



From the Program Director



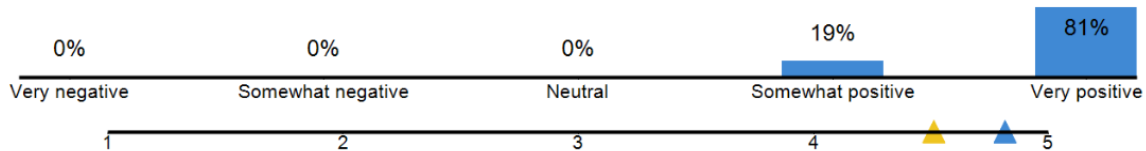
All,

The results of our ACGME survey were released to us this past week. This is the high-stakes survey that each of you had the chance to participate in this spring...the one we kept sending you reminders about and the one on which we are judged nationally. I'm prohibited by the ACGME from sharing every detail publicly, but I want to give you an overview and start with the highlights.

First, I could not be prouder of our program. Our response rate to the survey, both from our residents and our faculty, was at a record high number this year. This means that people are engaged with the program and care enough to offer their opinion in an effort to make it better. It also means that residents and faculty alike feel safe offering their opinion and trust that if they share their thoughts with myself and the program leadership (even via a high-stakes survey), they will be heard and treated with respect.

Second, I want to direct you to the following graphic:

Residents' overall evaluation of the program



In all my years and at the several institutions at which I have trained and worked, I have never seen an overall evaluation this good. Ever. This graphic is the first thing a program director sees when they open the survey and is widely known to be the most important overall marker of program health and wellness. 100% of our residents have an overall positive feeling about the program. Zero percent feel neutral and, even more importantly, zero percent feel negative in any way. We do well on this measure year over year, but I have never seen zero people in the bottom three categories. To be clear, this does not

mean we are perfect and can't do better – we'll get to that. But it does mean that we have one of the healthiest and strongest bases from which to grow that I have ever seen. The other exciting thing I see here is represented by those two little triangles on the bottom of the graphic. The yellow triangle is the national average of all programs in response to this question; the blue triangle is all of you. It is exceedingly rare for a program's triangles to "not touch", or to be far enough above the average that there is space between the blue and yellow. We may never do quite this well again, it's hard to go up from here, but it won't stop us from trying. Coming out of the last two very tough years, I want to celebrate this victory and all of you who make it possible.

To the rest of the good news from the survey and then what we can do better. I can't share every detail, but here's the overview: There are 36 questions around professionalism, culture, safety, teamwork, learning environment, and experience. We are (often significantly) above the national average in 33 out of 36 questions. Of the remaining three questions, one we tie the national average and two we are below it...by one and two percentage points, respectively. This is also remarkable, almost as impressive as the graphic above.

As good as this all is, it is my job and passion to always strive to make it better for you all. And I can see signals where we need work, despite the great results.

- Year over year, for the past 3 years, we have been *even higher* in many of the 36 domains than we are today. The drop is small, but consistent across many different, seemingly unrelated domains. When I see a small uniform decline across different domains, this tells me that people are tired. It makes me think about burnout and the effect of how hard the last few years have been on each of us. I think I see the effect of the pandemic and the lack of togetherness we have all experienced in those results and it concerns me.
- A few domains around burnout, the experience of negative experiences in the workplace, and feeling safe to speak up are good and at the average...but I would like to be *much better* than that. When I think about the great people we recruit here, I don't want anyone ever experiencing negative effects from work or having hurtful or negative effects in our residency. These experiences take the wind out of sails, chop the legs out from under young, promising doctors, and are not something we tolerate. Being average or slightly better than average in these areas is not good enough for me.
- There are still a few reports of violations of 80-hours, of people not getting one day off in seven (averaged over four weeks), and reports of interns doing too many admissions in 24 or 48 hours. Each is rare, but not zero...and I want these to be never events as well. The schedule should be built so these things never happen. But I have learned over the years that there can be cracks in the schedule which are unintentional; that sometimes people are working well more than we intend because of workload issues; and that interns and residents are the kind of people who don't want to 'complain' in the moment, even though my goal is to hear these concerns, root out all these instances, and make them go away.

How do we go up from here? I'm glad you asked! We have several initiatives and plans to build on the success and strength noted above. I'm very excited for what this next academic year will bring.

