

2022

GRADUATE MEDICAL EDUCATION

ANNUAL REPORT



Training Minnesota's physician
workforce for over 100 years



INTRODUCTION

The Graduate Medical Education (GME) Office is under the direction of Meghan Walsh, MD MPH, Chief Academic Officer and Designated Institutional Official. Dr. Walsh and the Graduate Medical Education staff are responsible for continued institutional and program accreditation at Hennepin Healthcare System.

In academic year 2021- 2022, Hennepin Healthcare sponsored a total of 268 residents and fellows in a total of 22 accredited residencies and fellowships. Of the 22 accredited residency and fellowship programs; seventeen programs are accredited by the Accreditation Council for Graduate Medical Education (ACGME), one by the Council on Podiatric Medical Education, and two by the Commission on Dental Accreditation. All twenty-two of our programs have continued accreditation. None of these programs received citations during this academic year and all remain in good standing.

The incoming interns and fellows entered their training facing dual pandemics in healthcare -- both COVID-19 and the murder of George Floyd which further highlighted the systemic racism facing our community, and our trainees, every day. Despite these pressures, our programs continued to maintain the quality necessary for the delivery of high value care, while simultaneously attending to the healing and repair of our patients and ourselves during this very challenging academic year.

Medical Education programs at Hennepin Healthcare continue to recruit from Minnesota communities and medical schools.

The majority of our graduates remain in Minnesota for practice. These programs are building the physician workforce for the State of Minnesota.



PROGRAMS & PARTNERSHIPS

PROGRAM & TRAINEE NUMBERS

	Residency	Fellowship	Total
ACGME accredited programs-	6	11	17
CPME accredited programs++	1	0	1
ADA accredited programs+	2	0	2
Other Accredited Programs**	2	0	2
Trainees in ACGME accredited programs	220	30	250
Trainees in non ACGME or Other Accredited Programs	18	0	18
Program completers 2021-22*	96	20	116

Note: Demographic data from ACGME WebAds system

-Includes 26 Transitional Residents

++Podiatric Surgery Residency

+General Practice Dentistry, Pediatric Dentistry

**EM/IM, EM/IM/CC

*Includes 26 Transitional Residents who received a certification of completion and continued with categorical training

18 different Minnesota hospitals/health systems combine efforts to train Hennepin residents and fellows each year



Co-created and share our psychiatry residency program



Co-created our cardiology, and interventional cardiology fellowships. A site for critical care fellows and emergency medicine residents.



UMN radiology, ophthalmology, and anesthesia residents spend their entire first year at Hennepin



Focused pediatric training for our emergency medicine, surgery, and family medicine residents



Excellent clinical site for sleep medicine fellows, informatics fellows, and nephrology fellows



Additional Level 1 trauma training site for emergency medicine residents



Provides ICU training for our critical care fellows



Partnership has led to over 15 additional primary care and psychiatry graduates for Minnesota



