



January 26, 2023

Congratulations, Brian Bacak!



Meet DFM's new Vice-Chair for Clinical Affairs and Quality - Brian Bacak, MD.

Here's a little pre-first-day-on-the-job Q&A:

How long have you been on the DFM team and in what roles?

I've been part of the DFM for 20 years as of this past October. I joined the Rose Residency as faculty after leaving the Army and moving from Georgia. I worked as a regular faculty member before being hired as the Medical Director for the RFMR clinic and continued in that role until 2008, at which point I was selected as the RFMR Program Director. I stepped down as the RFMR Program Director in 2014 when I felt my energy waning, and stepped into a new role as one of the Associate Vice Chairs on the Clinical Affairs team. I continued to precept at Rose for another 3 years and was really happy to see the program expand and thrive under the Rose faculty and new group of residents. It was sad to see the program close secondary to a loss of support from Rose Hospital and the Colorado Health Foundation, but I am really thankful to be able to continue to work with many former faculty and residents (who are now, not surprisingly, faculty, in the DFM). As an Associate Vice Chair I've had the privilege of working with our clinical affairs team which is outstanding, and together we have worked to support our clinicians and the clinical teaching mission of our Department.

What are you most looking forward to in your new role?

I am really looking forward to be able to continue to work with our clinical affairs team – it is such an amazing group. I'm also super excited to get to work with our Senior Leadership team, many of whom I've known for 20 years and in some cases, we've kind of "grown up" together. I think our Department is amazing, full of talented people, and we serve such an important function for the School of Medicine and the community at large.

How might you approach leading the Clinical Affairs team and to what end?

My leadership philosophy, which has its roots in my Army experience, really focuses around service, stewardship, and compassion. Being in healthcare, trying to form a continuity relationship with patients and work with them on their own health journey, and manage the day to day complexity of patient care is high stress and really complicated work. It is a really special place to be – in many cases our patients may have 4 or 5 specialist physicians or providers but they end up coming into our clinics to talk to “their” PCP to try to figure out what to do, what procedure to have, or just try to understand what all the medical jargon even means. Playing that role for patients is REALLY hard . It is often misunderstood by patients or the hospital system and underappreciated by subspecialty fields. It can be tiring for our people. We are always at risk for “missing the mark” around the care that people need, the innovation that would help them, or the equity that they deserve. Our team is so dedicated to addressing all of those issues. We are doing a great job already at supporting our providers and staff. I’m not set to make any big changes. I want to foster the development of our staff and providers to allow them to do the amazing work they know how to do --- I’ll lead from the front but also try to “get out of their way” . We want our department to continue to thrive and grow along with positioning ourselves to be “the preferred place to get the personal care experience” in a competitive market.

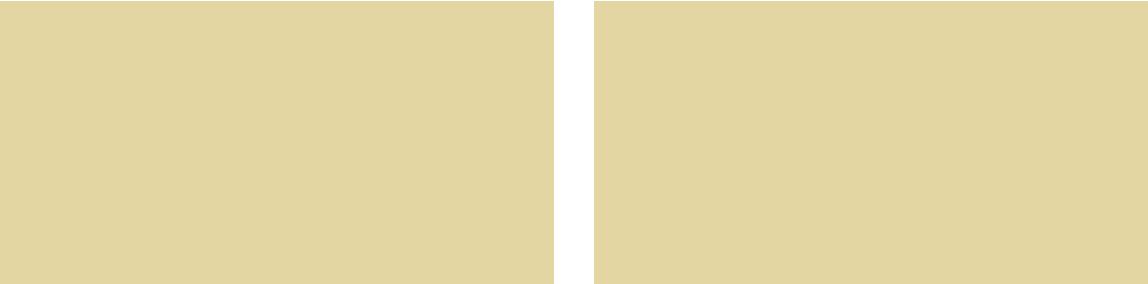
How excited are you for your new adventure?

Pretty excited ! It’s such a wonderful opportunity !



Research Rockstars!

Special thanks to Carlee Kreisel and Carlos Rodriguez for doing an amazing job supporting the research part of the Better Together Coaching Program that is rolling out as one of DFM’s well-being initiatives! The survey and randomization process turned out to be more complicated than expected and there was a lot of learning and emailing back and forth to move this project along. Additionally, they did the heavy lifting on the DFM Employee Survey (results will be presented in February), by helping get the survey created and researching previous surveys to analyze and deliver WAY more than expected. We are so lucky to have these two on our team! Thanks!!





In The Top 10!

Congratulations to the team of Corey Lyon, DO, Aimee English, MD, Kathy Cebuhar, MA, and Justin Emerick, MBA, MS, for their article entitled - ***Don't Leave Me! Strategies for Medical Staff Retention*** - published in the American Academy of Family Physicians, Family Practice Management.

It ranked number 4 on the top ten list of articles for all of 2022!

[Read The Article](#)

Newly Published

Check out this fascinating paper - authored by DFM's Sarah Brewer PhD, MPA, and Jini Puma, PhD, from the Colorado School of Public Health.

Factors in Primary Care Use Among Young Adult Refugees from Burma and Bhutan in Early Resettlement: Findings from Colorado.

[Read The Paper](#)

Human Resources - Resources

To better serve the Department of Family Medicine Faculty and Staff, the HR Team has made it simple to reach out for help.

- Do you have Family and Medical Leave (FML) questions or need to start the process? Email: DFM-FMLA@cuanschutz.edu
 - Do you have Payroll Questions or Concerns? Email: DFM-Pay@cuanschutz.edu
 - Do you have general HR questions? Email: DFMHRQuestions@cuanschutz.edu
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SAVE THE DATE

Spring Fling 2023 Is Coming!

Mark your calendars for **Friday, April 21, 2023**, for the DFM Spring Fling.

We have found the spot and dreamed up a fun theme. We'll share the details soon!



Professional Development Pro Tip!

How Strong Is Your Professional Brand?

Chances it could be stronger. In this world of social media, we need to pay some attention to putting our best foot forward at all times - especially, professionally.

Are you on LinkedIn? Learn how to rock your profile and how to best showcase yourself for career success.

Click on the button below and enter your cuanschutz email address to access this **FREE** video course.

[Watch The Video](#)

Diversity, Inclusion,
and Health Equity
(DIHE) in Academic
Family Medicine –

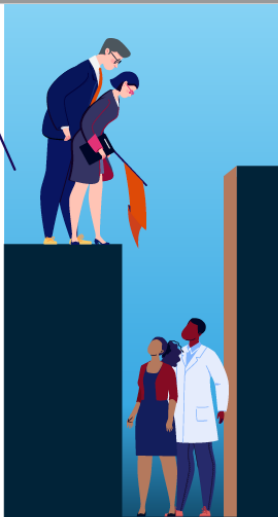
**Are we as good
as we think
we are?**



Original research published in 2022.
<https://bit.ly/3AHFNGD>



66% of ADFM chairs
feel their DIHE
infrastructure works well.



However, **70%** don't have
a DIHE designated leader
OR don't offer their
leader any support.



Departments can become
stronger in DIHE using a
four-step framework.

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More Ways to Give Now

Payroll deduction - One-time gift - Planned giving. Showing your support for DFM is easy.

Visit the Endowment page to learn more about the endowment campaign and how you can become involved.

Learn More

In Case You Missed It...



Shots from the 3rd Annual CSTARH Greg White Levitt Lecture featuring Dr. Tanjala Purnell.

The event and presentation were recorded and an on-demand video will soon be available.

Look back at past editions of the DFM Monthly Newsletter

[DFM Newsletter Archive](#)



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