



From the Program Director



What kind of a doctor will you become?

There are literally hundreds of ways to answer this question: what specialty you will pursue; will your career be inpatient or outpatient focused; dedicated to clinical practice or a career in academics; rural versus urban health; education or research or administration; general medicine versus a subspecialty; and so on.

There is no end to the branch points associated with a lifetime in medicine. But there is one thing I know for sure, one way to answer the above question that might surprise you. ***The kind of doctor you will grow into tomorrow is the kind of doctor you act like today.*** This is the meta, overarching answer to a question that, on its surface, seems to be more about periodic and iterative choices. For that reason, it's the one that I believe matters most.

There is very good evidence that *how you practice today determines how you will practice tomorrow* and therefore what kind of doctor you will become. This is known as imprinting. The evidence is clear that each of us is imprinted heavily during residency, more so than in medical school or your subsequent years of practice. Residency truly is the most formative aspect of your medical career. I won't share all the articles to prove my point, beyond this [article from last year](#) that summarizes the idea nicely and provides a great bibliography for those interested in learning more.

A mentor I was lucky to have growing up, Ken Jones, must have said to me 100 times, "practice does not make perfect...practice makes permanent. Only perfect practice can make perfect." Of course, he and I both knew that there is no such thing as 'perfect practice.' But

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his point is that there certainly is *more perfect* practice and that just doing something over and over wasn't going to get the results one might want. I won't go into all the ways that you can do this as a doctor in training. You already know most of them (writing great notes instead of accepting copy/paste versions that are 95% correct and reading about your patients every week to augment the clinical learning are two easy examples). The challenge is getting yourself to do the little things you know to be right every time, until they become not only second nature, but your only nature.

My final thought is about what thoughtful daily practice means for the future of medicine. You are in this program to become leaders in medicine and beyond. Your leadership, like your clinical practice, will be based on what you learn and how you act today. Practice today in a patient-centered manner with a focus on wellness, teaching, leadership, accuracy, and excellent care and your current and future learners will (seemingly) magically do the same. I was struck this week as I read a [harrowing account](#) regarding some people's mistaken idea about what it takes to become a leader. The article is interesting, compelling, and sad for many reasons. As I reflected on how we make medical leaders, I was struck by this paragraph:

"Sailors who enter the program bolstered by steroids and hormones can push harder, recover faster and probably beat out the sailors who are trying to become SEALs while clean, said one senior SEAL leader with multiple combat deployments to Iraq and Afghanistan. The inevitable effect, he said, is that a course designed to select the very best will end up selecting only the very best cheaters, and steadily fill the SEAL teams with war fighters who view rules as optional.

'What am I going to do with guys like that in a place like Afghanistan?' said the leader. 'A guy who can do 100 pull-ups but can't make an ethical decision?'"

I encourage everyone to get the most out of your three years in residency by being thoughtful about your daily practice. We don't cheat with substances, but we can cheat ourselves by thinking that we'll do differently tomorrow by some alchemy that dissociates current practice from future patterns. I encourage you to be dedicated, be well, support each other, and continue to find meaning in the important work that you do. I will commit to doing the same.

!! News & Updates



Maddie Hibshman, MD



Natalie DeQuillfeldt, MD

This month, the University of Colorado School of Medicine announced the recipients of the **2022 Humanism and Excellence in Teaching Award**. This award recognizes residents who demonstrate excellence in teaching and in delivering compassionate, relationship-centered care. It is one of the highest honors a trainee can receive during their time in residency or fellowship. With roughly 1,000 GME trainees on campus, we are pleased to announce that members of the Internal Medicine Residency won two of the six available awards.

Congratulations to **Dr. Maddie Hibshman** and **Dr. Natalie DeQuillfeldt**, winners of this incredible honor. Third- and fourth-year students nominate residents who they feel are deserving of the award, and a committee of senior medical students choose nominations. Drs. DeQuillfeldt and Hibshman truly represent the highest example of humanism in medicine and are models for all of us.

Help Us Name the Newsletter: Thank you for all your contributions so far to help make the residency newsletter a success. As a reminder, you may submit your name suggestion(s) using [this form](#), and yours may be chosen as the name of the newsletter!

Residency Shout-Outs

“Just wanted to send a shoutout for **Kira Grush**. Kira was the night resident on swing and kindly took our 5:50pm admission out of recognition that the swing resident would end up staying much later doing this admission. I think this insight toward the wellbeing of her co-residents and dedication to hard work makes her special! Thank you, Kira!” – Dr. Sneha Shah, VA Hospitalist and Instructor

Spotlight on Scholarship

PCCM Resident Fellow Case Report Project Opportunities: If you are interested in Pulmonary or Critical Care and would like the opportunity to work with PCCM fellows on a scholarly project, please consider participating in the PCCM resident-fellow case report mentoring program. The goal is to write up a case report for submission either to a local or national meeting and ideally create a submission for publication during this academic year. [Program Details](#). To sign up, please email [Anna Neumeier](#) by Thursday, September 15.

