Improve Education in Inpatient Internal Medicine**, Internal Medicine, The Mount Sinai Hospital
- **Implementation of a novel medical dictation platform using Artificial Intelligence for improved error recognition**, Neurosurgery, The Mount Sinai Hospital
- **Improving Hospital Wellness by Expanding the Mount Sinai St. Luke's / Mount Sinai West Emergency Department Scribe Program**, Emergency Medicine, Mount Sinai St. Luke's and West
- **MSHS Outpatient Psychiatry Resident Workflow Support: Referral, Outreach, and Connection Coordinators**, Psychiatry, Mount Sinai Beth Israel; Psychiatry, The Mount Sinai Hospital; Psychiatry, Mount Sinai St. Luke's and West
- **Reducing Sleepiness and Burnout in Subspecialty Fellows due to Non-Urgent Overnight Calls**, Gastroenterology, The Mount Sinai Hospital
- **Removing Clerical Burdens: Resident Assistant to Boost Engagement in Pediatrics**, Pediatrics, The Mount Sinai Hospital

# DEVELOPING PHYSICIAN LEADERS

In collaboration with the **Icahn School of Medicine at Mount Sinai's Graduate School of Biomedical Sciences**, GME launched a **Leadership Development Program** in 2018-19. The 12-month certificate program is designed to equip residents and fellows with skills and tools to work more effectively in a variety of team settings and to increase self-awareness of leadership styles and impact.

Monthly half-day training sessions include interviews, presentations, and informal conversations with a number of key physician leaders, among them senior executives of the Mount Sinai Health System, leading clinical faculty, and external/national experts. The training culminates in a capstone project.

A first cohort of over 35 residents and fellows from across the Mount Sinai Health System began the training course in January 2019, with a second cohort scheduled to commence in early 2019-20.





Journal of  
**Scientific  
 Innovation**  
 in Medicine



## SUPPORTING SCHOLARLY ACTIVITY

Each June, over 250 residents and fellows from the Mount Sinai Health System and our Consortium affiliates are invited to present research in oral and poster presentations at the **Annual GME Research Fair**. Prizes are awarded for the top presenters in several categories including Basic Science Research, Clinical Research, Quality Improvement and Patient Safety, Education Research, Wellness, and Clinical Vignettes/Case Reports.

The 2018-19 Academic Year also saw the inauguration of the **Journal of Scientific Innovation in Medicine**, an open access, peer-reviewed journal with a mission to advance an understanding of how to apply new technology, scientific discovery, and innovative solutions in order to expand the frontiers of medicine.

The journal welcomes medical student, resident, and fellow papers as well as accepted conference abstracts, including those from our research fair. Trainees are encouraged to publish work which will be subject to a constructive peer review process.

