

Emergency Medicine  
Resident/Faculty Retreat  
October 24, 2001

4 if present

Residents				Support Staff/Guests			
✓	Marny Benjamin, MD	✓	Kendal Baker, MD	✓	Amy Busch, MD	✓	Kris Alfonso
✓	John Bonta, MD	✓	Wade Barnhart, MD	✓	John Fuerstenberg, MD	✓	Edie Ales
✓	Laresa DeBoer, MD	✓	Lynn Howard, MD	✓	Jessie Gillund, MD	✓	Pat Anderson
✓	Brad Gordon, MD		Cynthia Kelmenson, MD	✓	Kurt Isenberger, MD	✓	Lori Barrett
✓	Randy Hofbauer, MD	✓	Christopher Obetz, MD	✓	Tanya Kleven, MD	✓	Eugenia Canaan
✓	Pat Holland, MD	✓	Christopher Russi, MD	✓	Robert LeFevere, MD	✓	Amy Kolar, MD
✓	Phelps Johnson, MD	✓	Peter Tanghe, MD	✓	Kelly Rhone, MD	✓	Jason Roth, MD
		✓	Clark Williams, MD		Stephanie Witt, MD	✓	Rob Zeleznikar, MD
Faculty							
✓	James Amsterdam, MD	✓	Robert Dahms, MD	✓	Carson Harris, MD	✓	Robert Knopp, MD
✓	Felix Ankel, MD		Chris DeLisle, MD	✓	Cullen Hegarty, MD	✓	Peter Kumasaka, MD
✓	Brent Asplin, MD	✓	JT Finnell, MD		Brad Hernandez, MD	✓	Richard Lamon, MD
	Scott Cameron, MD	✓	RJ Frascone, MD		Joel Holger, MD		Kathy Neacy, MD
	Mary Carr, MD		Teri Gunnarson, MD	✓	Kory Kaye, MD	✓	Karen Quaday, MD
	Won Chung, MD	✓	Paul Haller, MD	✓	Kevin Kilgore, MD	✓	James Wood, MD

	Item	Key Points
Finnell	Welcome/Instructions	JT welcomed alumni (Amy Kolar, Jason Roth and Rob Zeleznikar) and outlines activities planned for the morning.
Ankel	Historical Perspective	FA gave history of Ramsey Hospital (formerly Ancker) and outlines some of the accomplishments here. FA would like to focus on individualizing education and mentorship.
	Small Group sessions	Participants broke into small groups led by alumni. Alum addressed each group giving their background and where they are now in their careers. Each group was asked to identify areas of strength and weakness.
Finnell	Large Group	<p><b>Perceived strengths:</b></p> <ul style="list-style-type: none"> <li>▪ Location</li> <li>▪ Family</li> <li>▪ diverse faculty</li> <li>▪ smaller program, less established</li> <li>▪ reputation</li> <li>▪ class meetings</li> <li>▪ discussion boards</li> <li>▪ internet site/dynamic</li> <li>▪ students w/staff</li> <li>▪ 3<sup>rd</sup> year TaCS role.</li> <li>▪ Quality &amp; quantity of faculty teaching</li> <li>▪ Adequate # of procedures – hands-on from the beginning</li> <li>▪ New staff hires – diverse</li> <li>▪ Patient population</li> <li>▪ Healthy resident peer group</li> <li>▪ Open-door, openness to suggestions</li> <li>▪ Labs</li> <li>▪ Improvement on focus on wellness</li> <li>▪ Technology</li> </ul> <p><b>Areas for Improvement:</b></p> <ul style="list-style-type: none"> <li>▪ supervising only one student/shift (many other responsibilities),</li> <li>▪ junior faculty shifts (need further development – e.g., pit boss),</li> <li>▪ amount of “normal” patients,</li> <li>▪ scrub color,</li> </ul>

		<ul style="list-style-type: none"> <li>▪ cafeteria food,</li> <li>▪ procedural proficiency (i.e., IV access),</li> <li>▪ more active involvement in trauma resusc (i.e., Hudson-type),</li> <li>▪ pediatric experience at Regions</li> <li>▪ over-dependent on support systems</li> <li>▪ “clinic” rotation to increase exposure to more non-urgent conditions.</li> <li>▪ Too many feedback forms, not enough face-to-face</li> <li>▪ Radiology – too reliant on green sheets for interpretation</li> <li>▪ Lack of “community” experience</li> <li>▪ Shift timing – sometimes over-staffed (early AM)</li> <li>▪ Shift length</li> <li>▪ South is untapped resource</li> <li>▪ Need more support for national endeavors (decrease # shifts in 3<sup>rd</sup> year)</li> </ul> <p><b>Alumni Advice to Residents:</b></p> <ul style="list-style-type: none"> <li>▪ Need to push yourself and run department</li> <li>▪ Feeling comfortable with x-ray interpretations</li> <li>▪ Procedural competency (big procedures)</li> <li>▪ Dealing with conflict (both within group and outside)</li> <li>▪ Recognize differences in support staff strengths</li> <li>▪ Professionalism</li> <li>▪ Career flexibility</li> <li>▪ Conferences</li> </ul> <p>JT affirmed the need to focus on our strengths during the upcoming recruitment season.</p> <p>How do we implement changes to address our weaknesses?</p> <p>Dr. A. spoke to issue of reliance on x-ray reading. He stated this is a matter of self-discipline for resident to read their x-rays prior to reviewing the reading, and not use the green sheets as a crutch. Radiology is moving toward making CTs available on-line in the ED. One suggestion was to give the green sheets to the staff and make them unavailable to the residents until after they have read their films. Amy Kolar mentioned this reliance as a noticeable problem with residents coming to North, where they must read all plain films.</p> <p>Third year shifts – increasing junior faculty shifts and decreasing number of ED shifts.</p> <p>Pediatric exposure</p> <p>“clinic” rotations – Kevin Kilgore felt much of this could be taught in workshop format. Dr. Amsterdam pointed out the pitfalls of rotating in a clinic because of the focus on productivity, not teaching. Specialist instruction is valuable and can be done in a short period of time, i.e., hours, instead of days.</p>
Amsterdam	Research	<p>Residents were asked how they feel about the department's current progress on research. Residents don't always feel they have time to spend on projects or devote to research. Discussion came back to how to come up with the time given the fact that research activities are time-consuming.</p> <p>This came back to the bolus approach to ED shifts in the first and second years and cutting back during the third year to allow time for other activities. Brent Asplin mentioned that this approach will not assist research activities, because most of the investigating is done in the first and second years; third year time is spent on analysis and wrap-up.</p>
Finnell	Wrap up	<p>Internal review report will be distributed once it is finalized. RRC review will be done in February (or later). Residency Committee meetings will focus on issues identified here. Residents were encouraged to attend those meetings and bring issues forward that may not have been brought up here.</p>