

Office of Education

Annual Report

February 18, 2024

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Professor of Psychiatry & Asst. Dean, CUSOM



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Vision:

- Denver Health will transform health professions education to advance health equity in our community.

Values:

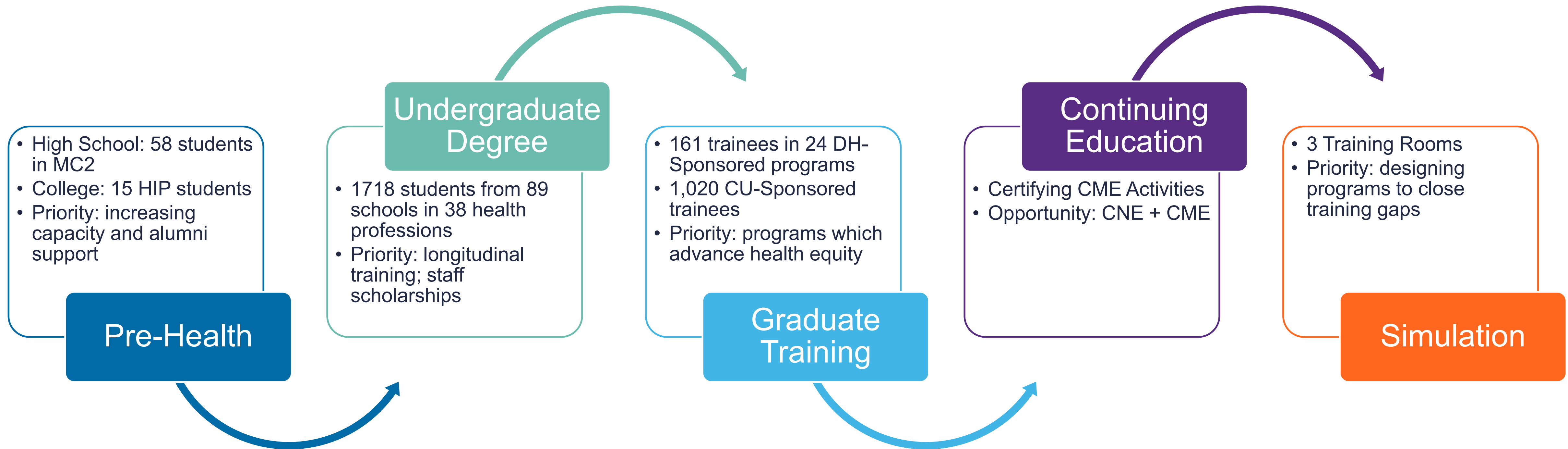
- Through interdisciplinary and inter-professional collaboration, Denver Health educates and empowers a diverse, inclusive workforce and creates pathways for growth opportunities in the community and at all organizational levels.





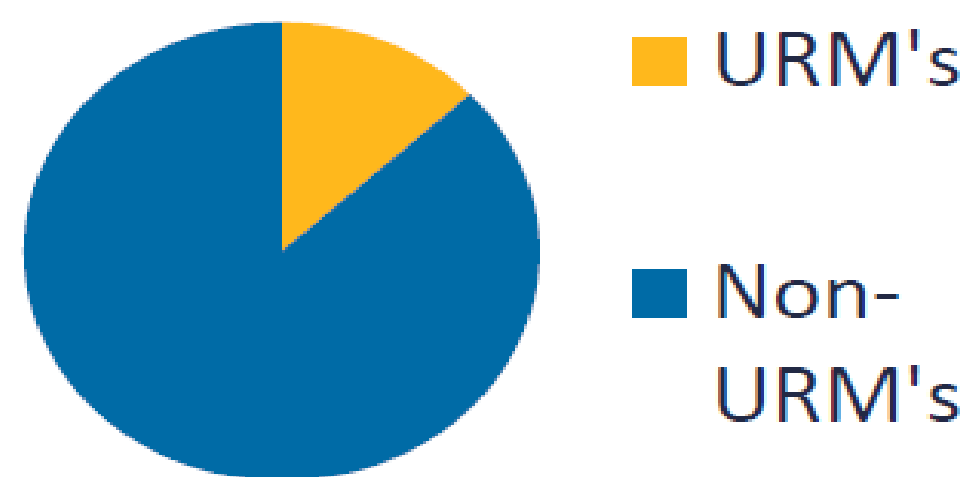
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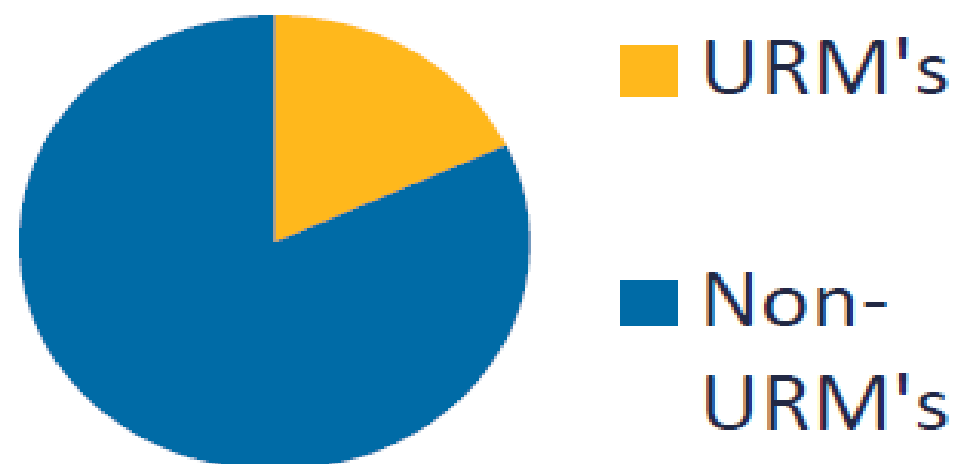




