



GRADUATE MEDICAL EDUCATION

Training Minnesota's physician
workforce for over 130 years.

www.hennepinhealthcare.org

Annual Report
2022-2023



PHYSICIAN EDUCATION AT HENNEPIN HEALTHCARE

Hennepin Healthcare hospitals and clinics are a central site of medical training for medical professionals in Minnesota. In 2022-23, a total of 262 residents and fellows chose Hennepin as their primary place of medical training. An additional 100 residents and fellows per month, from other institutions, came to HHS for key rotations during their training.

Medical students from over 47 schools rotated at Hennepin during 2022-23. With over 416 students trained on this campus, this AY saw the largest number of students ever to rotate in our system.



MEGHAN WALSH MD MPH

Chief Academic and Research Officer

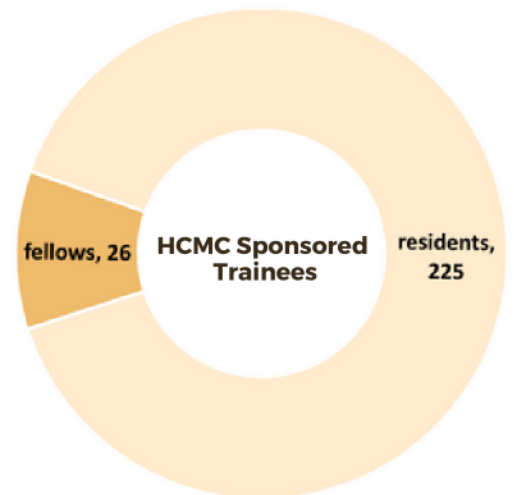
The Graduate Medical Education (GME) Office is under the direction of Meghan Walsh, MD MPH, Chief Academic and Research Officer and Designated Institutional Official. Dr. Walsh and the Graduate Medical Education team are responsible for continued institutional and program accreditation at Hennepin Healthcare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

In academic year 2022-2023, Hennepin Healthcare sponsored a total of 262 residents and fellows in a total of 22 accredited residencies and fellowships. Of the accredited programs; seventeen 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, and our institution, have continued accreditation.

HHS Sponsored Programs

	Residency	Fellowship	Total
ACGME accredited programs	6	11	17
Podiatric Surgery accredited programs	1	0	1
Dentistry accredited programs	2	0	2
Other Accredited Programs	2	0	2

100% of Hennepin Programs have
"Continued Accreditation" Status



ACGME Sponsoring Institutions by Size: National

Number of Sponsoring Institutions by Size of Sponsor			
	Number of Sponsors	Percent of Total	% of Total sponsors
0 programs	66	7.4%	<div><div></div></div>
1 Program	237	26.7%	<div><div></div></div>
2-5 Programs	241	27.2%	<div><div></div></div>
6-25 Programs	197	22.2%	<div><div></div></div>
26-50 Programs	50	5.6%	<div><div></div></div>
51-75 Programs	49	5.5%	<div><div></div></div>
76-100 Programs	25	2.8%	<div><div></div></div>
> 100 Programs	21	2.4%	<div><div></div></div>

Notes: Total number of ACGME-Accredited sponsoring institutions = 886. Percentages may not add to 100% due to rounding.
ACGME Data Resource Book, Academic year 2022-2023

A total of 9 Sponsoring institutions reside in Minnesota for a population of 5,717,184 residents. These represent just 1% of all sponsoring institutions in the U.S.

1st Year Residents and Fellows

Program	Total Interns	Interns from MN Schools	Gold Humanism Awardees	Gender Female	Underrepresented in Medicine**
Dentistry	6	1	N/A	3	1
Pediatric Dentistry	2	1	N/A	2	0
Emergency Medicine	12	4	2	7	1
EM/IM	2	1	1	1	0
Family Medicine	11	0	0	5	4
Internal Medicine	20	2	2	7	5
Podiatric Med/Surg	2	0	N/A	0	0
Psychiatry	8	4	3	4	1
Surgery	6	2	0	3	0
Transitional	25	14	0	6	4
Total	94	29	8	38	16

**Underrepresented in Medicine:

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/Black, Hispanic/Latino, American Indian/Alaska Native or Native Hawaiian/Pacific Islander

Program	Total First Year Fellows	Fellows from MN Med Schools	Gender Female	Underrepresented in Medicine**
Cardiology	2	1	0	0
Cardiology, Interventional	2	0	0	0
Clinical Informatics*	0	0	0	0
Consultation Psychiatry*	0	0	0	0
Critical Care	4	1	1	0
EMS	1	0	0	0
Geriatric Medicine	1	0	0	0
Nephrology	2	0	0	1
Sleep Medicine	3	1	2	0
Undersea/Hyperbaric Medicine	2	0	2	0
Total	17	3	5	1

Strategic Goals

Each academic year, Program Directors set strategic goals to align with the Institution's Strategic Plan. All programs set SMART goals with tactics in accordance with the ACGME 6 domains of clinical competence.



