

General Internal Medicine

# STATE OF THE DIVISION

November 19th, 2020



Dr. Jane Liebschutz



@Liebschutz  
@PittGIM

# Presentation Overview



**People**



**Clinical**



**Education**



**Research**



**VA**



**Awards**



**Faculty Life**

# People



**Administrative  
Staff**



**New  
Leadership  
Roles**



**New Faculty**



**Division  
Growth**

People:

# GIM Leadership Team



- Kaleab Abebe
- Bob Arnold
- Jen Corbelli
- Esa Davis
- Jen Dorazio
- Mike Fine
- Gary Fischer
- Walid Gellad
- Kevin Kraemer
- Missy McNeil
- Doris Rubio
- Carla Spagnoletti
- Gena Walker



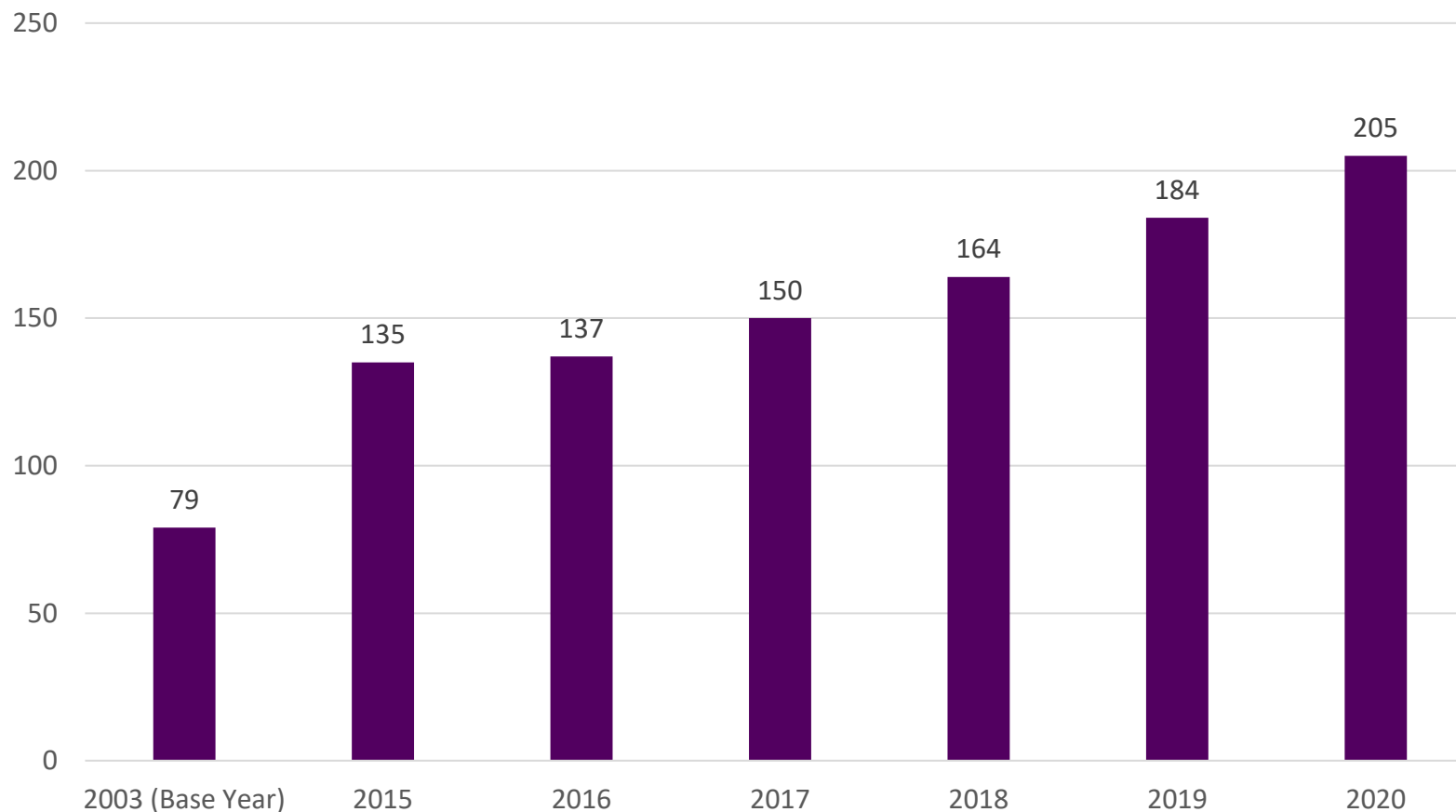
People:

# Core Administrative Staff

<b>Jennifer Dorazio</b>	Executive Administrator
<b>Wendy Romeo</b>	Executive Administrator of the Section of Hospital Medicine
<b>Patrick Reitz</b>	Division Administrator of Research
<b>James Cable</b>	Director of Operations
<b>Dana Fiumara</b>	Administrative Assistant
<b>Tripti Joshi</b>	Senior Accountant
<b>Adam Kramer</b>	Director of Operations
<b>Ethan Lennox</b>	Medical Editor
<b>Kathy Nosko</b>	Senior Administrative Manager
<b>Michelle Woods</b>	Digital Media Writer



# Division Faculty Growth



Note: Includes University of Pittsburgh full-time faculty and volunteer faculty who have a UPP appointment and excludes research associates, adjunct faculty and emeritus faculty.

People:

# New Leadership Roles



## **Raquel Buranosky**

- Assistant Dean for Clinical Education

## **Rene Claxton**

- Director, Community Sites

## **Kristian Feterik**

- Director, UPMC Shadyside Wound Care Program

## **Alda Maria Gonzaga**

- Associate Dean for Student Affairs

## **Casey McQuade**

- Leadership Team, Medical Decision-Making Program

## **Tanya Nikiforova**

- APD, Ambulatory Education

People:

# New Leadership Roles



## **Raghu Purushothaman**

- Hospital Medicine Procedural Director
- Associate Director, POCUS Internal Medicine Residency

## **Rebecca Sands**

- Director, HPM Fellowship

## **Danica Smith**

- Director, APP Education and Advancement

## **John Szymusiak**

- APD, Internal Medicine Pediatric Residency

## **Brent Thiel**

- Medical Director, Center for Opioid Recovery



People:

# **New Faculty – Primary Care & Palliative Care**



# *Welcome!*

Allie Dakroub

Kristen Ehrenberger

Andrew Klein

Jillian Kyle

Ethan Silverman

People:

# New Faculty - Hospitalists

*Welcome!*



## UPMC Mercy

Syed Hussain

Andrew Lutz

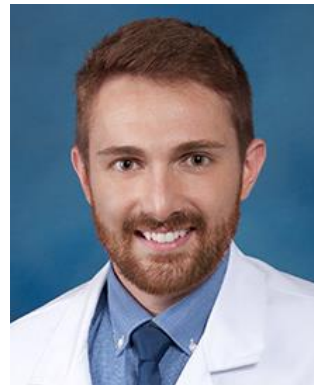
Nicholas Maston

## UPMC Shadyside

Zachary Bugos

Rachel Naramore

Christienne Shams



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MEDICINE

People:

# New Faculty - Hospitalists

*Welcome!*

## UPMC Presbyterian/Magee

Andy Cheng

Chelsea Dahl

Sean Doefler

Danielle Heffner

Joseph Kaplan

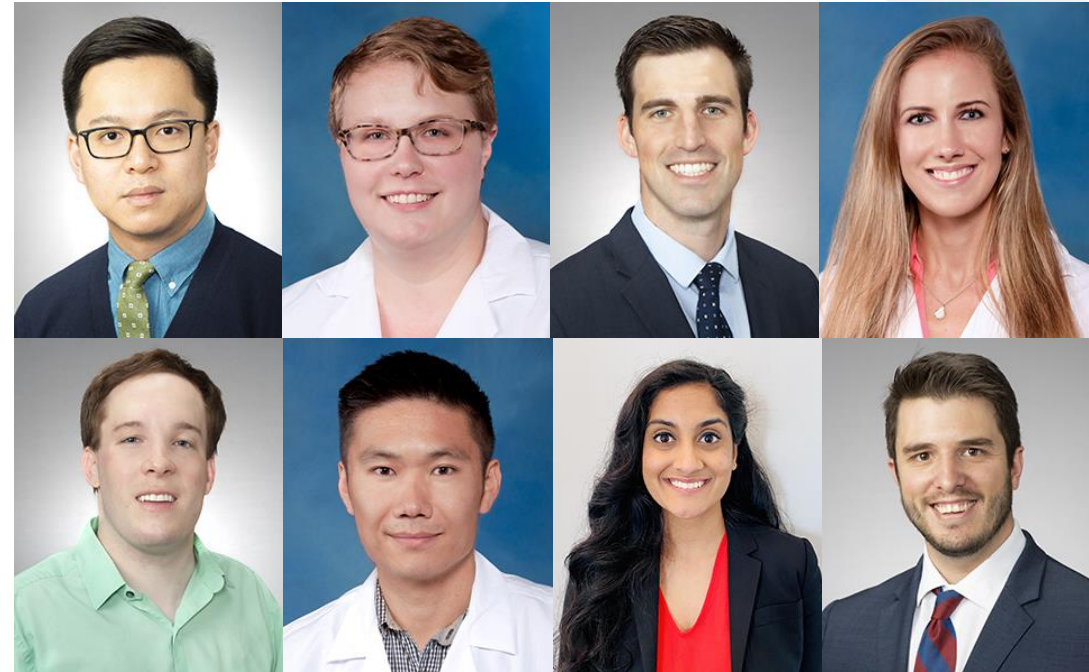
Tianshi (Mike) Liu

Pooja Mahadeshwar

Casey McQuade

Anna Gravier Symmes

Maryam Zamanian



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People:

# Faculty Departures

Zohaib Aftab

Shahzad Ahmad

Anum Asif

Lyndanne Blahovec

Ricardo Cabell

Kar-Hai Chu

Karen Costa

Eric Gardner

Sabrina Gupta

Muhammad Haseeb

Ana Inashvili

Noel Johnson

Shaza Khan

Anna LaRosa

Kristen Livesey

Prateeth Pati

Emanuel Petroulakis



Maria Petroulakis

Jonathan Pitcher

Maja Mandic Popov

Pati Prateeth

Sinthana Ramsey

Bilal Saleem

Dana Tudorascu

Rebecca Vento



## Retirements

Frank Kroboth

Gary Tabas



People:

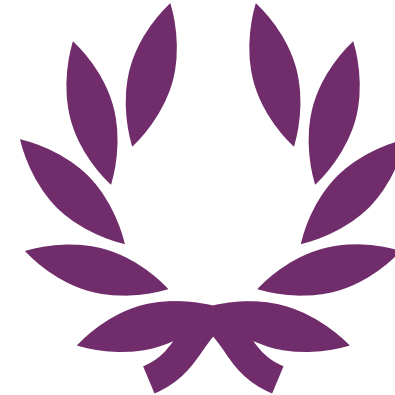
# Planned Retirements



Peggy Hasley



Wishwa Kapoor



Melissa McNeil

*Thank you!*

# Clinical Care



**Outpatient  
Clinics**



**Hospitalists**



**Palliative Care**



**Strategic  
Goals**

Clinical Care:

# Outpatient Clinic Locations



- Montefiore
- Turtle Creek
- South Hills
- Shea Medical Center (UPMC Shadyside)



Clinical Care:

# Outpatient Leadership

**Gary Fischer**

Medical Director, GIMO

**Jaishree Hariharan**

GIMO Ambulatory Resident Education

**Gregory Bump**

Medical Director, South Hills

**Dave Demoise**

Medical Director, Shadyside

**James Cable**

Director of Operations

**Brielle Spataro**

SHY Ambulatory Resident Education

**Brent Thiel**

Medical Director, Center for Opioid Recovery

**Jamie Seliga**

Nurse Manager, South Hills

**Michelle Vita**

Nurse Manager, Shadyside





# DGIM Outpatient Volume

## General Internal Medicine Outpatient Volumes

Location	FY18	FY19	FY20	% Change
Montefiore	40,491	43,653	29,603	-32.19%
Shea Medical Center	8,056	8,877	7,329	-17.44%
Turtle Creek Primary Care	1,544	2,280	1,282	-43.77%
South Hills	4,063	5,452	4,630	-15.08%
<b>TOTAL VOLUME</b>	<b>58,708</b>	<b>60,262</b>	<b>42,844</b>	<b>-28.90%</b>

# UPMC GIM Medical Practice

## CG-CAHPS Domains

	South Hills	Oakland		Shea	
	Faculty	Faculty	Residents	Faculty	Residents
Rate Provider 9-10	94%	94%	82%	95%	83%
Recommend Provider "Yes, Definitely"	97%	97%	89%	96%	90%
Access to Care	93%	90%	87%	91%	87%
Physician Communication Quality	97%	97%	93%	97%	94%
Office Staff Quality	93%	93%	89%	95%	97%
Care Coordination	79%	80%	73%	79%	74%



# 2019 Star Ratings

Measure	Score	Target	All Shared Savings Score
Star Rating – Medicare	4.2	3.8	4.0
and <u>one</u> of the following HEDIS Gap Closure Rates			
HEDIS Gap Closure Rate – Medicaid	75.2%	75.2%	71.1%
HEDIS Gap Closure Rate – Commercial	75.0%	69.5%	72.8%
HEDIS Gap Closure Rate – Commercial Risk Adjusted	70.7%	65.6%	68.4%

*The line of business-specific minimum quality target must be met in order to share in any savings for that same line of business.*

Clinical Care:

## Turtle Creek Clinic – A Community Partnership to Promote the Health of a Vulnerable Population



- Combined Med-Peds Clinic
- GIMO-General Academic Pediatrics clinic site
- Combined Med-Peds Clinic for Faculty
- Approximately 85% patients insured by Medicaid or Medicare
- Intersection with a lot of SDoH issues



Clinical Care:

## Enhanced Care Program (ECP)

- UPMC ACE Team Award 2020
- 191 active patients in treatment
- Working with UPMC HP's most vulnerable population
- 24/7 access to the team
- Currently in its 7<sup>th</sup> year
- Connecting nationwide with High Utilizer Programs



Jodie Bryk  
Anita Leon-Jhong  
Twee Bui  
& the AMAZING ECP team

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# Utilization & Quality Metrics in ECP

	ECP Clinical QI Criteria	PRE Enrollment Data % Met Criterion	Outcome Data as of March 2020 % Met Criterion	n - # Pts Applicable to each Criterion; # in Denominator
Diabetes Management Criteria	HbA1c < 8.0	55%	57%	100
	HbA1c < 9.0	65%	75%	100
	HbA1c Average	8.7	8.1	100
	Eye Exam done past 12 months	42%	73%	100
	Foot Exam done pas 12 months	60%	80%	100
Hypertension Management Criteria	DM Pts w BP < 140/90, 18-75 yo	59%	81%	98
	DM Pts w BP < 160/100, 18-75 yo	87%	96%	98
	All HTN Pts w BP < 140/90, 18-75 yo	68%	82%	297
	All HTN Pts w BP < 160/100, 18-65 yo	88%	95%	297
Preventive Health Criteria	Mammogram past 2 yr if 50-74 yo	49%	59%	100
	Pap Smear 21-64 yo, q 3 or 5 yr as per recs	67%	81%	161
	Colo-rectal Ca screen if 50-75 as per recs	66%	80%	164
ECP Behavioral Health Criteria	% MH Patients linked to Psych Care	38%	96%	255