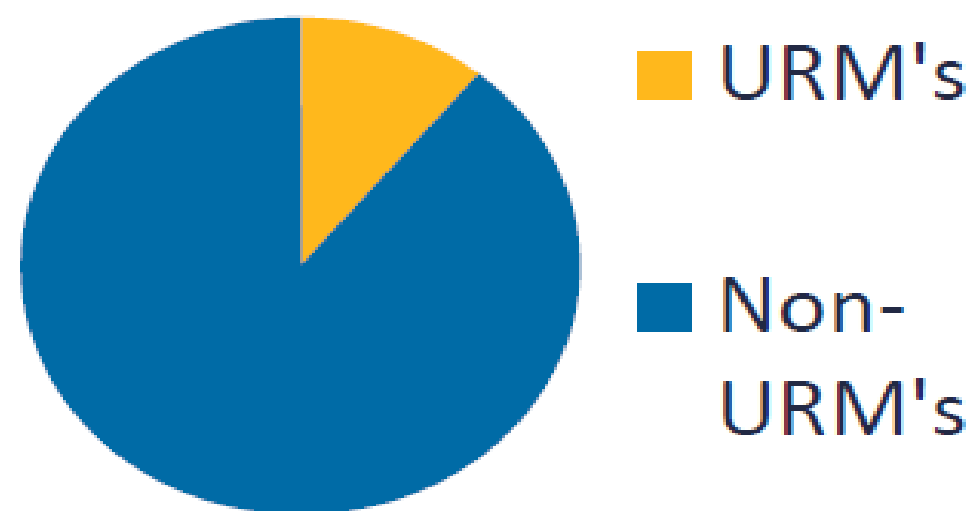
Physicians



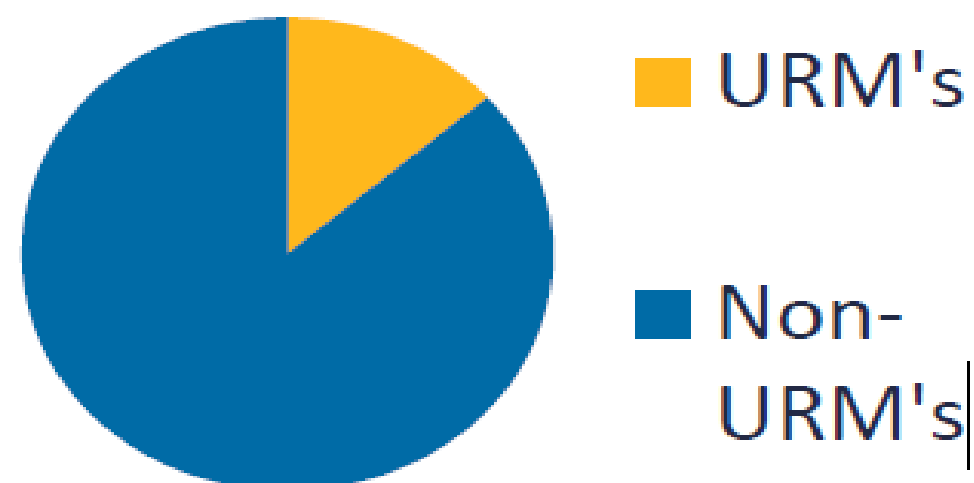
Nursing



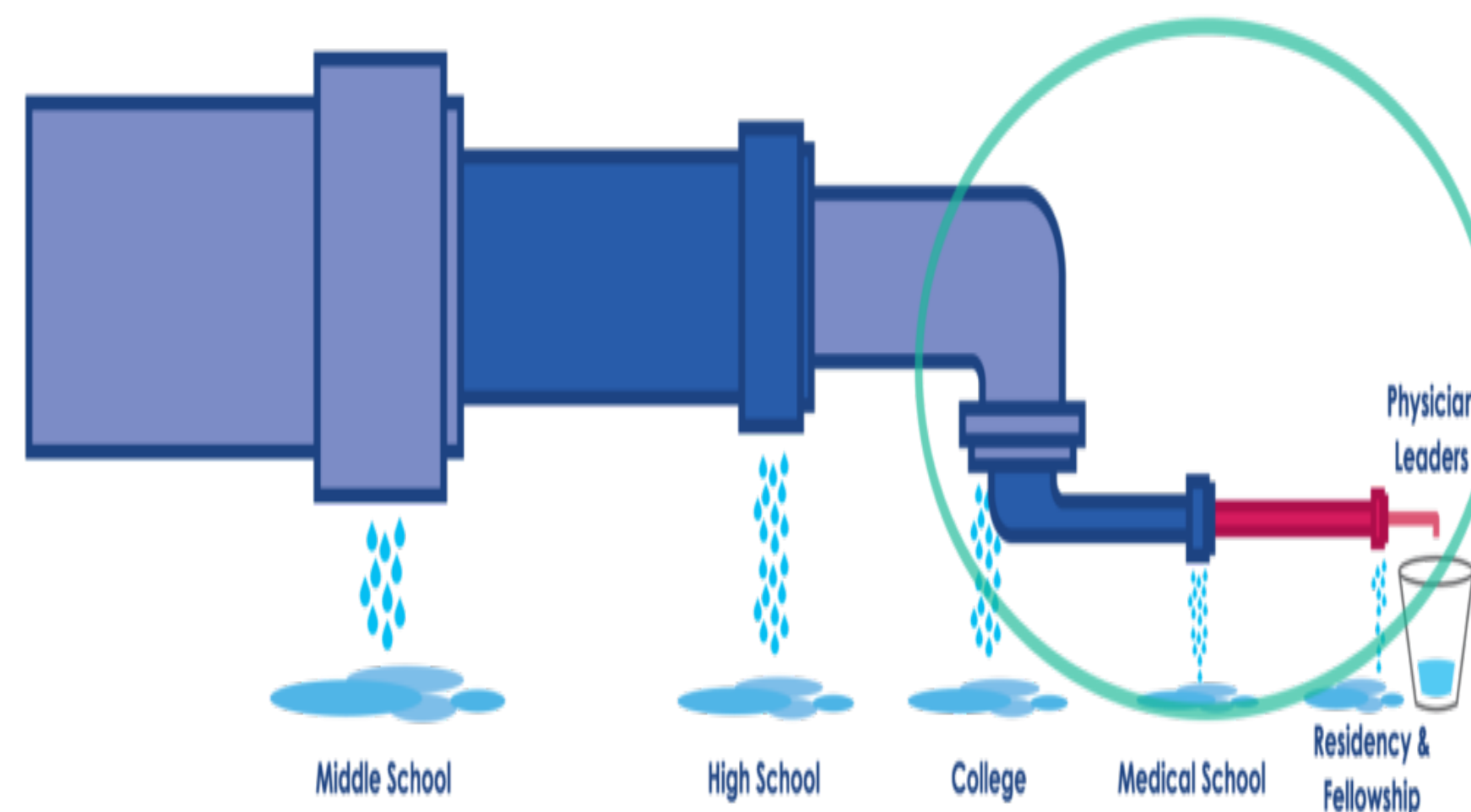
Dental



Psychologists



Why Prehealth?





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Denver Health's Pre-Health programs create opportunities for Denver's young people to explore healthcare careers.

Our programs specifically exist for youth from communities served by the mission of Denver Health including BIPOC communities, LGBTQA+ communities, and other under-resourced communities.



Partnerships:

* Service learning site for CUSOM MS1 and 2 students

CUSOM students created presentations for local middle and elementary schools to bring science classes to life
Outcome analysis presented at Association of Pathways and Bridges conference

* Simulation events with local DPS high schools for exposure to hands on medical experiences