QUALITY & SAFETY

Achieve community-leading outcomes and eliminate healthcare disparities for our patients and employees.



CARE DELIVERY & EFFECTIVENESS

Increase access to care, prioritize primary care and prevention; improve patient experience



EMPLOYEE EXPERIENCE

Achieve a highly engaged culture of inclusion, equity and belonging. Our team members will be reflective of the community we serve.

EMS Fellowship:

trained paramedics on ultrasound, now used regularly for better outcomes

Cardiology Fellowship:
Satisfied with faculty feedback on performance 86% compliance (73% national) improved from 57% in 2022. **Action:** Faculty development on giving feedback

Critical Care Fellowship:

Engagement of fellows in strategies to recruit to diversity. 75% compliance (2023); 75% (2022); 60% in (2021). **Action:** Fellows interview applicants, participate in recruitment/selection.

Surgery Residency:

Able to access confidential mental health counseling or treatment 96% compliance, (95% national) **Action:** Wellness sessions, protecting time for mental health appointments

Emergency Medicine Residency:

Preparation for interaction with diverse individuals 100% compliant (96% national) **Action:** 3 year cultural humility curriculum

Psychiatry Residency:

Information not lost with patient handoffs 64% compliance, improved from 52% in 2022. **Action:** handoff curriculum created for faculty and residents

Family Medicine:

Engagement in program's diverse resident/fellow recruitment/retention efforts: 92% (national 88%)

Transitional Year:

Teaching on healthcare disparities. 88% compliance (76% national) **Action:** dedicated education seminars

Internal Medicine Residency:

Able to access confidential mental health counseling/treatment 100% compliant (92% national) **Action:** Action planning to improve wellbeing in program: protected learning time, opt out mental health appointments, Golden weekends

Dentistry:

Revised curriculum to increase the quality. Accreditation site visit in fall 2023 (prelim) was full accreditation with no citations

Recruiting to Diversity

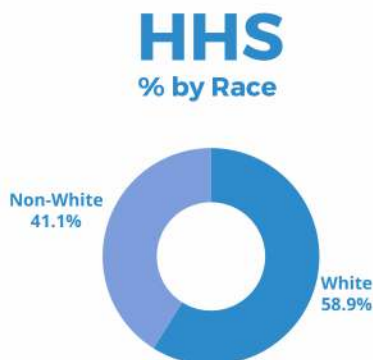
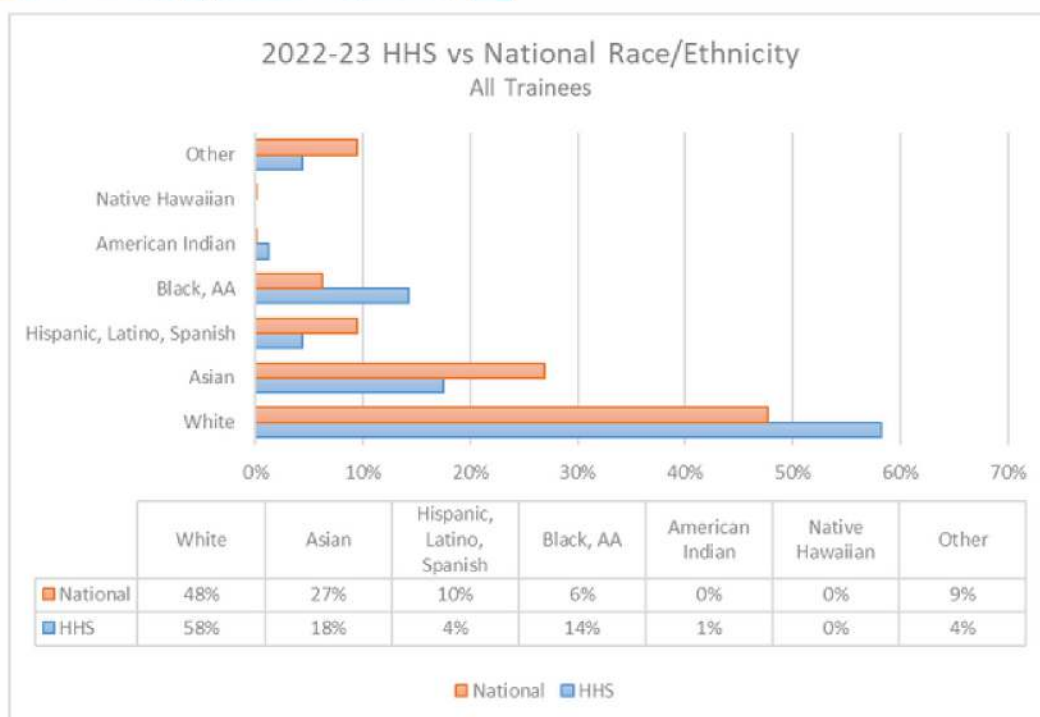