1) Our new interns are right around the corner. Once again, we had a fabulous match and one of the most diverse in our program's history. These new doctors are the lifeblood of this program and will be bringing exciting ideas, passions, goals, and vigor to the program shortly. I'm excited to welcome them to the family and let them do what you all do so well – build and grow and push us to be better.

2) We are starting a new ultrasound training program. After a few fits and starts related to the pandemic, the new ultrasound program is up and running under the leadership of Drs. Michelle Fleshner (UCH), Carolina Ortiz-Lopez (UCH), Liz Breitbart (VA), Noelle Northcutt (DH), and Julia Limes (UCH). See below for more details but this involves a large purchase of equipment, centralized software for asynchronous review, and significant faculty time to train, review, and up our ultrasound game.

3) No more 24-hour call in the CCU! Part of burnout is related to work hours and the 24-hour long call structure. iCOMPARE taught us this and we have been working for years to reduce and eliminate this in the program unless it was absolutely and educational advantage. This current academic year, we got rid of 24-hour call in the UCH MICU. This coming year (thank you to Dr. Katie Suddarth, our scheduling guru), we will also be moving to a day/night system in the CCU and removing 240hour call on that rotation. This should go a long way toward improving wellness, the learning climate, and your experience in that space. The third year rotation in the Denver Health ICU is now the last 24-hour call experience in the program...and with the help of Dr. Havranek and others at DH, we are working on that one next.

4) Social cohorts, in person education, and gatherings are back. And we're committed to keeping them back. I know the pandemic will still throw us a few curveballs; I'm not discounting that. But it is very clear from our survey and in my talking with many of you, that our connectedness and social interaction and sense of family is what makes this program so special. And while that happens at work, it must also take place at lunch, after work, during WES, through journal clubs, etc. COVID is here to stay in some form and so we are committed to treating it as a new normal and working around the curveballs and challenges to keep us together and being social. More to come on this front from your new chiefs shortly but know that we are committed to in person conferences with lunch, increased social activities, and a rebuilding of the family culture that this residency is known for, even as we address the disease in our midst and its inevitable ebbs and flows.

5) Our commitment to diversity and equity and justice continues. Look for a reinvigoration of our DEI working group this coming academic year. We want to engage the residents more in 2023 than we ever have before. Again, this has been a focus but we're still not capturing everyone's energy, and therefore not creating the campus that gives every single resident the chance to be the best physician that person can be. We'll be reaching out to you to get involved, working with our diverse and allied residents early in their careers to see themselves as leaders on this campus, and strengthening our partnerships with existing groups like the MARC and our local chapters of the SNMA and LAMSA. I want everyone who wishes to be involved in these efforts to have a voice and an outlet for their passion.

6) Keep an eye out for the end of year resident survey. Like I always say, the ACGME survey is a good overview, but it does not get at specifics. In the next few days, you'll be getting a 6-question survey to help address some of the sticky points I noted above. These clarifying questions are as important or more so than the ACGME ones – they will put the

meat on the bone and give me the detailed information upon which to act and make things better. Please answer honestly and help us to make change for the better in the program.

Congratulations all on the excellent ACGME survey results. And thank you for making this program the incredible place to train and work that it is. As always, I welcome your feedback and am excited to work with each of you to build on the great things we have here in Colorado.

Geoff



Issue Highlights

- [POCUS Curriculum](#)
- [ACP and ATS Conference Highlights](#)
- [Residency: A Human Experience](#)
- [Celebrating AAPI Heritage Month](#)



Good News

Introducing New POCUS Curriculum: We are excited to introduce our novel, longitudinal POCUS curriculum that will reach all categorial IM interns starting July 2022. The curriculum will include 4 half-day didactics and mentored scanning sessions, dedicated time for self-guided image acquisition and portfolio development, required completion of a longitudinal portfolio, and a competency assessment. Through this curriculum, residents will have the opportunity to learn and practice high-yield, clinically relevant uses of POCUS, including pathologic fluid collections, cardiac and lung image acquisition, evaluation of dyspnea, and evaluation of volume assessment/shock. The residents will have increased access to ultrasounds and mentors at all three sites, which will allow all interns to establish basic competency in the highest yield POCUS concepts in internal medicine to increase integration into clinical medicine throughout the three years of residency.