* Arupe Jesuit work study students at Westside pediatrics and Human Resources

• PATCH- Providers and Teens Communicating for Health

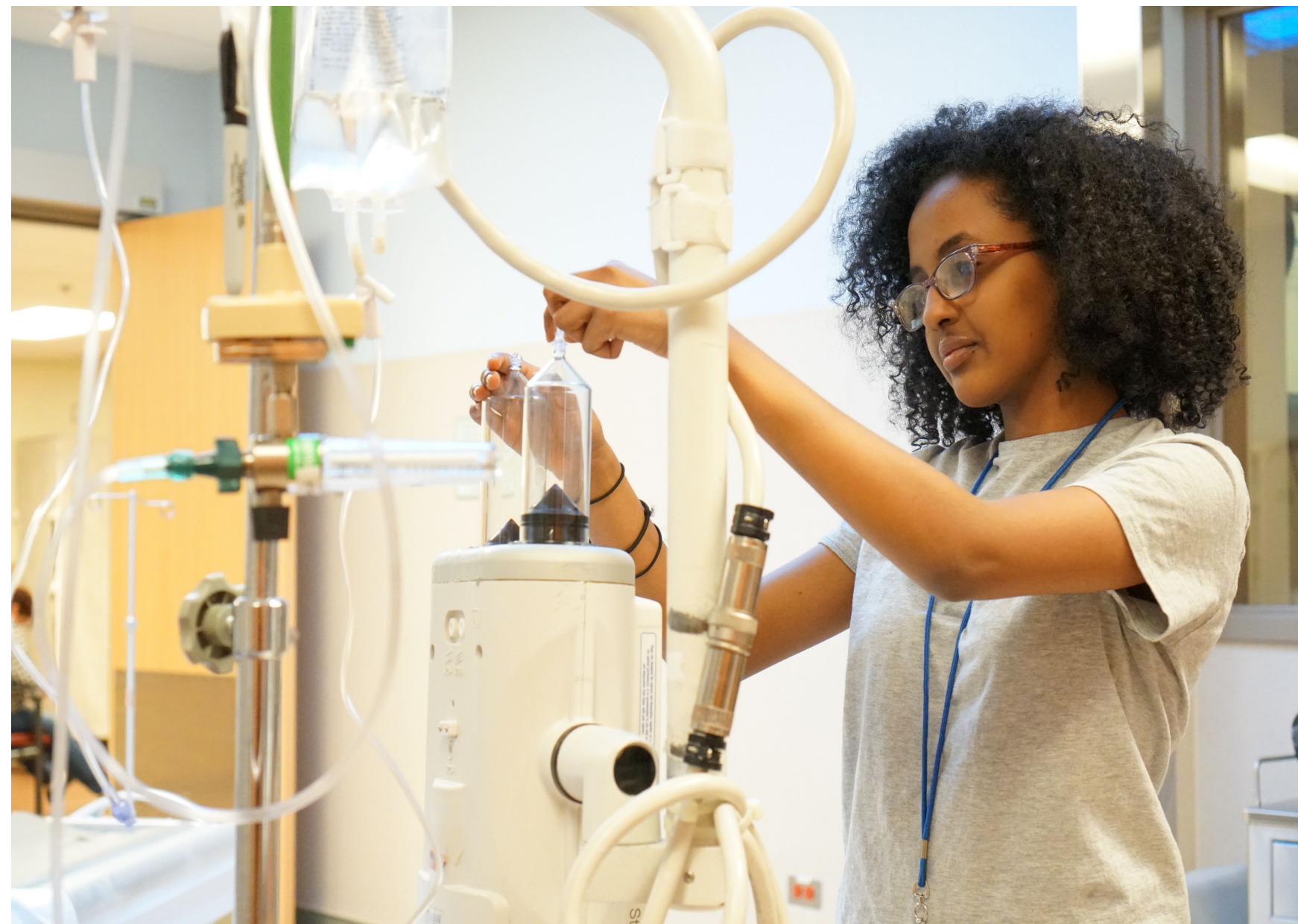
PATCH Teen Educator Program is an innovative, youth-driven program working to ensure all young people can have access to high quality, youth-friendly health care services in their community. The PATCH Program has been recognized for its impact by many national adolescent health experts, including the Office of Adolescent Health in the U.S. Department of Health and Human Services, and the Association of Maternal and Child Health Programs (AMCHP). Communities implementing PATCH have reported significant impacts on Teen Educators in the areas of personal and social advocacy and adulthood preparation. In partnership with Denver Health Pediatrics at Denver Public schools, PATCH's goal is to impact change on the individual and community level with young people from across the Denver Metro Area. In addition to a Positive Youth Development Framework, we are currently using the Social Justice Youth Development Framework, which builds upon positive youth development to enact youth-led social change. PATCH inherently engages youth, a population traditionally left out of conversations around improving the medical care they receive. Empowering youth to have a voice in how care is provided, and to advocate for the health of their community, clearly benefits any medical system and the health of a traditionally ignored important group.

PATCH is hiring it's second cohort.





Medical Career Collaborative (MC2)



Purpose

To provide youth from underrepresented backgrounds the opportunity to gain experience and exposure to the world of healthcare and access to ongoing support in their pursuit of healthcare professions.

- Increasing pool of talented diverse candidates
- Building a more representative workforce


Program Highlights


- Paid internships
- Mentorship
- Weekly seminars
- Monthly workshops
- Post secondary preparation
- Healthcare related certifications
- Job placement assistance





Outcomes





MC² juniors spent over 2300+ hours interning at DH in 2023


61 high school students served in 2023


50 high schools represented in 2022-2023


82% of 2023 grads attending college have declared health related majors


93% of 2023 graduates are attending college or university


6 grads hired at DH in 2023



Highlights

- MC² was awarded a \$125,000 grant through the Cigna Group Foundation, supporting student wages and program expansion efforts
- With the support of grant funding, MC² welcomed a new program coordinator to the team (Madilyn Snyder)
- MC² collaborated with medical students from the University of Colorado's School of Medicine to analyze pre/post internship data, measuring program impact on participants. The research was presented at the Association of STEMM Pathway and Bridge Programs (ASPBP) Conference



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Health Care Interest Program (HIP)



- More than 32 mentors for 22 undergraduate students at Regis University, Metropolitan State University of Denver, and the University of Colorado Denver
- 64% of the class speaks English as a secondary or non-primary language
- 55% of the class identifies as first-generation college students
- 59% of the class is considered an underrepresented minority in medicine
- Each student is required to complete a minimum of 27 shadowing hours in the fall semester and 30 hours in the spring
- Students will complete more than 50 hours of seminar which will include lectures and workshops developed by Denver Health providers



Nomination to General Council of National Association for Pathway Programming

In December, HIP Director Vicky Rhine was nominated to serve as Annual Conference Chair for the Association of STEM Pathway and Bridge Programs (ASPBP). ASPBP is a national association for pathway and bridge program educators with a mission to develop best practices needed to achieve inclusivity and equity across the continuum of education.

