



From the Program Director



Hi all,

It's that time of year again – intern recruitment season is here!! This year is like so many others in that we have many, many more applicants (~3,500) than we can meet (about 500). And of course, we'll meet so many who are talented and dedicated and eager to train in a program where they can

be well cared for and challenged at the same time. That we only have the room to welcome 72 of these amazing future physicians keeps me awake many nights. Sometimes I look at the size of our program and think, “wow, we’re a really big program”. And we are. But then I look at the above math and feel exactly the opposite. This is a great problem for us as a program, but it also represents a great responsibility.

All of that made me think of two things. First, I hope our interns – who just went through this same process - are feeling welcomed and happy. I also hope that you're starting to feel just how special you are. You were part of the 500 we met this past year and the 2% who we welcomed in June. You are that incredible group, one year ago. Whether you're feeling it on the inside yet or not, I can tell you that from the outside, you have blown me away. Your dedication, your thoughtfulness, your care, and your compassion are everything I could have hoped for when we met last year. In the last few months, I have seen interns coming in on their day off (note: you do NOT have to do this) to make sure that a terminal extubation on a patient they were caring for went well. I had an intern ask me if I wanted to sign a card for our ICU patient because it was their birthday. The card went with a small cake and stuffed bear that the intern brought in, so we'd have something to give our very sick patient as we sang happy birthday to her. I have received so many shout outs and letters that say, “did you know this intern should be chief??”. Of course, none of this happens without amazing seniors to lead and guide and model...amazing seniors who

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were in a similarly rarefied group two and three years ago themselves. It can be hard, when you are surrounded by so many talented people, to know where you stand. You all sit at the very top of what it means to be caring, professional, and smart doctors. If you forget that or are having one of those days when it just doesn't feel like it (I know, I have those too), reach out to me and I'll reaffirm it for you.

The second thing the start of recruitment season reminded me to say was thank you to all of you for your efforts to attract the next great group of doctors to Colorado. Like you all, they will have their pick of residencies and we want them to pick CU. I say this every year and it never gets any less true – students choose a program for the people. And not the PD/APD people; they choose based on their future resident colleagues. Sure, they will like our sunny state and our schedule and our results but none of that matters if they can't see themselves working alongside and being inspired by their co-residents. This is where you all come in. Thank you to the Chiefs who put together an INCREDIBLE recruitment website (for invited applicants only) that really displays who we are and what we stand for. Thank you to everyone who has done an Instagram takeover, these have been amazing (and please keep them up!). Thanks to everyone who will take part in a night before hangout (first one this Sunday), a recruitment day panel, a PC panel, or be willing to reach out or be contacted by someone from your school who wants to know what it is really like here. These interactions and your energy are what will encourage the next group of amazing humans to show up in Denver next summer.

I'm very proud to be a part of this family. The first interview day is Monday, let's show those applicants who we are!

Geoff

!! News & Updates

Residency Shout-Outs

- Associate Program Director Dr. Adrienne Mann is an Honoree of the 2023 [AMA Inspiration Award!](#)

Events & Clubs

- You are invited to join a **Department of Medicine LGBTQ+ Club!**
 - The group will include anyone within the DOM: Faculty, Residents, Fellows, APPs, Researchers, etc.
 - Initially, members could get together once a month for dinner. Ideally, this would be an avenue for faculty to meet and network with those who share similar interests and identities, have a safe space for conversations about what it means to be an LGBTQ+ practitioner in general, here at CU, challenges faced, etc., and connect with and fully support one another in whatever way we can.
 - The LGBTQ+ Faculty Club is open to any and all faculty within the DOM, it's not specialty or practice specific. If you are interested in being a part of this

group to further your sense of community here at CU and/or are interested in receiving updates as it comes together, please reach out to Dante Mesa at dante.mesa@cuanschutz.edu or (970) 409-0149.

Spotlight on Scholarship

Publications & Presentations

- **Ellie Krienke** is presenting an oral presentation at SGIM in the innovation category (co-authored by resident **Tais Protasio**) titled "Development of a Spanish Resource Guide for Caregivers with Dementia" and presenting a poster under the narrative medicine category of a piece she wrote titled "A Survival Guide for Borrowed Grief."
- **Natalie DeQuillfeldt** wrote a reflection piece published on October 3rd to the [CU Anschutz Palliative Care Blog](#) entitled "Seven Ladies Laughing".
- **Jennifer Santos** and Anna Schreiber (hematology/oncology fellow and former resident) wrote a case report published in a recent addition of New England Journal of Medicine about the first ever reported [Case of Fetal-Induced Graft-versus-Host Disease](#). The case itself involved tremendous collaboration and problem-solving between the ICU, hematology, and dermatology teams, including Dr. Jon Gutman, Dr. Geoff Connors, Dr. Brandon McMahon and dermatology resident Lindsey Broussard, to name a few.