BY THE NUMBERS

35%

OF INCOMING
INTERNS GRADUATED
FROM A MINNESOTA
MEDICAL SCHOOL

100

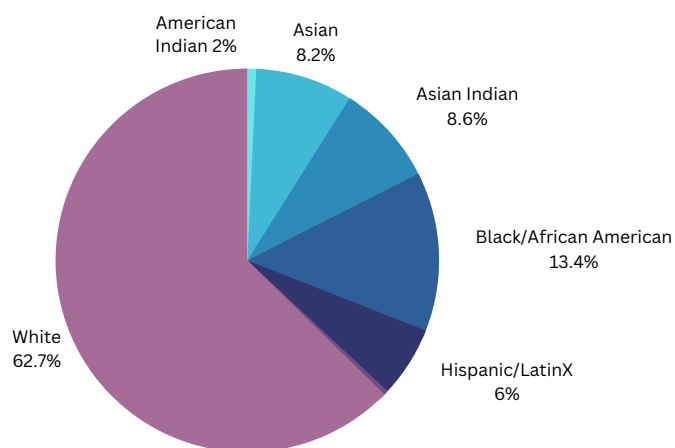
OF THE 268 HHS
RESIDENTS/FELLOWS
ARE TRAINEES OF
COLOR

61%

OF THE INTERN CLASS
RECEIVED FINANCIAL
COUNSELING FROM
RISE

18

ADDITIONAL PRIMARY
CARE RESIDENTS HAVE
BEEN TRAINED
THROUGH MDH FUNDING
OVER THE LAST 6 YEARS



Race/ethnic breakdown
for 2021-22 residents
and fellows

RECRUITMENT

INCOMING INTERNS AND FELLOWS IN 2021-22

2021-2022 Intern Class

Program	Total # Interns	# U. S. Med School Grads	# Interns from MN Med Schools	Gold Humanism* Awardees	Under-Represented Minorities** In Medicine
Emergency Medicine	12	12	1	3	0
EM/IM	2	2	1	0	0
Family Medicine	12	4	2	0	6
General Practice Dentistry	6	6	3	n/a	0
Internal Medicine	21	12	7	2	8
Pediatric Dentistry	2	2	0	n/a	0
Podiatric Med/Surg	2	2	n/a	0	0
Psychiatry	7	6	4	1	2
Surgery	6	6	2	1	0
Transitional (UMN programs)	26	25	14	0	4
Total	96	77	34	7	20

*Gold Humanism – The Gold Humanism Honor Society (GHHS) recognizes students, residents and faculty who are exemplars of compassionate patient care and who serve as role models, mentors, and leaders in medicine. GHHS members are peer nominated and are the ones that others say they want taking care of their own family.

**Underrepresented Minorities:

1. You are a U.S. citizen or permanent resident visa holder, and;
2. You self-identify as a member of a racial or ethnic group historically underrepresented in medicine – African-American/American/Black, Hispanic/Latino, American Indian/Alaska Native or Native Hawaiian/Pacific Islander.

2021-2022 Fellowship Class

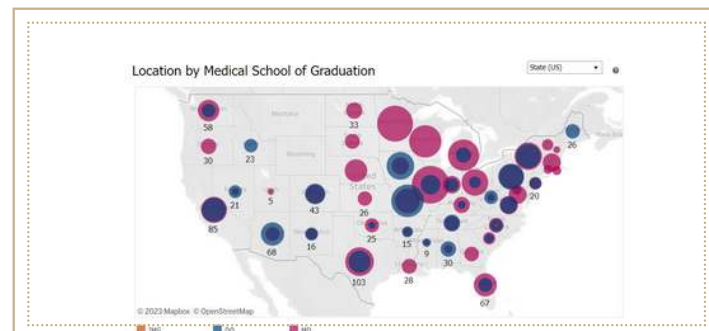
Program	Total # First Year Fellows	# U.S. Med School Grads	# Fellows from MN Med Schools	Gold Humanism Awardees	Under-Represented Minorities** In Medicine
Cardiology	2	1	0	1	0
Cardiology, Interventional	1	1	0	0	0
Clinical Informatics	1	1	0	0	0
Consultation Psychiatry	1	1	0	0	0
Critical Care	3	3	0	1	0
EMS	1	1	1	0	0
Geriatric Medicine	1	0	0	0	1
Nephrology	2	2	0	0	1
Sleep Medicine	3	3	0	0	2
Undersea/Hyperbaric Medicine	1	1	0	0	0
Total	16	14	1	2	4

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HHS largely
draws from
upper
midwest
medical
schools for
residency and
fellowship
applicants