As Annual Conference Chair, Ms. Rhine will recruit and lead the ASPBP conference planning committee, serve on ASPBP General Council, and oversee the planning and implementation of the 2024 ASPBP conference, which will be held in October 2024.





Job Shadow

Overview

The Denver Health Job Shadowing program is an observation-only experience designed for students ages 14 years or older interested in a career in health care. The student must be enrolled in a high school or a college undergraduate program. Certain areas of the hospital have additional age requirements

Purpose

Shadowing a health care professional at Denver Health introduces youth to a variety of high-growth professions, allows them to experience the day-to-day life of the professional, provides a deeper understanding of critical skills needed to be successful in the workplace, connects academics to the real world.



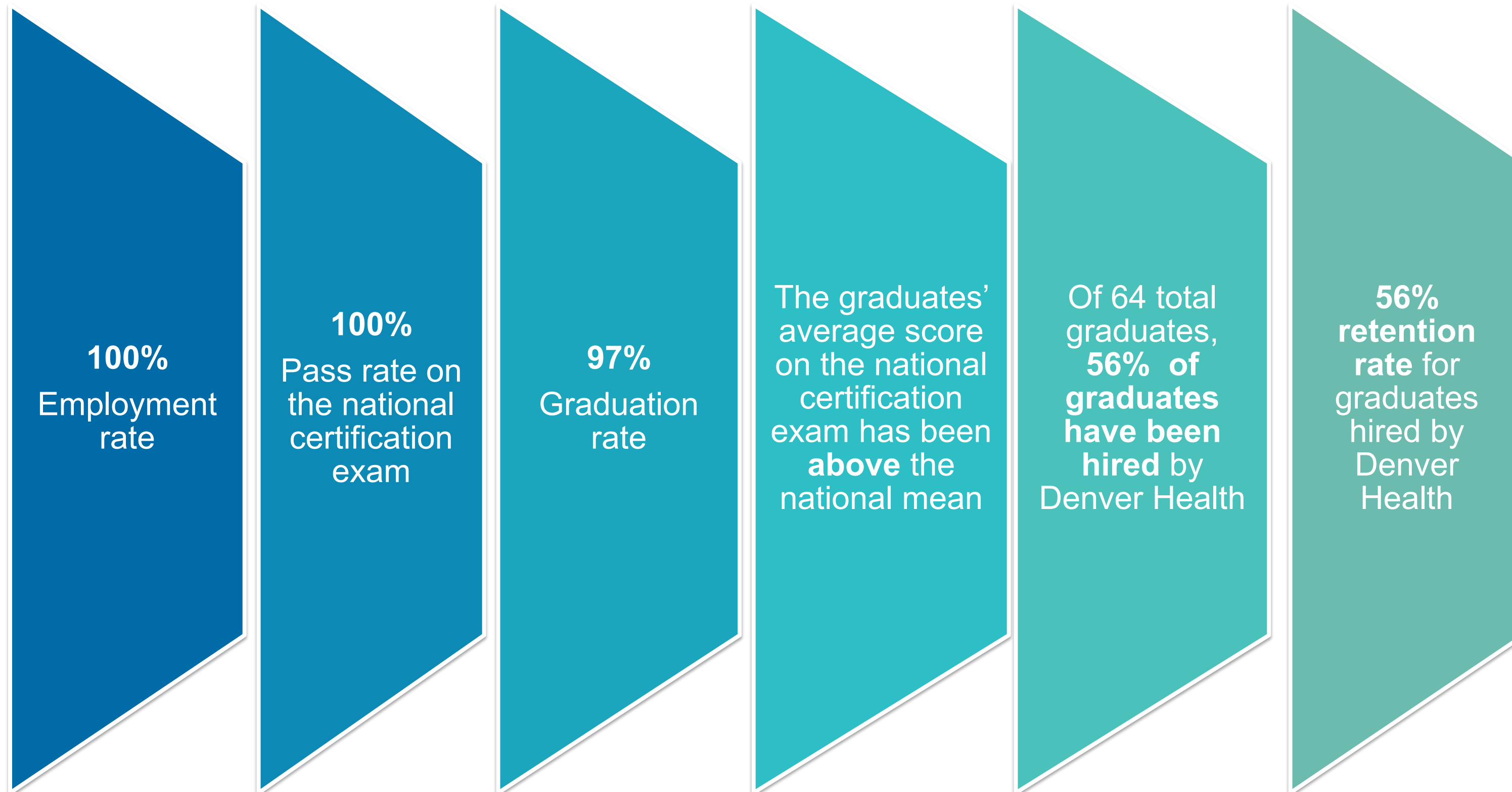
Recently relocated from HR, we are seeking:

- To create a sustainable program that not only provides the best learner experience but supports a pipeline to training the next generation of healthcare professionals
- Optimize the program for all stakeholders





Medical Lab Science (MLS)