HHS set a system-wide strategic goal to attract a more racially diverse employee population that better reflects the community as part of a larger goal of equitable care for all.

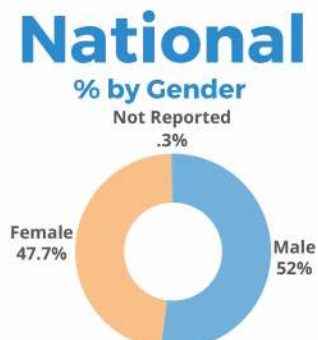
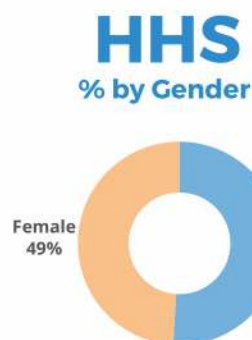
HHS residency and fellowship programs have aligned with this strategic goal to recruit racially diverse and under-represented groups in medicine. In 2022-23, HHS programs surpassed the national % for those who identify as Black/AA and American Indian.

In 2021, 63.9% of US practicing physicians identified as White, 20.6% as Asian, 6.9% as Hispanic, 5.7% as Black/AA, and <1.5% as Multiple Race (1.3%), Other (1.1%), American Indian/Alaska Native (0.3%), or Native Hawaiian/ Pacific Islander (0.1%)

2022 AAMC Physician Specialty Data Report



2023 HHS Representation Goal 39.35% Diversity
HHS Training Programs Diversity 41.1%



Recruitment & Retention

HHS is serving an outsized portion of the Hennepin County Black, Latino, Asian, and Native American populations. These groups comprise 29% of HHS county, but 64% of the HHS Primary Care patient population. Primary care specialties represent one-third of our total trainees each year. In order to better serve these communities, our programs have identified novel strategies and initiatives to continue to drive physician diversity in training.

The landscape is changing for the better. The number of Black matriculants to medical school grew by 9% in 2022. Additionally, the number of matriculants who are Hispanic, Latino, or of Spanish origin rose by 4% and accounted for 12% of total matriculants. As students diversify, so too will our residencies and fellowships.

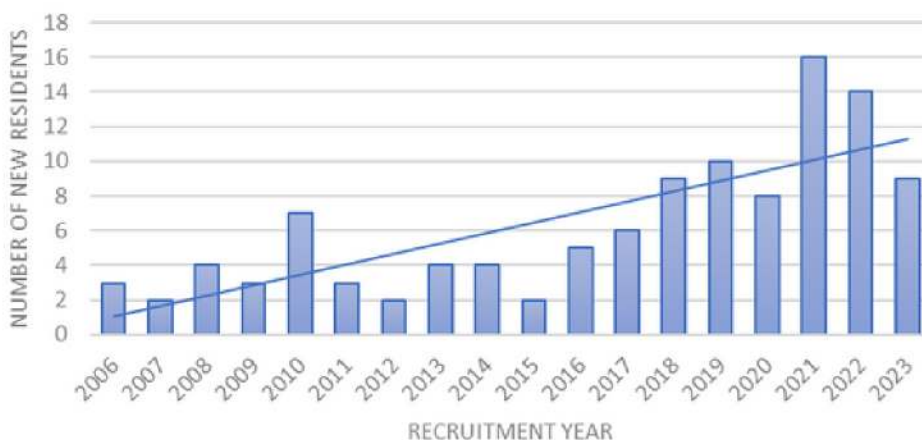
2022 AAMC Physician Specialty Data Report