The **17th Annual Hopkins GIM Housestaff Research Awards Program** is soliciting applications. The Hopkins GIM Division will make awards to housestaff who have conducted outstanding research in any of the following areas: 1) behavioral medicine and health disparities; 2) bioethics; 3) evidence-based healthcare and systematic reviews; 4) health services and outcomes research; 5) HIV research and clinical care; and 6) medical education.

Awards include a cash prize of \$500 + travel reimbursement. Awardees will attend a dinner with GIM faculty on Thursday, December 15, then present winning abstracts during a special GIM Grand Rounds held on Friday, December 16. The deadline for applications is Monday, September 12. [Apply](#) or [nominate](#).

Publications & Presentations

- R3 **Apoorva Ram** presented an oral presentation at the APP Oncology Summit in Denver on August 13: “Population Disparities in Caring for Cancer Patients: How Can APPs Help to Address Them?”
- R3 **Cody Schott** had a co-first author paper published in [Frontiers in Immunology](#): “Altered Transcription Factor Targeting is Associated with Differential Peripheral Blood Mononuclear Cell Proportions in Sarcoidosis”

- R3 **CJ Mowry** had a research study published in [Digestive Diseases and Sciences](#): “Gastroesophageal Balloon Tamponade Simulation Training with 3D Printed Model Improves Knowledge, Skill, and Confidence”

Do you have a paper, presentation, award, or other scholarship to highlight in a future newsletter? Email your submission to ava.russell@cuanschutz.edu

Education Corner

Join the Heme/Onc Interest Group: Cassandra Duarte, MD, former Chief Resident and current Heme/Onc fellow, is organizing a heme/onc interest group for residents interested in the field. The aim is to have a group of residents who can connect with current fellows about topics like research, mentorship, applications, how to succeed on heme/onc rotations, etc. If you are interested in participating, please fill out the [interest survey](#).

Upcoming Lectures & Education

The **Society for Vascular Medicine 2022 Scientific Sessions** will be held in Denver on Saturday, October 1. There is a free, in person, CME/MOC eligible educational track, Updates in Vascular Medicine for Primary Care and Hospital Medicine Physicians, focusing on practical vascular concepts. [Session Details & Registration](#).

Department of Medicine Grand Rounds:

- Wednesday, September 7 | Sean Davis, MD, PhD presents “Introduction to Artificial Intelligence and Machine Learning”
- Wednesday, September 14 | John Messenger, MD presents “Transcatheter Interventions for Valvular Heart Disease—Updates on a Disruptive Technology”
- Wednesday, September 21 | DOM Quality & Patient Safety Team present “System Improvement Conference”
- Wednesday, September 28 | Kristine Kuhn, MD, PhD presents “Spondyloarthritis”

[DOM Grand Rounds Schedule](#)

WES: The A block will be starting their 2nd WES block this week, previews below:

- **R1s:** Interns will continue to have flipped classroom sessions (pulm and renal up this month) in addition to the first core research pathway session, Intro to Clinical Reasoning with Drs. Lessing, Limes, and Anderson, and the first More than Medicine session with Dr. Mann.
- **R2s:** R2s will have their first pathway session this month along with their second track session. We will also have faculty speakers covering challenging acid-base cases, an intro to heme malignancies, and personal finances. Finally, R2s will have time for independent study with NEJM rotation prep and NEJM knowledge+ quiz.
- **R3s:** Hematology is consistently identified as one of the areas residents would like more education in and we will be building on their foundational R2 content with core advanced BMT content - CAR-T 101 and Overview of Allo Transplants. R3s will also have pathway and track sessions along with time for independent study with NEJM rotation prep and a NEJM malignant heme quiz to reinforce concepts covered in didactics.