The curriculum will be put on by the following faculty:

- Program Leads/ UCH Site Directors: Michelle Fleshner, Carolina Ortiz-Lopez
- VA Site Lead: Elizabeth Breitbach
- DH Site Lead: Noelle Northcutt
- Director of Ambulatory POCUS: Brandon Fainstad
- POCUS Chief: Tiffany Gardner
- Content Advisor: Jason John
- APD/Curriculum Support: Julia Limes

LGBTQ+ Hub Physical Space Now Open: The CU Anschutz Medical Campus Office of Diversity, Equity, Inclusion, and Community Engagement is pleased to announce the opening of the [LGBTQ+ Hub](#) physical space. The Hub repurposes the Women and Gender Center previously on the CU Anschutz Medical Campus. The LGBTQ+ Hub is located on the second floor of the Education 2 Building in the Oasis Space and is open Mondays, Wednesdays, and Fridays. The LGBTQ + Hub will work to create and maintain an inclusive environment for LGBTQ+ students, trainees, faculty, and staff by:

- Promoting a sense of community;
- Connecting LGBTQ+ students, trainees, faculty, and staff with peer-to-peer support and community resources;
- Providing education about the LGBTQ+ community; and establishing a repository for LGBTQ+ health research and competent patient care.

If you have any questions, please reach out to [Steven Burton](#), the LGBTQ+ Hub Business Service Professional.

Spotlight on Scholarship

Publications

R3 **Catherine Ard** had a [paper](#) published in *Academic Medicine*: “Medical Student Identity Construction Within Longitudinal Integrated Clerkships: An International, Longitudinal Qualitative Study.”

R3 **Mansoor Burhani** had a [paper](#) published in *JAMA Internal Medicine*: “Stress-Related Disorders of Family Members of Patients Admitted to the Intensive Care Unit With COVID-19.”

R1 **Tyler Reese** had a [paper](#) published in *PLOS Global Public Health*: “Utility of silhouette showcards to assess adiposity in three countries across the epidemiological transition.”

Med-Peds R1 **Gus Ruchman** had a [paper](#) published in the *The Journal of the American Academy of Psychiatry and the Law*: “Immigration Judges’ Perceptions of Telephonic and In-Person Forensic Mental Health Evaluations.”

Associate Program Director **Adrienne Mann** had a [paper](#) published in *JAMA Network Open* as well a CU Anschutz News [article](#) covering Better Together, her coaching program with Visiting Associate Professor Tyra Fainstad for female resident physicians.

Presentations & Awards

R1 **Kira Grush** gave an oral presentation at the 2022 AAMC Health Workforce Research Conference on May 4: “Secondary Traumatic Stress in medical students over the course of clinical clerkships.”

R2 **Priscilla Collier** was awarded a Minority Trainee Development Scholarship at the 2022 ATS conference. Her mentor is Assistant Professor Tim Amass.

R3 **Meryl Colton** and Chief Resident **Cassandra Duarte** had an [abstract](#) accepted to the upcoming American Society of Clinical Oncology (ASCO) Annual Meeting in Chicago on June 6: “Hereditary cancer screening at an urban safety net hospital.”

R3 **Meryl Colton** had a second [abstract](#) accepted to the ASCO Meeting: “Molecular disease monitoring in patients with relapsed/refractory B-cell non-Hodgkin’s lymphoma receiving anti-CD19 CAR T-cell therapy.”