- **Family Medicine** residency has presented nationally an innovative review of applicants that prioritizes alignment with mission, and blinded reviews
- **Emergency Medicine/Internal Medicine** residency has created an EM rotation specifically for diverse students, providing a stipend for travel, housing and food
- **Psychiatry residency** has created a holistic review process to remove unconscious bias in the ranking of applicants
- **Emergency Medicine** residency created a successful diversity committee, with resident and faculty champions who participate in recruitment and retention efforts
- **Internal Medicine** residency has partnered with the HHS Equity Team to create sessions with Diversity Coaches, & participation in the Collectives-- affinity groups for support who also champion wider systems change
- **Cardiology Fellowship** faculty participated in bystander training to respond to bias/racism in the workplace

5.7% of physicians in the United States identify as Black or African American but an estimated 12% of the US population is Black or African American. At HHS, Black/AA patients comprise 33% of our primary care practice, yet only 14% of Hennepin County.

2022 AAMC Physician Specialty Data Report

HHS Interns/Fellows Recruited
Black/African American



“

“Mental health and primary care services are invaluable. The responsiveness, ability to be seen quickly are so important in our busy lives. I've spoken to friends who don't have programs like these”



Wellbeing

Wellbeing

A dedicated focus on wellbeing has been a collective strategy for HHS for over 5 years. The creation of the R.I.S.E. program has provided ongoing wrap around services for all HHS trainees including dedicated primary care. Monthly burnout pulse surveys are utilized across all programs to assess for burnout trends and program impact.

Primary Care



94% of 2022 Interns and Fellows had primary care visits at HHS through RISE. In 2023, there have been over 200 primary care visits for residents and fellows

Mental Health Care



2022 saw the addition of a full time psychologist to the team, resulting in 396 mental health visits. Additional opt-out mental health visits encouraged a one time visit for all new residents, building a culture of seeking support early

Financial Wellbeing



Over 60 new residents and fellows had visits with the RISE financial planner in 2022-2023. It's estimated that trainees who qualify for Public Service Loan Forgiveness in 10 years would save \$6,541,432.

Sharing Success Payment

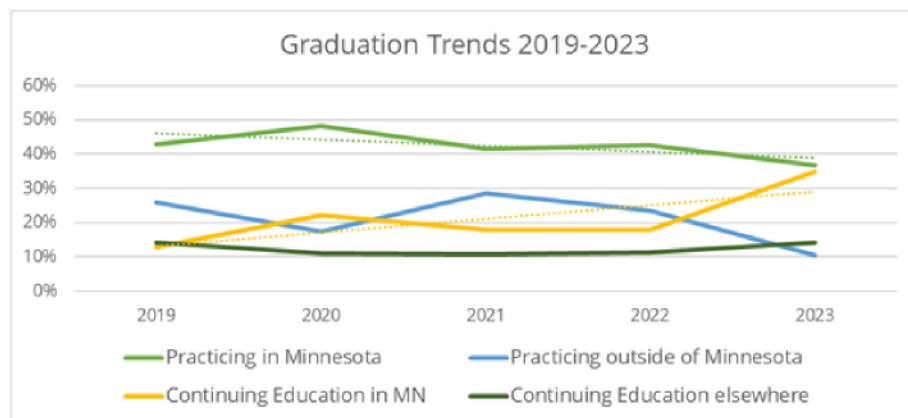


Residents and Fellows contributed to successful achievement of strategic goals for HHS in 2022-23, and were included in the health system bonus payment for the first time

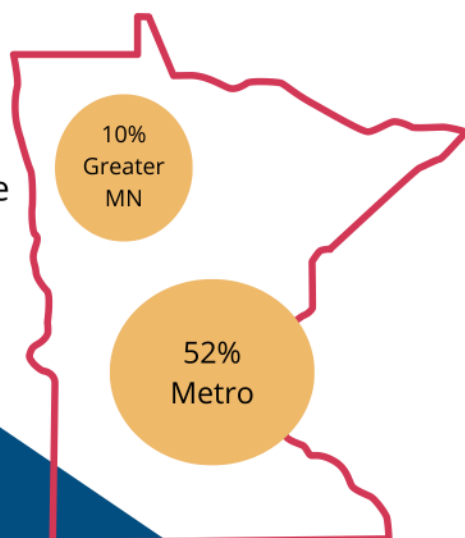
98% of HHS residents/fellows (vs 94% national) report they are able to access confidential mental health counseling or treatment

Graduation

2022-2023 HHS Graduates



Entering Practice 2018-2023



I found a General Surgery Community practice that is a level 4 trauma service... Hennepin gave me a really good foundational training. I think as my career keeps going, I'll keep learning and improving. I had a great starting point for it all.