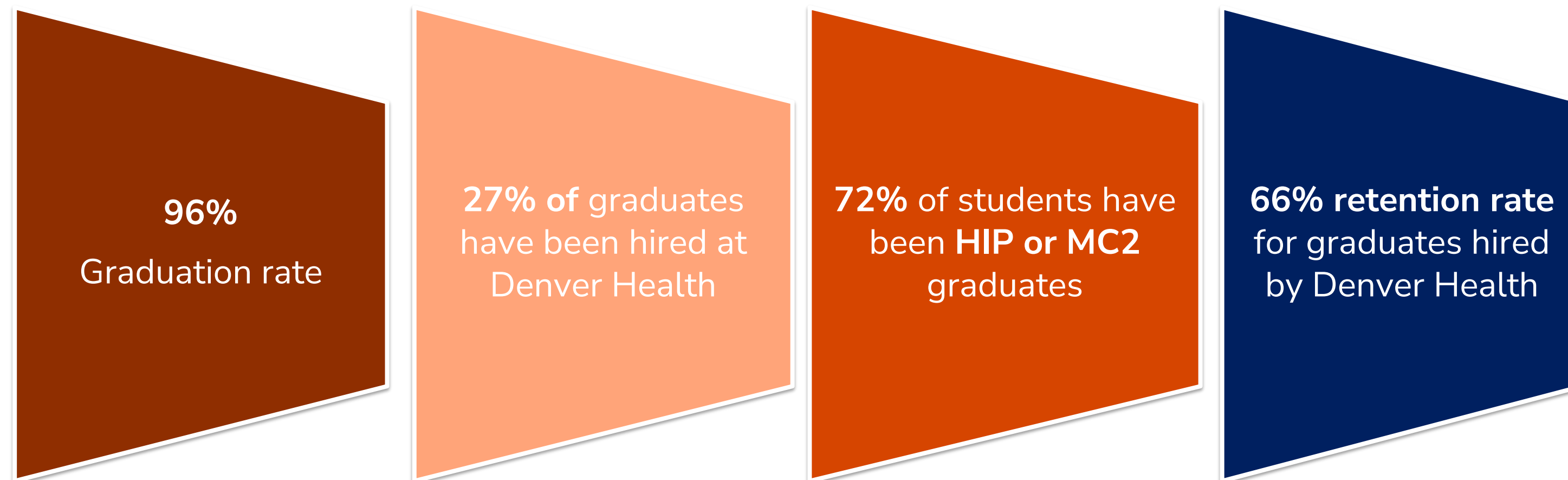
The Denver Health School of Medical Laboratory Science is an 11-month hospital-based education program offering a post baccalaureate certificate.

The School, established in 2015, is accredited by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) and was awarded the maximum 10 years of reaccreditation by NAACLS in 2021.





Phlebotomy



The Phlebotomy School began in the summer of 2017 to build a pipeline for employment at Denver Health for interested Healthcare Interest Program (HIP) students.

In 2018, the Phlebotomy School expanded to 8 students and also began enrolling Denver Health (DH) employees and MC2 student (Medical Career Collaborative).