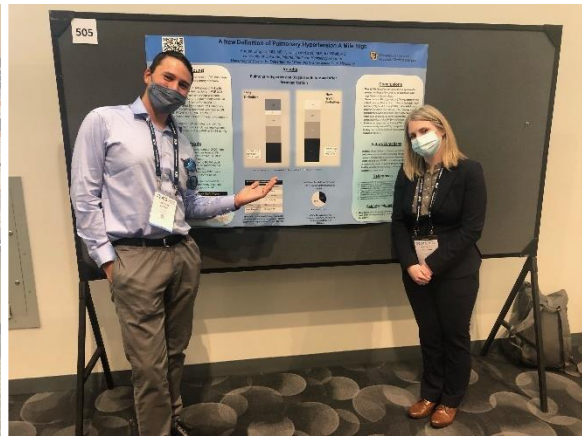
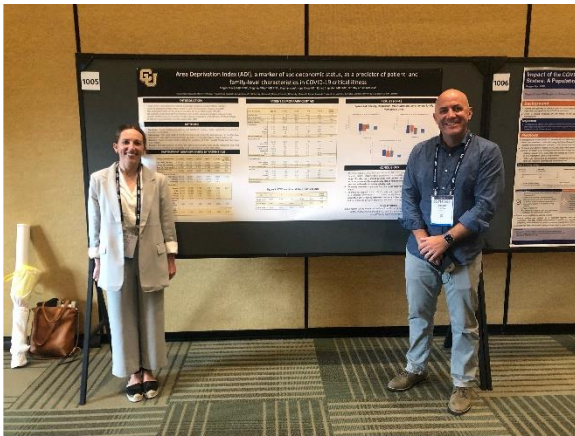
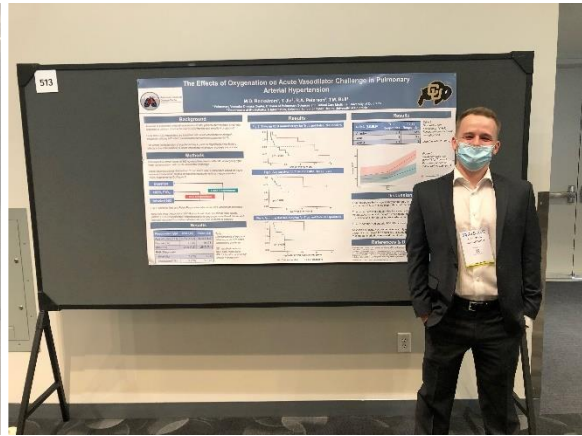
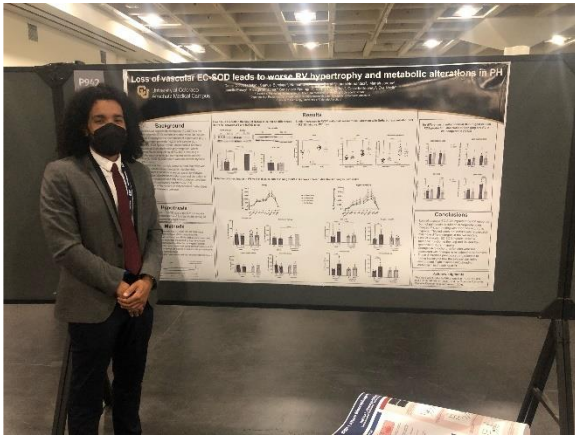
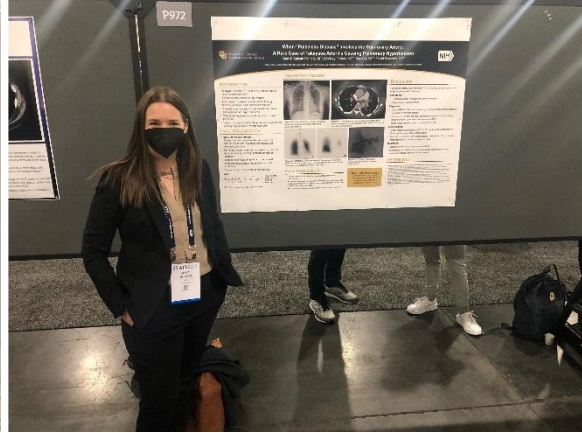


Residents, fellows, and medical students gathered for the Colorado American College of Physicians (ACP) Resident/Fellow Meeting on May 10. [Read the list of presenters.](#)

R2 **Sam Coffey** won third place for her poster, “Cardiac Sarcoidosis Presenting as Syncope due to Complete Heart Block.”

R2 **Anna Buehler** won first place for her poster, “Diabetes, Drinking, and Dirt: A cautionary tale of disseminated nocardiosis.”





Internal Medicine and Med-Peds residents presented at the 2022 American Thoracic Society (ATS) conference on May 13-18 in San Francisco. [Read the list of presenters.](#)

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



Residency Reflections

R3 and rising Chief Resident **Dante Mesa** shares a reflection on his experience in residency:

Residency: A Human Experience **Dante Mesa, MD**

Have you ever missed someone so much that you feel a sensation of physical chest pain? A dull ache in the middle of your chest that makes you briefly think you're having an MI (for real this time, that hs Trop about to be 1800). I felt that way last year when I hugged one of my best friends and said goodbye to him as he prepared to leave for fellowship. Of course it wasn't a true goodbye, but when I gathered the strength to pull away from our embrace I couldn't speak. I looked up, my mouth gave its best trembling smile and I drove home. The road was a blurry mess and my eyelids couldn't clear the tears from my vision fast enough. My body protested every step to my apartment. And when I finally dropped the entirety of my weight into the couch, I burst into tears again.