Do you have a paper, presentation, award, or other scholarship to highlight in a future newsletter? Email your submission to Nicole.CanterburyPassoth@CUAnschutz.edu

Education Corner

Upcoming Lectures & Education

- **Exciting POCUS news** – we have received additional funding to offer the option of an advanced POCUS certificate program to PGY2s. Because this is partway through the year, we would like to make this optional for anyone that wants to expand their POCUS skills.
 - This will entail:
 - 1-2 refresher POCUS didactics (this will likely be given to everyone, whether or not you sign up for the advanced certificate)
 - Expanded portfolio with quality assurance of at least 25 images, with commitment to provide feedback on any additional images as well throughout your PGY2 and PGY3 years
 - Upon completion of the expanded portfolio, you will receive an "Advanced POCUS Certificate of Completion" outlining your accomplishments that can be utilized on your CV and for future credentialing
 - We believe this will be a great opportunity for anyone looking to solidify their POCUS skills for future practice, whether it be as a hospitalist or subspecialist.

- If you are interested, please sign up [here](#). We ask that if you sign up for the certificate program you commit to completing at least 25 images during your PGY2 year.
- Please reach out to Michelle.Fleshner@CUAnschutz.edu or Carolina.Ortiz-Lopez@CUAnschutz.edu with any questions!

WES:

R1s: A lot of varied content this block including a heart failure clinical session with clinical cases, ECGs/CXRs, and journal club, POCUS didactics, de-escalation training for combative patients, a case based session reviewing how to pick up an overnight patient, the first more than medicine session with Dr. Mann, upstander training with the chiefs, the second core research pathway session, and our new expanded procedure simulation session with LP, thora, a-line, and central line simulation.

R2s/R3s: In addition to track and pathway sessions, R2s/R3s will get some of the core content from the medical leaders pathway, some of the highest rated clinical sessions covering challenging diabetes and thyroid cases (R2s) and pituitary/adrenal hyperfunction (R3s) with Dr. Wagoner, de-escalation training, and the expanded procedure simulation.

DOM Grand Rounds:

[DOM Grand Rounds Schedule](#)

Academic & Fellowship Opportunities

Featured Opportunities

- **NYU Grossman School of Medicine (NYUGSOM) and NYU Langone Health** are recruiting for a **two-year General Internal Medicine Fellowship**. Led by faculty from across the NYUGSOM institutions and affiliates, this fellowship supports physicians committed to careers in academic general medicine with research focused on improving the quality, safety, equity, and effectiveness of care in our communities. Please contact melanie.jay@nyulangone.org for more information or reach out to Deborah.Cooke@nyulangone.org if you would like to apply. More information can be found at their [website](#).
- The **General Internal Medicine Fellowship Program at MD Anderson Cancer Center** combines advanced clinical training in the care of internal medicine issues of cancer patients and survivors, clinical research training, and healthcare quality improvement training. This is a one-year academic training program focused on development of skills for a successful career in academic medicine. The fellow will spend 75% effort on research and 25% effort on clinical work. For full posting and additional information, visit www.mdanderson.org/gimfellowship. To apply, send all application materials to Felicia Berry, Education Program Coordinator at gimfellowship@mdanderson.org.

- Please consider submitting a poster to the [Colorado ACC Chapter Meeting](#) which is occurring in conjunction with the [Colorado Heart Failure Summit](#) (also the fellow education day). Posters that were previously presented are accepted! Please reach out to COLLEEN.MCILVENNAN@CUANSCHUTZ.EDU with any questions – we look forward to highlighting your work.
- **Ultrasound Fellowship Opportunity:** Oregon Health & Science University is offering an immersive one year fellowship experience where we train clinicians how to perform and interpret ultrasound at the bedside and integrate findings into their clinical care. The fellowship offers the ability to work day to day with experts in the field and also develop unique expertise in teaching the skill, understanding the different components that go into managing a program, and pursuing passion projects. We support both clinical roles as an urgent care provider in highly functioning Internal Medicine Clinic and as a Nocturnist with our Hospital Medicine group. We have had all types of applicants in the past. We have mentored graduating residents, primary care docs, hospitalists, and alternative-fellowship bound physicians. To learn more: <https://www.ohsu.edu/school-of-medicine/general-internal-medicine/ultrasound-fellowship>. For more information, please contact Dr. Piro at piro@ohsu.edu.