ENTERING PRACTICE

GRADUATING RESIDENTS AND FELLOWS 2021-22

61% of graduating residents entering practice chose jobs in Minnesota

2021-2022 Residency Graduates

Programs	# Grads	Entering Practice				Fellowships		Un-decided
		MN #	MN%	MN *3 yr. trend	Other states	MN	Other States	
Emergency Medicine	12	2	17%	35%	5	3	2	0
EM/IM	2	2	100%	100%	0	0	0	0
Family Medicine	11	4	36%	36%	2	1	1	3
General Dentistry	8	4	50%	58%	2	1	1	0
Internal Medicine	21	5	24%	35%	2	10	4	0
Pediatric Dentistry	2	0	0%	50%	2	0	0	0
Podiatric Med/Surgery	2	1	50%	50%	1	0	0	0
Psychiatry	7	4	57%	52%	2	1	0	0
Surgery	5	3	60%	47%	0	0	1	1
Transitional Year*	n/a	n/a	n/a	n/a	n/a	0	0	0
TOTAL/SUMMARY	70	25			16	16	9	4

*Transitional residents continue their residency training at UMN categorical residency programs after completion of one year at HHS

63% of graduating fellows entering practice chose jobs in Minnesota

2021-2022 Fellowship Graduates

Programs	# Grads	Entering Practice				Fellowships		Un-Decided
		MN #	MN%	MN *3 yr. trend	Other States	MN	Other States	
Cardiology	3	1	33%	17%	2	0	0	0
Cardiology, Interventional	2	0	0%	20%	2	0	0	0
Clinical Informatics	1	1	100%	n/a*	0	0	0	0
Consultation Psychiatry	1	0	0%	n/a*	1	0	0	0
Critical Care	2	1	50%	29%	1	0	0	0
EMS	1	1	100%	67%	0	0	0	0
Geriatric Medicine	1	1	100%	66%	0	0	0	0
Nephrology	5	5	100%	100%	0	0	0	0
Sleep Medicine	3	1	33%	36%	1	0	1	0
Undersea/Hyperbaric Medicine	1	1	100%	50%	0	0	0	0
TOTAL/SUMMARY	20	12			7	0	1	0

*1st and 2nd year programs – no 3-year trend.

2021-22 APPLICANT DIVERSITY

A comparison of the residents and fellows who applied to HHS and those who started at HHS in 2021:

**ERAS data excludes dentistry, podiatric surgery, and UMN transitional year residents

1 / GENDER

More men (57%) than women (43%) applied for HHS programs, but more women matched into HHS programs (52%)

2 / LANGUAGE

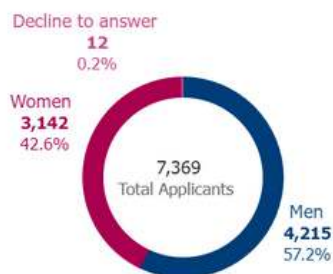
80% of those who applied to HHS programs spoke 2 or more languages; 72% who matched speak 2 or more

3 / RACE/ETHNICITY

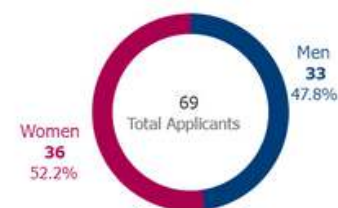
Non-white residents and fellows represented 48% of the matched 2021 class

<https://data.aamc.org/eras-analytics/#/report/1>

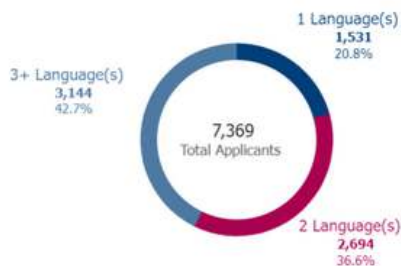
Applied to HHS



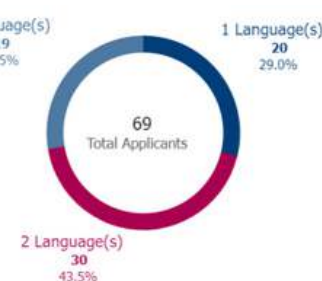
Started at HHS



Applied to HHS



Started at HHS



Race/Ethnicity for Matched Residents/Fellows by year

Race/Ethnicity	2019	2020	2021	2022
American Indian/Alaskan Native	1		1	
Asian	16	11	9	15
Black or African American	9	7	13	12
Hispanic/Latino	2	6	5	1
Other	3	1	2	2
Unknown race/ethnicity	6	2	1	2
White	44	53	34	39
% minority per rank year	46%	34%	48%	45%