As I come to the end of what has been a wonderous, challenging, and at times annoying journey I find myself reflecting on this experience. How amazing it has been to find people like him who make it physically painful to say goodbye to. In this program I have grown to trust my intelligence. I have learned much about the inner machinations of the human condition, and yet I have an abundance more to know. Mentors have taken things I long thought were broken inside me and said, "It just needs a little TLC and it'll be great." I have made friends who love me not in spite of my identities but because of them. To feel, to be seen, to be vulnerable with no guarantee, to love, to hope, to dream—that's what this program has taught me. It's not just about medicine.

If there's any advice I can give you, it's this: You are more than your job—don't let your career consume you. Have the courage to explore, to create, to trust. Be vulnerable with yourself and with your friends. Never assume they know you love them and appreciate them; be sure to tell them from time to time. Residency is a unique time when you are surrounded by so many rare and fascinating individuals. We all know we're intelligent and that we went into a career of service for a reason. But learn to dig deeper; this is a time to make bonds with people that will move you to tears with a simple goodbye. And stop taking yourself so seriously! Laugh and have fun and go out for that extra round of drinks. Because someday you'll stop being a doctor, but you'll never stop being a friend, a mentor, an inspiration. Intersectionality is a beautiful thing. and the identity of resident/attending/fellow is but one string woven into the fabric of your divine existence.

Program Director of the Primary Care Residency Track **Yasmin Sacro, MD** shares resources and opportunities to celebrate in honor of AAPI Heritage Month:

Celebrating AAPI Heritage Month **Yasmin Sacro, MD**

Asian American Pacific Islander Heritage Month ends next week and I would be remiss as a member of our CU/DH community to not encourage this opportunity to celebrate the cultural variety and vibrancy of the AAPI diaspora.

Here are just a few examples of things to do individually, locally, and/or nationally in honor of AAPI Heritage month.

Learn Local History

Learn more about what is believed to be the Mile High's First Race Riot which involved Chinese residents in 1880. Despite murder and property destruction, the perpetrators were never punished. Denver mayor Michael Hancock signed a letter at an event on April 16, 2022 at the University of Colorado Denver "sincerely apologizing" to Denver's early Chinese residents and their descendants, noting that the city contributed to "nearly a century of violence and discrimination" by way of "racial hostility and institutional inequities" toward Chinese immigrants.

[Denver Apologizes for Anti-Chinese Riot of 1880 | Smart News | Smithsonian Magazine](#)

Attend a Spoken Word Event

To commemorate AAPI Heritage Month, the CU Denver Ethnic Studies Department and College of Liberal Arts and Sciences (CLAS) Continuing & Professional Education (CPE) has partnered with The Clayton Members Club to present an interactive evening of spoken word and acapella hip hop exploring the nature of roots **May 31, 6-7:30 p.m. The "Roots & Wander" event, located at OAK Market at The Clayton and free and open to the public,** features award-winning poet and rapper [Meta Sarmiento](#), a Guam-born Filipino now based in Aurora, Colorado, whose work mines themes of cultural and political identity, climate change, masculinity, and love.

Stop AAPI Hate

Consider supporting Stop AAPI Hate's initiatives to raise national awareness around hate crimes against the AAPI community.

From March 19, 2020 to December 31, 2021, a total of 10,905 hate incidents against Asian American and Pacific Islander (AAPI) persons were reported to Stop AAPI Hate. Of the hate incidents reflected in this report, 4,632 occurred in 2020 (42.5%) and 6,273 occurred in 2021 (57.5%). [Home - Stop AAPI Hate](#)

There are many actionable ways to give back and stand in solidarity. You can tactfully reach out to your AAPI friends and colleagues to check in with them given the rise in AAPI hate crimes. You can support AAPI creators by intentionally seeking out AAPI-made businesses, books, and media. By supporting AAPI creators, you're supporting the idea that AAPI voices deserve a place at the table in the mainstream narrative.