Undergraduate

Total Student Learners:
1,718

DH Employee Learners: 152

Medical Students: 357

Nursing Students: 506

Academic Partners: 89



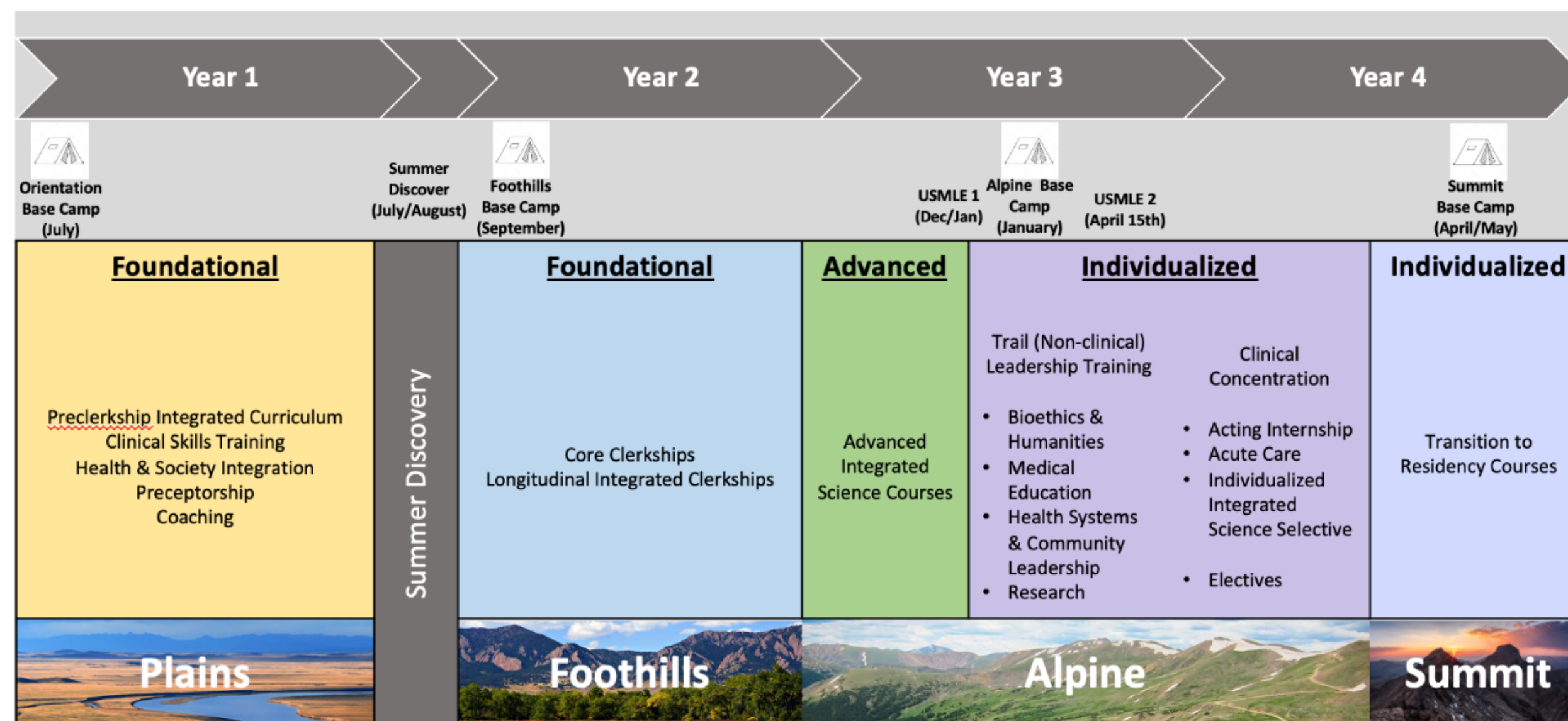


MD Students

For over 10 years, Denver Health has piloted an LIC, where medical students follow patients instead of physicians. Now it has become the model.

As of September 2022, all CU SOM students participate in an LIC, matriculating to one of 16 clinical sites throughout the state.

Our TBL model for didactics was expanded to a majority Team-Based learning curriculum for the entire school, led by Drs. Frank and Kulasekaran who led case development and faculty training in TBL.





Graduate

GRADUATE EDUCATION AT DENVER HEALTH

Learners and Leaders in 2023

DH-SPONSORED GRADUATE EDUCATION

Denver Health is Colorado's second largest graduate medical education training site. We sponsor 9 accredited residencies and fellowships with oversight by 5 accrediting bodies, as well as fellowships in medical, surgical, and behavioral health specialties. We had 175 DH-sponsored residents and fellows in 2023, with leadership from 33 program directors.



NEW IN 2023

We are excited to announce a new ACGME accreditation was awarded in October for a Family Medicine residency under Denver Community Health Services (DCHS). DCHS was approved as a sponsor institution by the ACGME in late 2022.

PARTNERSHIPS

Denver Health welcomes residents and fellows from a wide variety of clinical specialties at the CU School of Medicine, as well as other local partner hospitals. We had over 800 visiting residents and fellows in 2023, with leadership from 39 site directors.



MONTHLY HIGHLIGHTS

January: EM, EMS, Toxicology residency/fellowship programs and DH as sponsoring institution received continued accreditation from the ACGME

February: Initiated EM residency faculty professional coaching pilot project

May: Convened first of five GME stakeholder discussion groups in preparation for 2024 institutional site visit from the ACGME

June: Executed 2-day orientation and onboarding for 204 incoming post-graduate year 1 residents sponsored by CUSOM

July: Oriented new DH-sponsored residents in 5 programs and added resident research SPSS resource with support from the Office of Research

August: Expanded professional coaching program opportunities for residents and faculty with support from RESTORE and the CU Better Together program

September: Generated central resource for resident/fellow participation in outcomes conferences related to resident patient safety reporting

October: Received initial accreditation from the ACGME for an FM residency under DCHS and started 5 residents in 2 new grant-funded APP Primary Care and Medical Specialty residencies