Clinical Care:

## ECP – More than reducing ED visits...

Provides wrap around care to our patients and pushes beyond the regular boundaries of care and into the community

### Over the past year, a few examples:

- Volunteered regularly at food banks: delivered 100+ food boxes
- Christmas Toy Drive: brought gifts to 60 ECP families
- Continued to make home visits and deliver vaccinations, draw labs, check vitals, connect with services during COVID
- Provided clothes/shoes to families in need



Clinical Care:

# Birmingham Free Clinic

## Medical Directors:

Eliana Bonifacino & Jen Corbelli

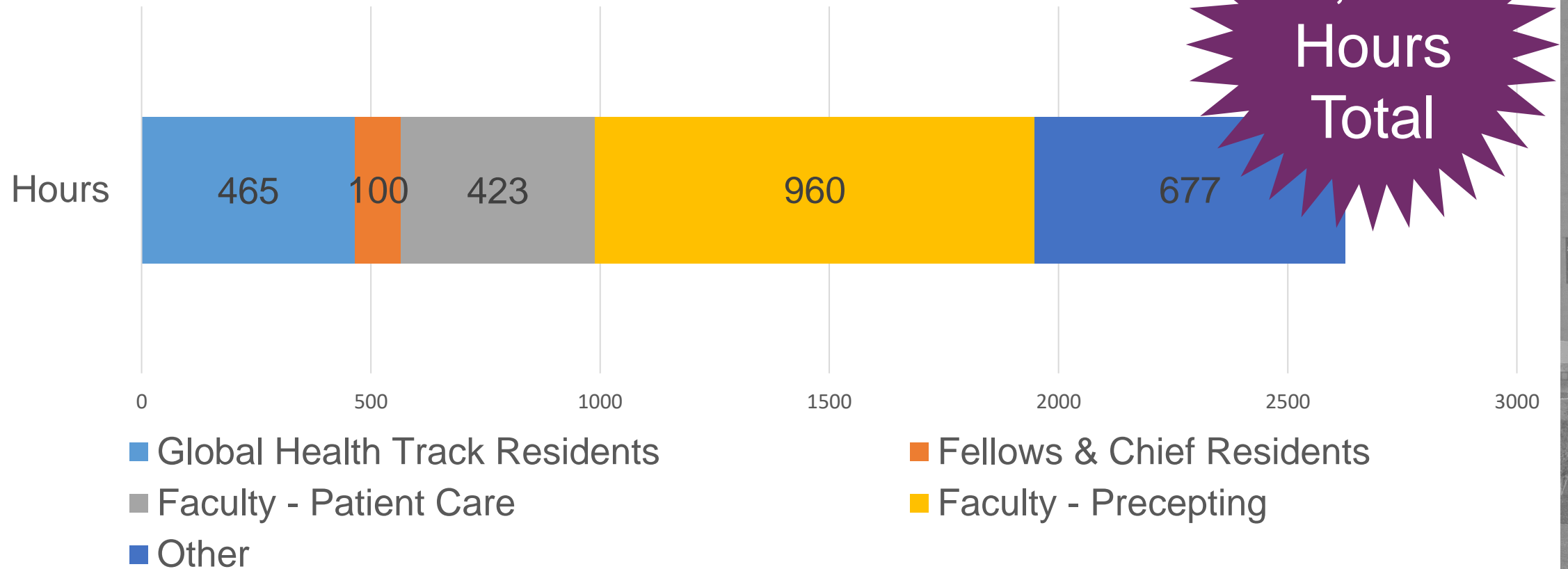
- Began its 26<sup>th</sup> year in service at the beginning of FY20
- 3,028 visits
- 20% were new, never-served individuals
- Received \$277,100 in total grant awards