[How to Support the AAPI Community in Denver - Thrillist](#)
[18 Books to Read for AAPI Heritage Month 2022 \(thecut.com\)](#)

And personally – if you want to hang with me and my family – we are happy to share our Filipino food (new restaurant Manila Bay anyone?) and culture (Philippine Festival 6/11-12 in Edgewater) or even just our general laughter and family joy, for those in need. My 3 kids are fans of anything Ube-flavored and challenge you to introduce us to a new Denver ube concoction we have not yet tried. [Pronounced "oo-bae", ube is a purple yam native to the Philippines and lends its vivid purple color and sweet tuberous taste to many desserts]. Go ahead, we dare you 😊

Mabuhay (“cheers”, “long live” in Tagalog),
Yasmin

Would you like to write a reflection piece for a future newsletter? Email ava.russell@cuanschutz.edu with your topic idea!

Education Corner



Greetings from Guatemala! Med-Peds R3 **Helena Villalobos** shares some pictures from Guatemala, where she is doing global health.

Follow TeachIM on Twitter: Every Wednesday morning, TeachIM posts new and updated educational talks that are published by residents. Follow [@TeachIM_org](https://twitter.com/TeachIM_org) on Twitter to learn more and to see what your peers are publishing!

Fellowship Opportunities

- The American College of Cardiology is hosting a webinar on “Applying for Fellowship in 2022: Tips and Tricks Straight from Program Directors” on June 2. [Register here](#).
- UCLA Health is seeking one motivated individual for a 12-month [LGBTQ Healthcare Fellowship Program](#) starting July 2023, covering both general primary care and LGBTQ subspecialty and specialty care.
- Indiana University’s newly accredited [Adult Congenital Heart Disease Fellowship Program](#) is seeking applicants for one position starting in July 2023.
- ACCORDS (Adult and Child Center for Outcomes Research and Delivery Science) is now accepting applications from postdoctoral candidates for their [Primary Care Research Fellowship](#) to start in July 2023.

Read more about the [latest fellowship opportunities](#).



Dates & Deadlines

- ✓ Trivia Bowl is **Wednesday, June 1st 7-9pm** at Iron-ton Distillery and Craft House. Send any trivia bowl submissions to the Chief Residents!
- ✓ Intern orientation is fast approaching! Our new group of interns will arrive ready to go on **Monday, June 13th**

Current R1s

- ✓ **Friday, May 27th** is the deadline to complete your BLS and ACLS pre-work and send to Elle.
- ✓ **Friday, June 3rd** is R1/R2 Transition Day!

Current R2s

- ✓ If you have an ACLS manual from last year, please drop it off at the Chiefs' Office at your current site or in the IRMP office on the 8th floor of AO1.

Current R3s

- ✓ **Wednesday, May 25th** is the deadline to submit your [RSVPs](#) for graduation.
- ✓ **Friday, May 27th** is the deadline to submit your [plans for after graduation](#).
- ✓ Graduation is **Sunday, June 5th 6-9pm** at Denver Chophouse!
- ✓ **Friday, June 10th** is the deadline to complete the [GME Graduate Survey](#).



Job Board

Featured Jobs

- The John Cochran VA, located in St. Louis, is hiring a full-time Hospitalist. All of their Hospitalists are academic Hospitalists—they supervise housestaff and students from Washington University School of Medicine and St. Louis University School of Medicine. As a Hospitalist there, you will have an appointment at one of their affiliates, which provide additional benefits to those provided by the VA. If interested, reach out to Steven Weintraub, MD at Steven.Weintraub@va.gov.
- The U.S. Public Health Service Commissioned Corps is an elite team of more than 6,500 full-time, well-trained, highly qualified public health professionals dedicated to delivering the nation's public health promotion and disease prevention programs and advancing public health science. [Learn more about a career in the PHS](#).

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



Take Five

JUNE BIRTHDAYS

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



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

June 2: Meryl Colton, Ian Lawrence

June 6: Catherine Ard

June 7: Maddie Hibshman

June 16: Caitlin Bell

June 17: Eva Stein

June 20: Molly McCallum

June 24: Oliver Bawmann

June 26: Michelle Paek

June 27: Matt Rockstrom

June 28: Mindy Chen

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



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](#).