Race/Ethnicity Among Total Applicants to HHS

Race/Ethnicity	2019	2020	2021	2022
American Indian/Alaskan Native	.55%	.60%	.47%	.52%
Asian	39.32%	38.44%	40.87%	41.97%
Black or African American	7.44%	8.13%	7.95%	8.10%
Hispanic/Latino	6.12%	6.56%	7.69%	6.58%
Other	5.65%	5.61%	7.12%	7.14%
Native Hawaiian/Pacific Islander	.08%	.20%	.25%	.22%
Unknown race/ethnicity	7.66%	6.91%	5.31%	4.72%
White	39.32%	39.91%	37.76%	38.51%

Although 8% of the total applications in 2021 were from Black/AA candidates, the % matched was higher (20%)

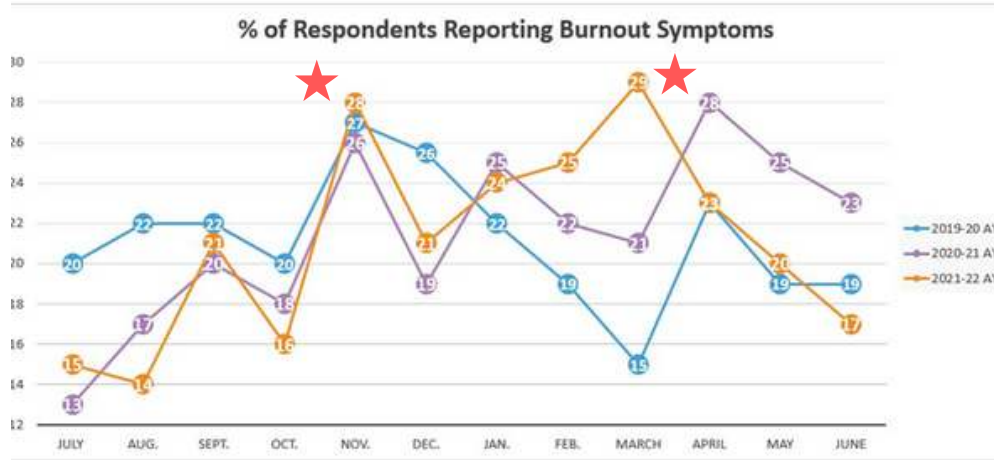
WELLBEING

The dual pandemic challenged the wellbeing of trainees in a myriad of ways. For the third consecutive year, residents and fellows were assessed monthly for burnout using the validated Mini-Z burnout tool. All results are confidential, and trainees are given the option to be connected with mental health services if they are reaching **severe symptoms of burnout**.