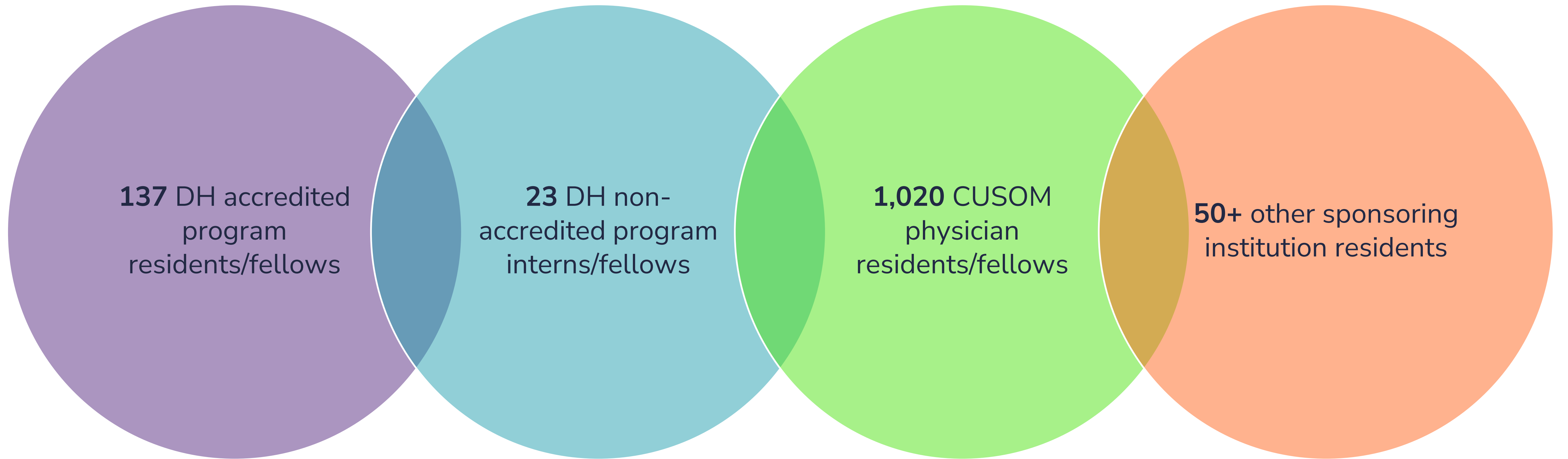
December: Welcomed CODA for their 5-year site visit of our Oral and Maxillofacial Surgery residency

Check out all of our Office of Education [graduate education resources](#) on the Pulse





Graduate





Graduate

Program	Size	Duration	Accrediting Body
Emergency Medicine Residency	68	4 years	 Accreditation Council for Graduate Medical Education 
Toxicology Fellowship	5	2 years	
EMS Fellowship	2	1-2 years	
Oral Maxillofacial Surgery Residency	8	4 years	 CODA Commission on Dental Accreditation 
General Practice Dental Residency	10	1 year	
Pediatric Dental Residency	8	2 years	
Pharmacy Residency	8	2 years	 
Podiatry Residency	9	3 years	 
Psychology Residency	20	1 year	 AMERICAN PSYCHOLOGICAL ASSOCIATION 





International Visiting Physicians (IVP)

- # of International Fellows 3
- # of Non-fellow IVP 5

Simulation

- Departments/Professions Utilizing Center 11
- Different Learner Types 8
- Total Unique Simulation Activities 18

- Total sessions 81

Continuing Education

- # of External Activities 3
- # of Internal Activities 9 (28.57% increase from 2022)





CO-WIP

CO-WIP Faculty

Dr. Nussbaum is the Primary Investigator

Dr. Philip Fung is the medical director of COWIP and is an internal medicine physician at Denver Health.

Dr. Jessica Zha is a preceptor for COWIP and is a Family Medicine physician practicing at Lowry Clinic.

Dr. Sara Foster Fabiano is a preceptor for COWIP and is a Family Medicine physician practicing at Lowry Clinic.

Dr. Karra Lakshmi is a preceptor for COWIP and is a Family Medicine physician practicing at Lowry Clinic.

- 3.4% of CO residents physicians are IMGs; nationally it is 21%, part of why only 4.3 and 1.6% of CO physicians are Black and Latino, respectively
- Colorado Works for International Physicians (CO-WIP) is a partnership between the Spring Institute and Denver Health; funded by CDPHE (3 years) and CDLE (1 year) for \$2.9M
- Assist graduates from international medical schools with MD-equivalent degrees to enter primary care residency programs and eventually obtain their medical license to practice medicine in Colorado.
- Began January 1, 2024





Signal Successes

- Denver Community Health Services earned ACGME accreditation, paving the way for Teaching Health Center status, which would allow us to train DCHS-sponsored residents at a sustainable reimbursement rate
- Dr. Nussbaum was awarded a total of \$2,970,296.00 in grant funding to establish Colorado's first International Physician (CO-WIP) training program, which has been garnering national attention
- A total of 2.08 FTE's were added to our total cap for CMS GME reimbursement, increasing the sustainability of funding for years to come
- Successfully completed accreditation for *all* DH-sponsored training programs under review
- Completed 10-year ACGME self-study of Denver Health
- Joined the founding board of the AIMES Alliance, which is working to increase the number of American Indian and Alaskan Natives in medical training and practice
- Members of the DH-LIC published an article in Academic Medicine about DH-LIC workforce, demonstrating the ability to place >70% into urban underserved practices, validating our commitment to longitudinal learners engaged in our community and committed to our work



What makes education critical to our academic mission?

❑ Improves care today

- Our learners are active participants in clinical care throughout the institution

❑ Advances diversity, equity, inclusion, and belonging

- The Office of Education exceeded its target, matching more than a third of our residents and fellows from underrepresented groups in medicine
- Advances the well-being of our community by providing equitable entry into healthcare workforce

❑ Makes care possible tomorrow

- Over a third of the medical staff trained at Denver Health, so education is the key pathway to our future



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Looking ahead: Strategic plan for 2024-26

- Optimize the environment for learning, care, and discovery
- Integrate simulation into clinical training
- Foster a culture of continual learning



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Thank you for your supporting the training of the next generation of health professionals at Denver Health



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