## COVID-19 Response Partnerships

- MS4 students organized a weekly team of volunteer senior students to deliver medications to home-bound patients
- \$7,000 donation by faculty & residents allowed longer supplies of medications to be dispensed, supported food pantry, and provided other emergency financial assistance

# Birmingham Free Clinic

Total Volunteer Time Donated





Clinical Care:

# Center for Opioid Recovery (COR)

- Established as Pennsylvania Opioid Use Disorder Center of Excellence in March 2017
- Kevin Kraemer, Founding Director → recent transition to Brent Thiel, Medical Director
- Staff: 2 nurse coordinators, 4 peer navigators, 2 social worker/counselors, 1 medical assistant, 1 medical secretary, 12 physicians



Clinical Care:

# COR



- Progress March 2017-Today:
  - 954 Patients engaged
  - 278 currently active patients
- Future: Relocate to Mercy Hospital on November 23, 2020, and establish conjoined, same-day, Bridge Clinic



Clinical Care:

# Addiction Medicine Consult Service

The Addiction Medicine Consult Service is a coordinated, interdisciplinary substance use treatment team to proactively manage patient withdrawal and medical comorbidities as well as actively promote patient engagement and linkage to outpatient substance use services.

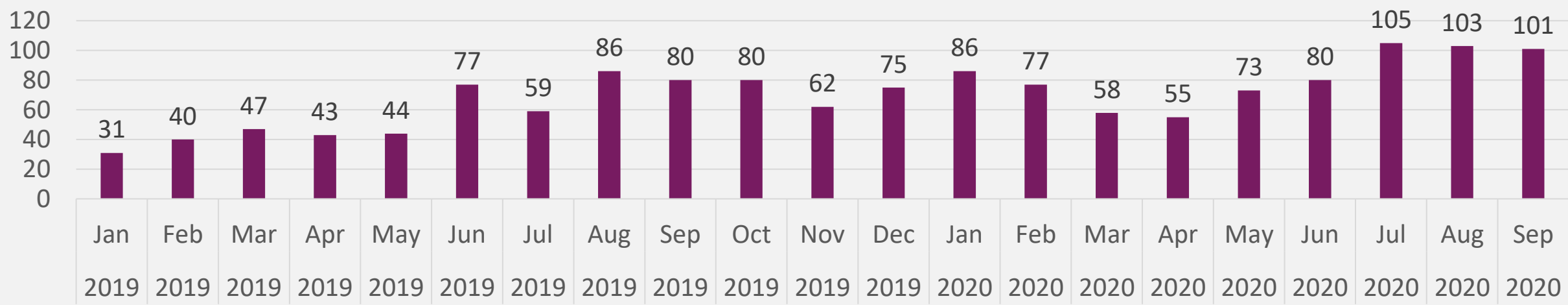
- Consult volume will exceed 1,000 patients per year in 2020
- Collaborated to start weekly collaborative Endovascular Rounds



Clinical Care:

# Addiction Medicine Consult Service

Addiction Medicine Consults per Month



**Consistent growth in volume following initial COVID-19 peak,**  
with 25%+ growth over previous year



Hired new full-time advanced practice provider,  
Leanna Wilson, MSN, FNP-C in September 2020



Clinical Care:

# COVID Service



## Mercy

- Fnu Abhishek
- Ruben Abunto
- Brenna Conroy
- Katherine Foust
- Peter Harvey
- Shamsul Hasan
- Syed Hussain
- Mohit Jhamb
- Mashukur Khan
- Bhagat Kondaveeti
- Andrew Lutz
- Nicholas Maston
- Ashish Sharma
- Sharad Sharma
- Amaninder Toor
- Syed Arsalan Akhter Zaidi