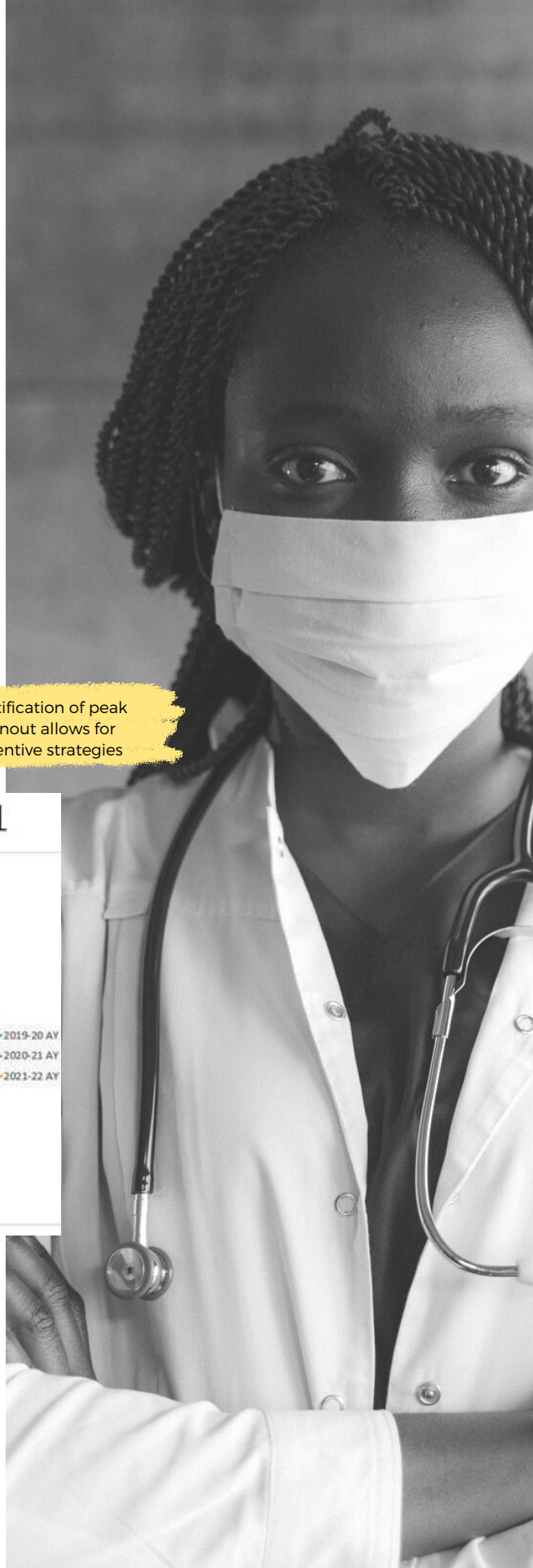
- I enjoy my work. I have no symptoms of burnout.
- I am under stress, and don't always have as much energy as I did, but I don't feel burned out.
- I am definitely burning out and have one or more symptoms of burnout, e.g., emotional exhaustion.
- The symptoms of burnout that I am experiencing won't go away. I think about work frustrations a lot.
- I feel completely burned out. I am at the point where I may need to seek help.

★ Identification of peak burnout allows for preventive strategies

Resident/Fellow Burnout AY 2019, 2020 & 2021



Measurement of burnout must be attached to effective interventions. The RISE (Resident Integrated Support Environment) program has integrated on-site mental health support, primary care, financial counseling, sleep care, substance abuse services, an exercise facility, breast pumps and privacy for pumping, and a new parental leave policy. Trainees are given on demand services in all areas, which has led to increased usage and impact. The next step is towards prevention of burnout in addition to treatment of it.