Dean's Speaker Series: No upcoming events

Academy of Medical Educators Lecture Series: No upcoming events

Academic & Fellowship Opportunities

- The Yale General Internal Medicine Medical Education Fellowship is currently accepting applications for its 2-year fellowship starting in the 20123 Academic Year. The goals of the fellowship are to foster the growth of future clinician-educators who will be self-reflective master clinicians, educators, and scholars. The fellowship is a 2-year training program that focuses efforts on producing scholarly clinician-educators. Fellows complete a Master of Health Science – Med Ed Pathway through Yale's School of Public Health, participate in Yale's Department of Medicine's Advancement of Clinician Educator Scholarship Faculty Development program and faculty development course work in teaching skills. Fellows will also perform inpatient and outpatient clinical work with the residents and faculty of the Yale Primary Care Internal Medicine. [Fellowship Details](#)
- The Departments of Medicine, Pediatrics and Surgery are now recruiting for the Residency Research StARR Program - Stimulating Access to Research in Residency. The mission of the StARR Program is to recruit, train and retain outstanding clinician-investigators focused on research related to heart, lung and blood disorders. Flexibility is built into the program with the ability to accommodate a variety of interests - bench, translational or clinical research. Medicine residents in PGY2 and PGY3 are eligible to apply. Applications are due Friday, October 14. [Program Details](#)
- The University of Washington Academic Hospital Medicine Fellowship is accepting applications. This 1-year training opportunity is a great option for trainees and early career faculty considering a career in academic hospital medicine. Fellows receive mentorship, training, and flexible project time to accelerate their development as clinician-scholars. [Fellowship Details](#) | [Application Instructions](#) | [Email the Program Director](#)
- Applications are open for the Academic Clinician Educators Scholars (ACES) Fellowship in General Internal Medicine at the University of Pittsburgh, a two-year faculty development program, offering 4 fellowship tracks (categorical, women's health, hospital medicine, and medicine-pediatrics). The application period closes on Saturday, September 10. [Fellowship Details](#)

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

Dates & Deadlines

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

- Join your fellow residents for a night of Yoga, Wine & Cheese in Little Cheesman on **Tuesday, September 13th at 6:00pm**. [RSVP here](#).
- A Death Cafe will be held on **Wednesday, September 21st at 6:30pm** at Elizabeth Bleoman's house. [RSVP here](#) and email [Emily Scott](#) with questions.

Featured Jobs

- Come work as a Hospitalist in beautiful Colorado Springs! UCHealth Memorial Hospital draws a wide variety of patients with an array of complex medical problems as the only Level 1 Trauma Center and Comprehensive Stroke Center in Southern Colorado. Join a group of 50 physicians and APPs in a fast-paced environment while receiving excellent health and retirement benefits, generous CME allowance, and competitive compensation. [Job Details](#)
- The University of Washington is recruiting hospitalists to join the faculty at the Medical Center at Montlake, Harborview Medical Center, the VA Puget Sound Health Care System, and their community health care campus, the University of Washington Medical Center at Northwest. They offer positions in a world-class institution with nationally prominent colleagues and outstanding highly-engaged hospitalist teams. Learn more about the [UW Hospital Medicine Program](#) and faculty resources. [Job Details](#)
- Valley View Hospital in Glenwood Springs, CO is continuing to grow its hospitalist group and looking for talented hospitalist candidates. Reach out to Dr. Geoffroy Fauchet (current VVH hospitalist and former HTP resident at CU) by [email](#) or phone (978-505-8388) with any questions. [Job Details](#)

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

Take Five



Congratulations to R2 **Cristina Fischer** and her husband Jack, who got married on August 13!



Residents enjoyed some friendly competition with a day of disc golf!



We have some artists in our midst! Primary Care residents gathered for a PC Painting Party.

Join us in wishing these residents a happy birthday in September!

September 1: Beret Fitzgerald, Katlyn Sawyer

September 3: Jayce Pangilinan

September 9: Noah Minor
September 10: Alex Hayden
September 11: Rahul Mohan
September 14: Santana Sanchez
September 15: Julia Bast, Katie Yamamura
September 17: Alexa Temme
September 19: Vikas Mahalingam
September 23: Allison Arai, Julia Bellantoni, Carston Dammann
September 25: Marshaun Hall
September 27: John Galatowitsch, Maggie Veers
September 30: Matthew Westfall

Follow the Internal Medicine Residency Program on [Instagram](#).

Program Feedback

Residency Program Evaluation Committee (RPEC) Report: No new announcements.

Curriculum Committee Report: We will be restarting after a summer hiatus in September and will reach out to all those who indicated they were interested in joining on the resident survey.

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: No anonymous reports were filed this month.

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, Mandy Doria, LPC at amanda.doria@cuanschutz.edu.
- If you are having problems getting a same day appointment, contact Dr. Rachel Davis directly at 303-724-8244 or rachel.davis@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.

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:](#)

Ally Fuher
Molly McCallum
Lizzie Esselman
Connor Enright
Lila Steinberg
Alana Freifeld
Mike Marll
Tiffany Gardner
Braidie Campbell
Dante Mesa

[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 ava.russell@cuanschutz.edu.

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