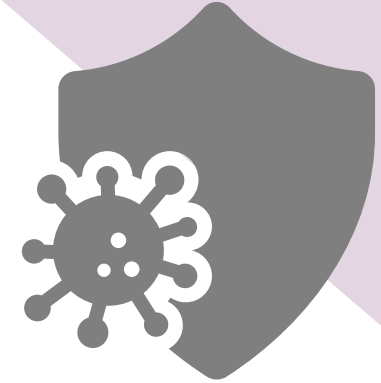
## SHY

- Sarah Arnold
- Lyndanne Blahovec
- Zachary Bugos
- Colby Chamberlain
- Alan Domat
- Leslie Dongell
- Priyanka Jagar
- Lindsey Kowalski
- Stephanie Miller
- Rohan Naik
- Rachel Naramore
- Anna Manukyan Nasse
- Christienne Shams
- John Zisko



Clinical Care:

# COVID Service



## PUH

- Shahzad Ahmad
- Chelsea Dahl
- Allison DeKosky
- Nauman Farooq
- Nikola Gligorijevic
- Lauren Glikes
- Arun Janakiraman
- William Levin
- David McAdams
- Bruce Milburn
- Ann Perrin
- Raghunandan Purushothaman
- Rachna Rawal
- Utsav Shrestha
- Benjamin Sprague
- Tara Sunder
- Anna Gravier Symmes

## MWH

- Fadeke Akanbi
- Ricardo Bedoya
- Andy Cheng
- Nauman Farooq
- Gustavo Gomez
- Joseph Kaplan
- William Levin
- Ayman Omara
- E. Raymund Ramirez
- Rachna Rawal
- Shrestha
- Gena Walker
- Karen Velazquez
- Katherine Willoughby

Clinical Care:

# COVID Care



Gena Walker



Mash Khan



John Zisko

*Thank you!*

Clinical Care:

# Telemedicine

**Inpatient telemedicine** piloted by residents and APPs, who would bring a device equipped with microphones, cameras, and Microsoft Teams to a new patient admission so that the attending physician could participate remotely in the history and interview of the patient, as well as witness the physical exam.

“Many of us are accepting of telemedicine as what we will be doing going forward. It behooves us to do it, and to do it well. We will figure out how to best deploy telemedicine, knowing that we’ll be leveraging it in the future.”

**Gena Walker** developed telemedicine procedures for inpatient care procedures



**Kristian Feterik** organized and led a Telemedicine Townhall Coding and Billing Webinar for 650 providers across UPMC

Clinical Care:

# Telemedicine

Prior to March, 10% of **outpatient** care via telemedicine, increased to 90% by mid-April


- Webcams installed in all physician offices, some clinic rooms
- Visit mimics in-person appointment

“It’s amazing how the clinic team—schedulers, check-in, check-out, nurses, medical assistants—all came together.”

**Jaishree Hariharan**, who worked with **Gary Fischer** to get telemedicine up and running for outpatient care



**Tanya Nikiforova** developed and presented Department of Medicine Grand Rounds on Telemedicine with Learners, viewed by 400+

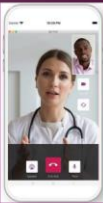


Telemedicine with Learners:  
Challenges and Opportunities in the New Normal

Department of Medicine Grand Rounds  
September 8, 2020

William Reed Doerfler, MD  
Esra Karslioglu French, MD  
Tanya Nikiforova, MD, MS

Elizabeth Ocypok, MD, PhD  
Nathaniel Weathington, MD, PhD



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Clinical Care:

**Of the following, who has done the most telemedicine visits over the past year?**

- ☐ Jodie Bryk
- ☐ Peggy Hasley
- ☐ Anita Leon-Jhong
- ☐ Alfred Shouktry



Clinical Care:

**Of the following, who has done the most telemedicine visits over the past year?**

- ☒ Jodie Bryk
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- ☐ Anita Leon-Jhong
- ☐ Alfred Shouktry

Clinical Care:

# Hospital Medicine

- Bone Marrow Transplant Unit – UPMC Shadyside
- Pittsburgh Cancer Institute (PCI) – UPMC Shadyside