Learn more about the [latest academic and fellowship opportunities](#).

Dates & Deadlines

Refer to the [Residency Roadmap](#) for key program dates and deadlines.

Job Board

- **Generations Family Health Center, Inc.** is a Federally Qualified Health Center covering a 37-town rural region in eastern Connecticut. We are expanding our team and welcome Family and Internal Medicine physicians to join our dedicated staff. As a physician with Generations, you have the opportunity to provide a full range of preventive and primary care medical services to all ages including health maintenance, chronic disease management, acute visits and procedures. Please contact heidi.tucker@genhealth.org for more information or visit our [job opportunities](#) page.
- The Division of Hospital Medicine at **San Francisco General Hospital** is recruiting faculty hospitalists for positions to begin in July 2024. They anticipate having 2-3 clinician-educator positions and 1 clinician-investigator position available. Please feel free to reach out to Larissa Thomas, interim chief of the SFGH Division of Hospital Medicine (Larissa.thomas@ucsf.edu) with any questions and see our [job opportunities](#) page for full job posting.
- **HealthCare Professional Providers** has a number of hospitalist and primary care positions available in various California cities and towns. For full list, please visit our [job opportunities](#) page or email hcpp.hiring@gmail.com for more information.

- Join a large **multi-specialty group in metro Birmingham, Alabama**. Option to become a partner in one year. Immediate full practice with upcoming retirement of a primary care physician. Hospitalist Program in place. Must be Board eligible / Board Certified with an active license in the State of Alabama or willingness to obtain. Be a member of a large not-for-profit health system with over 100-plus-year tradition of caring for generations of families. Birmingham has been named one of the most affordable cities and is the largest city in Alabama. If interested in more information, please forward a copy of your CV to kelly@medplan.biz or call (205) 870-7068 office or (205) 222-5495. All inquiries are confidential. For full job posting please visit our [job opportunities](#) page.
- **Mercy Clinic** is seeking a Board-Certified Geriatrician, Internal Medicine, or Family Medicine Physician to join our Post-Acute Physician/Nurse Practitioner teams in St. Louis, MO and in Washington, MO near St. Louis, MO. Responsibilities include managing complex medical conditions, coordinating all aspects of care for their patient, and developing strong relationships with residents and their families. Must possess excellent communication/interpersonal skills & have a solid understanding of nursing home regulations. Please see full job posting on our [job opportunities](#) page. For more information please contact Erica.Baker2@mercy.net or 314-364-3350.
- **Jacobi Medical Center**, an affiliate of the Albert Einstein College of Medicine, currently has openings for academic primary care positions. Jacobi is an academic public teaching hospital and a vibrant member of New York City Health and Hospitals, the largest public health system in the US. Jacobi is a 450-bed hospital with 100 full-time faculty in the Department of Medicine representing all divisions of internal medicine along with a robust medical residency program. We see 350,000 patients annually in our out-patient clinics and have a full breadth of services for our patients including a PRIDE center and newly launched LIFESTYLE MEDICINE program. For full posting please visit our [job opportunities](#) page. To apply, please send resumes to: recruiter@pagny.org.
- **Massachusetts General Hospital's** Hospital Medicine Unit is seeking exceptional hospitalists to join the HMU team. HMU is a comprehensive Academic Hospital Medicine service with a mission of delivering outstanding inpatient care, while fostering academic advancement and professional growth for its clinicians. This is a unique opportunity to obtain valuable experience caring for medically-complex inpatients in the stimulating and supportive environment of a top academic medical center. The service leverages a team-based model to serve over 150 patients across the hospital in a variety of inpatient care settings, including high acuity, regionalized direct patient care; moderate acuity, non-regionalized direct patient care. For more information and immediate consideration, please forward C.V. and availability for introductory phone call to steve@olesky.com or call 617-359-6956. Full job posting can be found on our [job opportunities](#) page.
- **Trinity Health** currently has Internal Medicine Physician openings with their outpatient offices and hospitalist team located in West Michigan. Positions include hospitalist primary care roles. For job descriptions and full list of positions available, please consult our [job opportunities](#) page. For more information please contact: Nicole Weed, Sr. Physician Recruitment Coordinator, at weednk@trinity-health.org or 616-685-6842.