Juan Mariscal MD
Surgery Class of 2023
Fairview Lakes

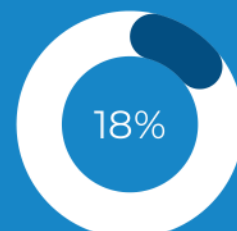


The atmosphere and collegiality of Hennepin is special. I feel connected with my attendings and co-residents still even though we are spread apart. Hennepin has prepared me very well for these patients. I'm really grateful to Hennepin.

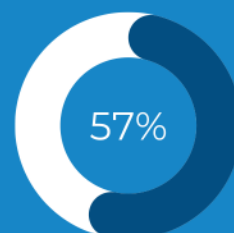
Ahmad Al-Anii, MD
Internal Medicine Class of 2021
Mayo- Austin Primary Care



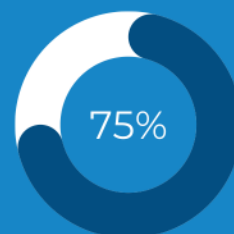
% Graduates Practicing in Greater Minnesota



% Graduates Practicing in Twin Cities Metro



% Graduates Practicing in Minnesota



Scholarly Activity

Scholarly activity incorporates publications, book chapters, presentations, and quality improvement performed by our residents, fellows and faculty. All programs have strategic goals to continuously improve in this area, as evidenced by growth in publications over the years. The impact of this work ultimately contributes to improved patient outcomes across all specialties. Active participation in research and scholarly endeavors helps HHS meet accreditation requirements and improves the care we provide for and with our community.

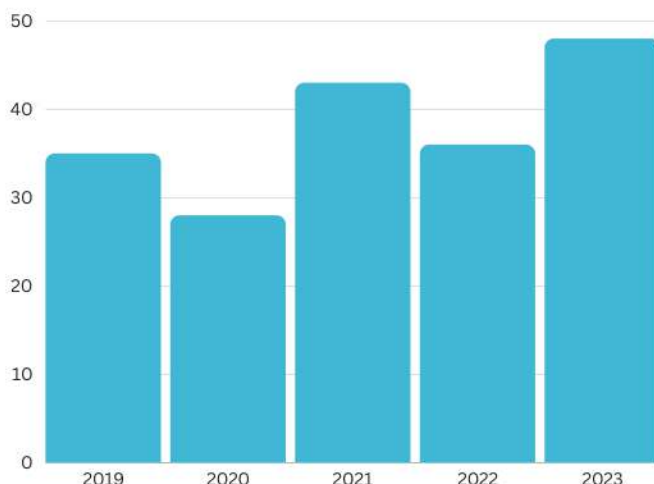
48 Trainee Publications

2022-23

76 Trainee Presentations

204 Faculty Publications

2022-23 Trainee Publications



MMCGME 2023 Quality Forum Winners

Dr. Zachary Davidson, Dr. Travis Olives

HHS Emergency Medicine-Internal Medicine Residency
You Aren't The Doctor I Saw Last Time: Improving Resident-Patient Continuity in an EM-IM Resident Clinic

Dr. Andres Camacho, Dr. Jennifer Gallup, Dr. Tony Thoppil, Dr. Ayham Moty

HHS Family Medicine Residency
Evaluation of Outcomes in Whittier Ambulatory Procedure Clinic



Emergency Medicine-Internal Medicine residents and faculty build advocacy into their curriculum. A Day at the Capitol meant advocating for our community with legislators.

Community Impact

Geriatric Medicine Fellowship 25 Year Anniversary



In May, we gathered with colleagues and community partners to celebrate training 30 Geriatric Medicine Fellows over 25 years in Geriatric Medicine at HHS. 90% of our program graduates are working in the State of Minnesota supporting and advocating for our growing aging population.



THANK YOU

CONTACT US :



612-873-4093



HHS.GME@hcmed.org



www.hennepinhealthcare.org



701 Park Avenue
Minneapolis, Minnesota 55415