WELLBEING

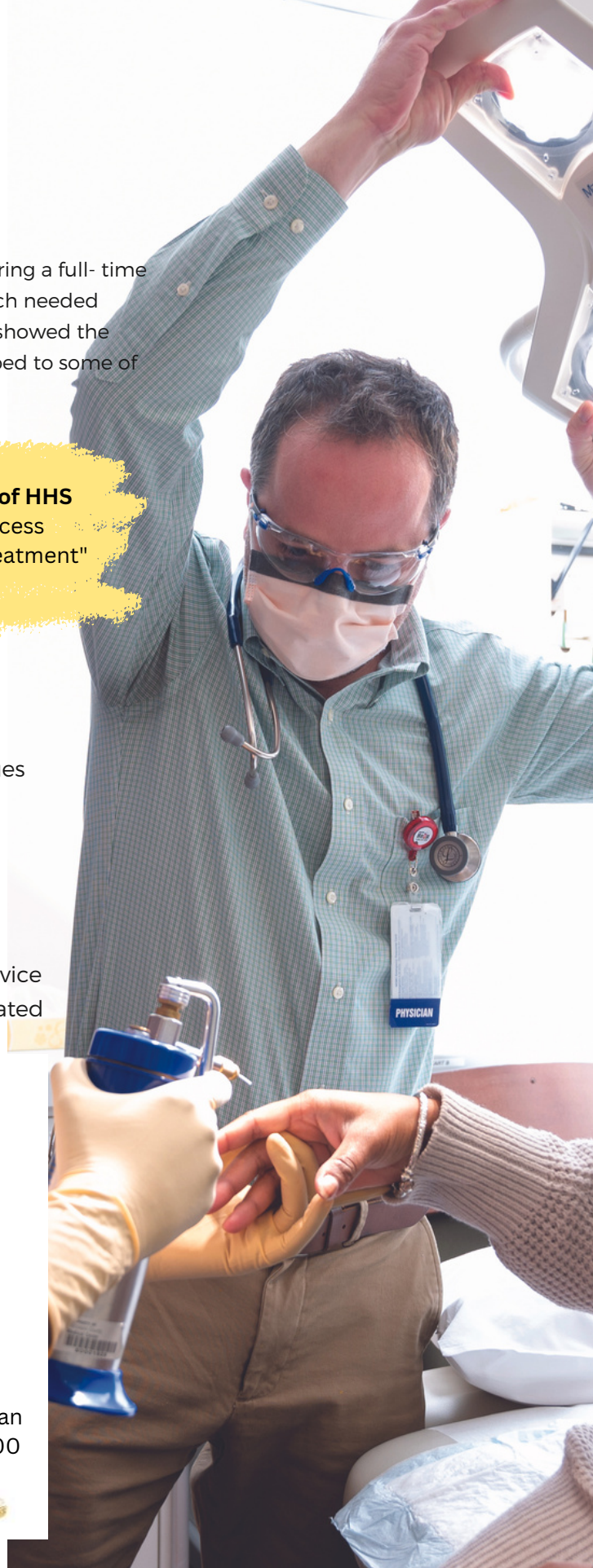
In Q1 2022 we achieved a key goal for the RISE program by hiring a full-time psychologist, Dr. Mary Becker, who has helped to provide much needed ongoing therapy for residents in need. Although March 2022 showed the highest peak of burnout symptoms in 3 years, it quickly dropped to some of the lowest rates seen since the program's inception.

On the 2022 national ACGME survey, **97% of HHS trainees** reported they were "able to access confidential mental health counseling or treatment" -- higher than the national average

FINANCIAL

Medical debt for graduating medical students continues to climb. Its contribution to wellbeing and burnout among trainees is very high. In 2022, 62 of 102 interns (61%) met with the RISE financial planner during orientation compared to only 47% the prior year.

Of the residents that would likely qualify for Public Service Loan Forgiveness (PSLF) in 10 years, the sum of anticipated loan forgiveness through the program is \$8,009,031.



