

UNM HEALTH

DELIVERING MORE

Paul B. Roth, MD, MS

Chancellor, UNM Health Sciences

CEO, UNM Health System

Dean, UNM School of Medicine

Overview: Neurosurgery Residency Accreditation Withdrawal

- Dr. Fair will speak to details leading up to withdrawal and plans going forward
- Dr. Richards will speak in reference to the continuity of clinical affairs

Dr. Joanna Fair

Associate Dean of Graduate Medical Education and DIO

Vice Chair of Education, Radiology

Associate Professor of Radiology/Nuclear Medicine

University of New Mexico

Medical Education

+4

- University

+4

- Medical School (MD)

+3-7

- GME- Residency

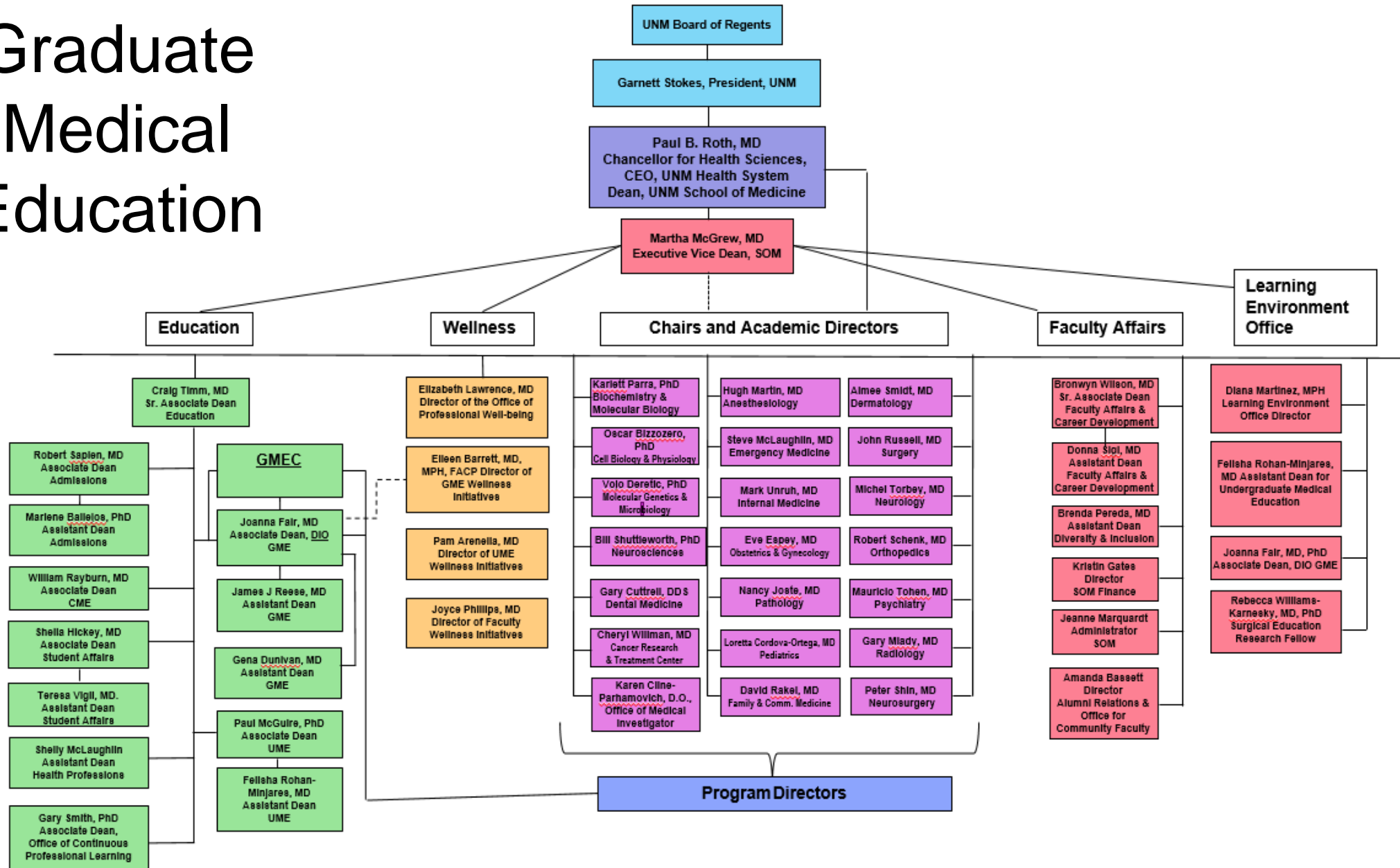
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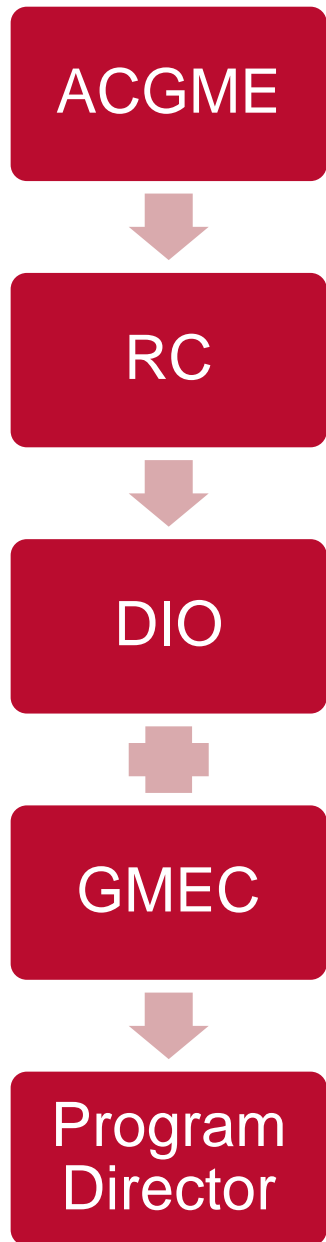
- GME- Fellowship