# QUALITY IMPROVEMENT EDUCATION

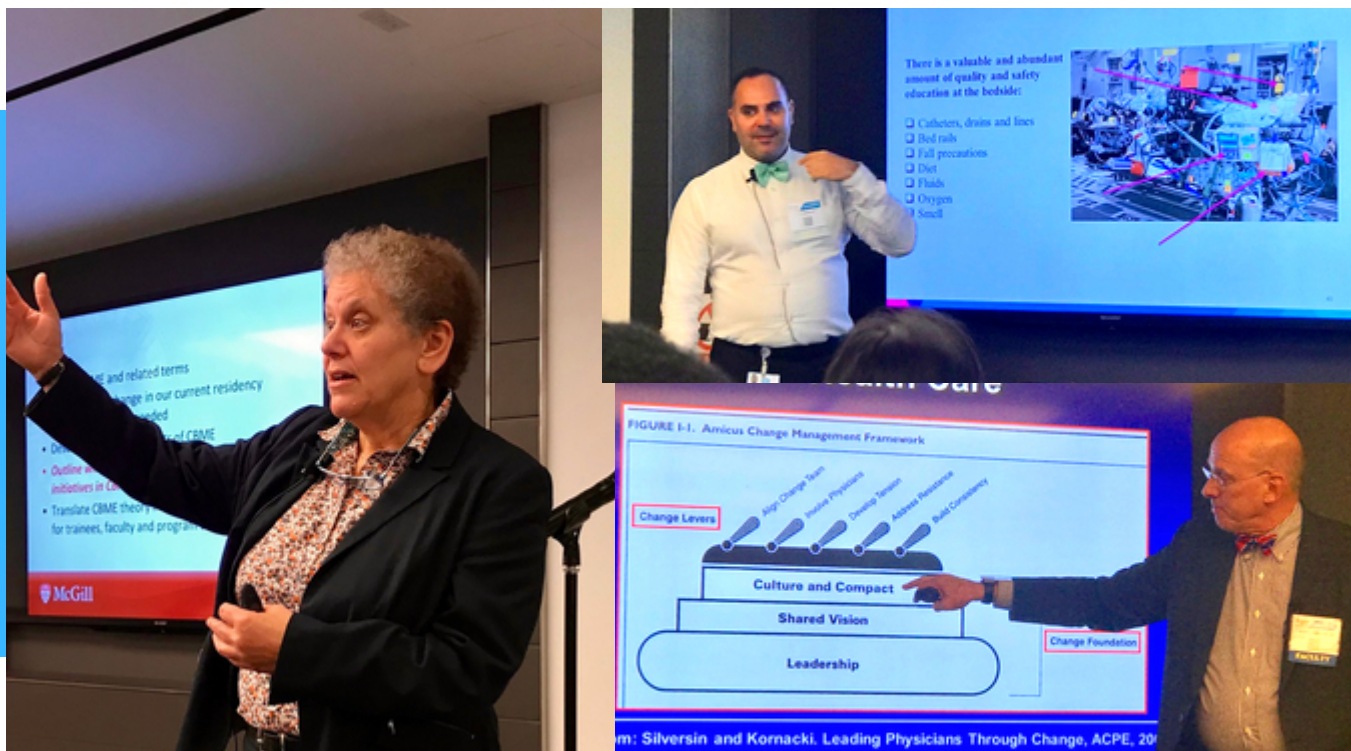
As part of our mission to engage and educate residents, fellows, and faculty in quality improvement, the **GME Lean Training Program** was launched in 2018-19.

The 20-hour training program is based at the **Mount Sinai St. Luke's Lean Lab** under the direction of **Lucy Xenophon, MD, MPH, CMQ**, Chief Transformation Officer at Mount Sinai St. Luke's. The program is designed to promote resident/fellow

engagement in quality improvement, providing residents, fellows, and faculty mentors with exposure to Lean management principles and their application to the improvement of healthcare processes and operations.

Participants are asked to complete a quality improvement project during the course of the training and upon completion are provided with Lean Bronze Belt Certification. Eleven residents and five faculty mentors participated in the course during 2018-19, with a new cohort of residents, fellows, and faculty mentors scheduled to be trained in the 2019-20 Academic Year.





# FACULTY DEVELOPMENT

The annual **ISMMS GME Educational Conference** is a full-day educational conference for program directors and faculty and includes key notes from speakers of national importance and multiple workshop sessions on topics including giving effective feedback, clinical teaching skills, academic promotions, and mentorship. The theme of the 2018-19 Conference was **Changing Education, Educated Change** and was headlined by **James K. Stoller, MD, MS**, Chairman of the Education Institution at the

Cleveland Clinic ("Preparing the Healthcare Leaders of Tomorrow") and **Linda Snell, MD, MHPE**, Professor of Medicine, McGill University ("Implementing Competency Based Medical Education: Making the Theory Practical").

In 2018-19 GME also inaugurated an 8-week **Mindfulness-Based Stress Reduction (MBSR) Course for Faculty**, with a goal of training faculty that work with residents and fellows to be mindfulness facilitators as part of our broader focus on the well-being of our trainees and faculty. Two cohorts of over 20 faculty participated in the certificate course in 2018-19.

# RESIDENT, FELLOW AND FACULTY RECOGNITION

Residents, fellows, and faculty in Icahn School of Medicine at Mount Sinai sponsored GME training programs are annually nominated for induction into **Alpha Omega Alpha (AOA)**, the national medical honor society. To be eligible, residents and fellows must be actively enrolled in an ACGME-accredited residency or clinical fellowship training program and have already completed the PGY-1 year of postgraduate clinical training.

Nominees are evaluated based upon demonstrated continued academic and professional achievement, including leadership, professionalism, service, teaching, research/scholarship, and humanism, along with a commitment to scholarly excellence and medical education.

Faculty AOA selection provides a means for honoring those who have distinguished themselves in their professional careers, demonstrating continued academic and professional achievement, including a commitment to scholarly excellence and medical education



**Graduate Medical Education (GME) ensures a superior and supportive education environment by advocating for and providing expertise and resources to our trainees and programs. Through innovative approaches to education, research, and patient care, we produce leaders who will thrive in their careers as physicians and scientists so they can meet the changing needs of our society.**

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