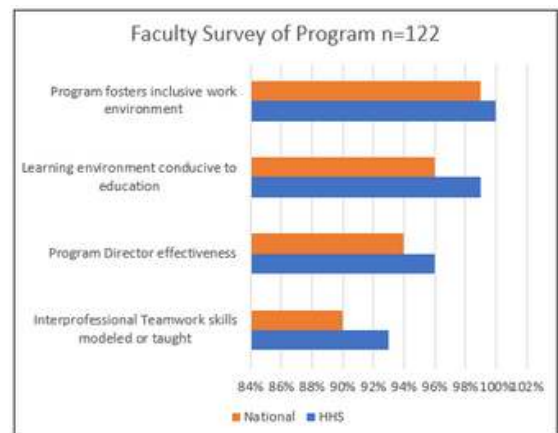
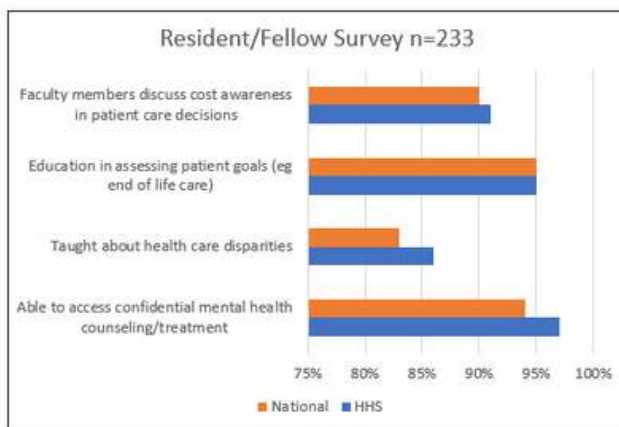
2022 ACGME SURVEY RESULTS

NATIONAL SURVEY OF RESIDENTS, FELLOWS & FACULTY

Residents' overall opinion of the program

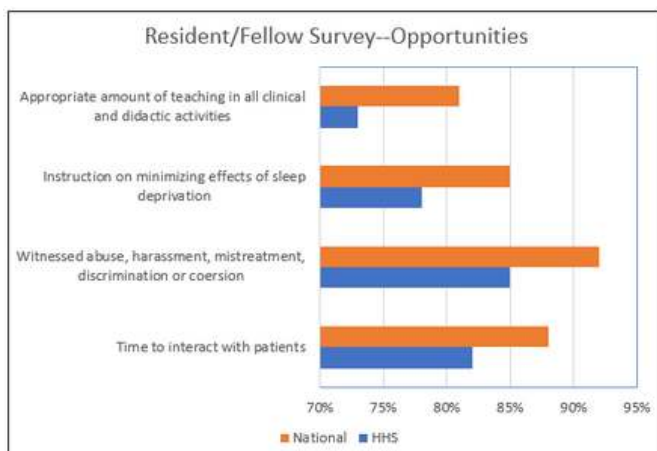


STRENGTHS:



Strength areas are a result of investments in the RISE program; focus on Trauma Informed Care and anti-racism education; and recruitment of clinician educators committed to the Hennepin mission

OPPORTUNITIES:



Goals for 2022-23 will include a focus on sleep deprivation, and early recognition and intervention; right-sizing teaching and learning with patient care (for faculty & trainees); culture and climate work to identify and reduce aggressions and mistreatment of trainees

STORIES OF US

RESIDENTS & FELLOWS



#Courage

Nyan Pyae, MD, successfully completed his Nephrology Fellowship training in AY 2020-21. But his journey was a challenging one. Early in the COVID-19 pandemic, he became critically ill with the infection himself. His treatment included months on a heart-lung bypass machine and dialysis administered by his own nephrology colleagues for his failing kidneys. Pyae would later learn that he had endured one of the longest recoveries from COVID-19 in Minnesota — spending 106 days in HCMC's ICU.

#Creativity

Daniel Volovets MD, is a third year resident in psychiatry and also a classical guitarist. In May of 2022, he performed in the Minnesota Opera's performance of *Carmen* on a Thursday night, then worked a 24-hour shift on Friday for his psychiatry residency before putting in two more performances on the following Saturday and Sunday.



Dr. Yasmin Haji-Kusow and Dr. Nahdiya Ali

#Collaborative

2022 MN Department of Health Internal Medicine Primary Care Grant Recipients.

This award supports primary care residency positions designated for Minnesota IMGs who are willing to serve in rural or underserved areas of the state following their training. The goal is to diversify our workforce and have our clinicians better reflect the communities they serve. HHS has been awarded **18 grants** since its inception. Recipients have specialized in family medicine, internal medicine and psychiatry.



Dr. Joseph Akamhase, his wife Jay-Sherree Allen Akamhase, MD & their daughter