- Clinical Practice

Accreditation Council for Graduate Medical Education (ACGME)

Graduate Medical Education





GME: Key Components and Process

- **Accreditation Council for Graduate Medical Education (ACGME)**- Each UNM residency and fellowship program is accredited by the ACGME
- **Review Committee (RC)** = One of many ACGME committees that set accreditation standards (requirements) and evaluate institutions or programs to assess their compliance with requirements
 - Each year, every ACGME-accredited program and institution are reviewed by their specialty-specific or institutional Review Committee
- **Designated Institutional Official (DIO)** = The person in a Sponsoring Institution (e.g., UNM) with authority and responsibility for all that institution's ACGME-accredited programs
- **Graduate Medical Education Committee (GMEC)** = The institution's committee (made up of program directors, residents, hospital representatives) also responsible for the institution's programs
- **Program Director**- The individual designated with authority and accountability for the operation of a residency/fellowship program

Neurosurgery Residency Program

Chronology:

- **May 2018**- ACGME survey results received
- **August 2018**- ACGME provides copy of complaint received from Residents
 - DIO, Program Director, and institution work on response to concerns
- **August 2018**- Chair agrees to retire effective Dec 31, 2018
- **December 2018**- Accreditation Council for Graduate Medical Education (ACGME) residency site visit
- **January 2019**- Neurosurgery Interim Chair appointed
- **February 2019**- Probationary Accreditation of the residency program
 - 14 citations; revised and continued an aggressive action plan
- **March 2019**- Replaced Neurosurgery Program Director with a New Program Director
- **June 2019**- Second ACGME Neurosurgery Residency Site Visit
- **August 2019**- ACGME withdraws accreditation of the Neurosurgery residency program effective June 30, 2020
 - Those completing residency in June 2020 will graduate from an accredited neurosurgery program