- Clinician Educator position in General Internal Medicine at the **University of Chicago**. We are looking for interested applicants who want to have a mix of seeing their own primary care patients, precepting residents in their continuity clinics, and working 4-6 weeks on the inpatient general medicine service (always on a teaching team), depending on their level of interest. Here is the link where applicants can formally apply: <https://academicjobs.uchicago.edu/positions/119967>. Contact Dr. Jason Alexander and he is happy to discuss by phone, zoom or email Email: jalexander3@bsd.uchicago.edu. Cell: 770-891-9930.

Learn more about the [latest job opportunities](#).

Take Five

Join us in wishing these residents a happy belated birthday from October!

October 1: Shravya Pothula
October 3: Lauren Breslin, Irvin Ma
October 8: Daniel Carlson
October 15: Josh Ho, Rachna Talluri
October 16: Austin Browning, Sarah Gorvetzian
October 17: Natalie Van Ochten
October 19: Timothy McGinnis
October 22: Minh Do
October 23: Cecilia Nguyen
October 24: Adam Knox
October 28: Jessica Chandrasekhar
October 30: Marita Meyer
October 31: CJ Mowry and Andrew Pham

Follow the Internal Medicine Residency Program on [Instagram](#) for more updates!

Program Feedback

Curriculum Committee: We reviewed women's health curricular thread, led by Dr. Natalie DeQuillfeldt. R2s/R3s will have a new half day session this spring covering key women's health topics and this will also be integrated with the ambulatory curriculum in continuity clinics.

RPEC: Reviewing handoffs and community engagement this block, updates to come in the next newsletter.

Anonymous Reporting: Thank you all for using the [anonymous reporting link](#) on our webpage. For those who have not used this feature, you can [click here](#) to report anything at all to the program. We welcome and encourage and prefer direct feedback to the chiefs, to your class leaders, and our program leadership...but we know that sometimes none of that feels right and you would like to stay completely anonymous but still need us to know about

something that has occurred. We get it. Issues reported here go directly to Dr. Connors and are completely unidentifiable. In an effort to close the loop on these reports – as best as we can do without knowing the reporter and while respecting privacy – we will use this section each month to let you know what is happening with anonymously reported issues.

Reports:

- **Microaggressions and Harassment Update:**
 - Reports since the beginning of this year:
 - 27 Total (7 from UCH, 8 from DH, 12 from the VA)
 - How these were reported:
 - 20 from the end-of-rotation evaluation
 - 2 from the anonymous portal
 - 5 through direct contact with CMR or APD
- At the University, we continue to focus on attending to resident interactions. We are also figuring out how increase upstander training in both staff and teaching attendings. We are continuing to move towards upstander training being required to be a teaching attending. At the VA, we continue to focus on patient to resident interactions. There is focus on using common language to highlight when a microaggression has occurred, ensure safety and resident comfort if a patient is displaying unprofessional behavior, and debrief sessions. There is also a staff member with repeated unprofessional behaviors towards residents. This situation has been escalated to the highest level possible. At DH, we continue to focus on nurse to resident interactions with a focus on attending upstander training as a way to address these interactions. We continue to partner with nursing leadership.
- We hear you that we have had a LOT of upstander training sessions, we will try to be more intentional with redundancy moving forward.

Task Coverage: We have received feedback from both residents and clinic directors regarding our current approach to task coverage time. We appreciate your feedback and the ongoing discussions around how to best approach task coverage. We have decided that for now, **the expectation will be that all R1s and R2s will do task coverage in person.** This is to ensure that interns and second year residents always have sufficient supervision and support to manage in-basket tasks, which often are incredibly complex. **R3 task coverage will be at the discretion of the individual clinic directors** as each clinic functions differently in terms of how that time is utilized and how support is structured. We are open to continued feedback as in-basket management continues to evolve across all of primary care.

Annual Program Evaluation:

Every year, our program conducts a formal internal program evaluation in July/August. We received in-person feedback during RPECs in May and June that contributed to this evaluation. We also review all survey data that we receive for the past academic year: our ACGME survey data, the Houstaff Association survey data, our internal resident and faculty surveys, information provided to us through GME and summaries of the feedback that you have given us over the past year. Based on this data, we identify both strengths of the program and areas for improvement. We then come up with an action plan for each of our areas for improvement. Below, please find our Annual Program Evaluation findings and our action plans. In summary, our focus areas for the program this year will include:

- Diversity, Equity and Inclusion
- Microaggressions and Harassment

- Community Engagement
- Increasing time to interact with patients
- Prevention of work hour violations
- Decreasing information lost during patient transfers
- Increased direct supervision, particularly overnight and in critical care settings
- Improving our sleep/fatigue mitigation training
- Equity within our jeopardy system
- Timely evaluation completion by faculty of residents
- Resident Wellness
- Improving ability of residents to attend personal appointments
- The ways in which interprofessional teamwork skills are modeled and taught
- Curriculum (focus on Women's Health, LGBTQI+ care, Rheumatology, GI/hepatology, ID)

To read the 22-23 Annual Program Evaluation in its entirety, please visit the [Heartbeat](#) and click on “**22-23 APE**” under “**Policies**”.

To read the 22-23 Action Plans, please consult the [Heartbeat](#) and click on “**Action Plans Follow Up**” under “**Policies**”.

Resources & Assistance

We know that residency can be a challenging experience. If you need any help for yourself or someone else in the program, please use the following links and contacts. If there is something you want the program to know and/or act on in an anonymous fashion, there are several ways to do that as well...check them out below.

Mental Health Resources:

Need urgent mental health care?

For urgent mental health concerns after-hours, on weekends, or on holidays: call 303-370-9127 for the on-call psychiatry attending.

For urgent concerns during weekdays:

- Call 303-724-4716 and inquire about same-day appointment availability at the resident mental health clinic or email triage counselor, Jenn Quigley, jennifer.quigley@cuanschutz.edu
- If you are having problems getting a same day appointment, contact Dr. Julie Wolfe (clinic director) directly at 303-724-9579 or julie.wolfe@cuanschutz.edu

Resident Mental Health Clinic (also helps students and fellows)

Routine appointments:

- Call 303-724-4716 or e-mail smhservice@ucdenver.edu

Non-emergent appointments are available:

- Monday through Wednesday (8:00 am – 8:00 pm)
- Thursday and Friday (8:00 am – 5:00 pm)

Where: Department of Psychiatry at the University of Colorado Anschutz Medical Campus, Fitzsimons Building (Building 500), 13001 E 17th Place, 2nd Floor, East Wing; however, all visits are currently virtual.

If you are looking for a MH provider outside of our Resident/Student MH clinic, try cross-referencing your Anthem Provider list on www.headway.com to find a provider that feels like the best fit for you.

We also recommend Willow Grove as an option for residents seeking short term or long term therapy. 720-262-9100.

Need help? This resource will help you to connect you to the kind of help you need in the time frame in which you need it. [Find help now.](#)

Looking for wellness and mindfulness resources? [Check out these free wellness apps and campus resources.](#)

Confidential Resources:

As a reminder, on the main page of the [residency heartbeat website](#), there is an [anonymous reporting portal](#).

[Confidential Resident Liaisons:](#)

If you have a concern that you feel more comfortable sharing with a peer, these residents will be excellent resources.

Chey Vincent (R1)
Nikolai Harroun (R1)
Megan Connor (R1)
Vincenzo Pizzuti (R1)
Garrett Weskamp (R1)
Emily Vicks (R1)
Morgan Edwards-Flinger (R1)
Elle Krienke (R2)
Nicole Rueb (R2)
Francis Wright (R2)
Shennon Lu (R2)
Julia Bast (R2)
Natalie Van Ochten (R2)
Hannah Carr (R2)
Elizabeth Esselman (R3)
Ally Fuher (R3)
Andrew Pham (R3)
Connor Enright (R3)
Sarah Beilke (R3)
Natalie DeQuillfedt (R3)
Oliver Bawmann (R4)

[Confidential Faculty Liaisons:](#)

Vishnu Kulasekaran (DH)
Rita Lee (UCH)
Jeremy Long (DH)

Rachel Swigris (Lowry)
Caitlin Winget (VA)

Do you have an announcement, accomplishment, photo, reflection, or other content to include in an upcoming newsletter? Email your submissions to Nicole.CanterburyPassoth@CUAnschutz.edu.

Do you know someone who would like to receive these updates? Have them added to the [distribution list](#).