Key Responses to Concerns

1. Implemented multiple faculty development and feedback sessions with assistance of Dr. Gary Smith (UNM Office of Medical Education Development) and Dr. Dave Stromberg (UNM SOM Feedback Initiative)
2. Monitored and addressed duty hours violations and created culture of accurate reporting; ensured confidentiality of evaluations and appropriate supervision
3. Increased communication - Implemented frequent (at least monthly) meetings between Program Director and residents
4. Brought in GME Wellness Director Eileen Barrett to facilitate wellness sessions with faculty and residents
5. Implemented frequent monitoring of neurosurgical case volumes for each resident
6. Reassured residents they could report concerns to DIO, Dr. Fair.
7. Hired Dr. Botros (pediatric neurosurgeon) and Dr. Ricks (spine/critical care neurosurgeon). (Botros- Aug 2018/ Ricks- July 2019)

Highlights of ACGME Findings in August 2019

1. Educational program
 - Lack of structure, lack of stability with recently instituted changes, faculty insufficiently engaged in teaching/feedback, lack of stability in evaluation processes
2. Institutional support for PD, chair, faculty
 - Chair hiring, faculty hiring, program director protected time, program director scholarly activity, junior faculty, and faculty development – lack of demonstrated sustainability of changes
3. Institutional support for the clinical mission
 - ORs, operative case volumes, APPs – primarily new citations (facilities—clinical space; service to education imbalance)
4. To a lesser extent, mistreatment of NSG residents
 - The most recent letter describes improvement in this regard (but we still have the citation)

Neurosurgery Residency Program

Immediate Response to accreditation withdraw:

- Established a critical incident task force to develop an implementation plan for five primary areas:
 1. Support of our current Neurosurgeons (ongoing)
 2. Replacement of residents with other clinicians (ongoing)
 3. Recruitment of Neurosurgical Chief (completed; new hire begins February 2020)
 4. Prevention of Reoccurrence
 5. Reaccreditation (timeline of 2-3 years)
- 10 residents impacted
 - Financially assist 8 Neurosurgery Residents in new placement transitions
 - Most residents departing by the end of the calendar year
- Additional resources through the Learning Environment Office and Office of Professional Wellbeing

Looking Forward

- Plan is to seek reaccreditation, contingent upon: (2-3 year timeline)
 - New chair
 - Select a new program director
 - Create a new program application with a robust educational and clinical training program
 - Rebuild the didactic structure
 - Build more comprehensive clinical experience

Dr. Mike Richards

Mike Richards, MD, MPA

Senior Vice Chancellor for Clinical Affairs,

UNM Health System

Continuity of Clinical Care

Maintenance of Essential Services

- Trauma program and accreditation
- Stroke Program
- Emergency Services
 - a) Number of APPs

Affiliated Program Expansion

- Second Trauma Service
- Neuro Hospitalist Program
- Critical Care

Revised Neurosurgical Model

- Resident Model → “Community Model”
- Neurosurgery as consulting service
- Revised Attending Role → Call
- Advanced Practice Provider (APP) Expansion
 - Role of APPs
 - Number of APPs

Neurosurgery: Moving Forward

- Hired a new Chair of the Neurosurgery Department- Dr. Meic Schmidt
 - Dr. Schmidt will bring 2-3 colleagues with him to the department
 - To date, 23 new APPs have been hired or are in the hiring process
- Clinical Partnerships
 - Build new clinical programs
 - Comprehensive clinical neurosurgical access
- Contemporary model of the role of the learners
- Cutting-edge technology in the new OR suites when the UNMH Tower is completed in 2024

Neurosurgery

- We will continue to provide neurosurgical and trauma services to the state
- Patient care has not and will not be impacted
- We will maintain delivering on our mission to the State
- We will reapply for reaccreditation

Thank you!

QUESTIONS?