**UPMC  
Presbyterian  
Hospital**



**UPMC  
Shadyside  
Hospital**



**UPMC Mercy  
Hospital**



**UPMC Magee-  
Womens Hospital**



# Presbyterian/Magee Hospitalists





# Hospitalist Fellows



## Advanced Practice Providers





# Shadyside Hospitalists



## Advanced Practice Providers





# Mercy Hospitalists



## Advanced Practice Providers



Clinical Care:

# Hospital Medicine Leadership

## Gena Walker

- Medical Director, Hospital Medicine
- Director, Inpatient Quality and Value

## Mashukur Khan

- Medical Director, Mercy Hospital

## Kristian Feterik

- eRecord Medical Director for Interoperability
- Assoc. Medical Director, Clinical Documentation Improvement
- UPMC Shadyside Wound Care Program

## Allison DeKosky

- Director, Inpatient Quality Initiatives and Education

## John Zisko

- Medical Director, Shadyside Hospital
- Associate Medical Director for Clinical Documentation Improvement, UPMC Shadyside

## Benjamin Sprague

- Physician Advisor, System Mortality Support and Debriefing Program
- Leader, Inpatient Integrated Care Program
- Conference Leader, M&M

## Rebecca Vento

- Leader, Nocturnist Services

Clinical Care:

# Hospital Medicine Leadership

## Danica Smith

- Director, APP Education and Advancement

## Fnu Abhishek

- Medical Director, Mercy eRecord

## Brenna Conroy

- Coordinator, Osteopathic Internal Medicine at UPMC Mercy

## Raghu Purushothaman

- Hospital Medicine Procedural Director
- Assoc. Director POCUS IM Residency

## John Szymusiak

- APD, Internal Medicine Pediatrics Residency

## Ricardo Bedoya

- Site Director, UPMC Magee
- PUH Leader, Hospital Medicine Operations

## Casey McQuade

- Leadership Team, Medical Decision-Making Program

## Physician Unit Partners

- Arun Janakiraman
- William Levin
- David McAdams
- Raymund Ramirez
- Benjamin Sprague
- Gena Walker
- John Zisko



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# DGIM Inpatient Volume

	FY19		FY20		% Change	% Change
	Admissions	Discharges	Admissions	Discharges	Admissions	Discharges
UPMC Presbyterian	7,850	12,120	7,736	10,986	(-1%)	(-9%)
UPMC Shadyside	6,092	8,588	5,764	7,684	(-5%)	(-11%)
UPMC Mercy	7,121	10,913	6,598	10,217	(-7%)	(-6%)
UPMC Magee	1,747	2,238	1,582	2,016	(-9%)	(-10%)
<b>TOTAL VOLUME:</b>	<b>22,810</b>	<b>33,859</b>	<b>21,680</b>	<b>30,903</b>	<b>(-5%)</b>	<b>(-9%)</b>



Clinical Care:



**Which  
hospitalist  
had the most  
patient  
touches in a  
single day  
from 7/1 to  
9/30/20?**

- ☐ Brenna Conroy
- ☐ Nikola Gligorijevic
- ☐ Michael Simonson
- ☐ Amaninder Toor

Clinical Care:



**Which  
hospitalist  
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- ☐ Brenna Conroy
- ☐ Nikola Gligorijevic
- ☒ Michael Simonson
- ☐ Amaninder Toor

Clinical Care:

# Inpatient Projects



## **Training and Credentialing of Hospital Medicine Faculty in Paracentesis**

Raghu Purushothaman, Kristen Livesey, Allison DeKosky, Gena Walker

## **Confrontation to Collaboration: Interprofessional Curriculum For Communication Skills In Challenging Patient Encounters**

Jennifer Rodriguez, Ben Sprague, Gena Walker

## **Wolff Center Advanced Quality Education Series (AQES): Reinforcing Our Bridges**

Allison DeKosky, Gena Walker, Ben Sprague,  
Alfred Shoukry, Sarah Jones, Clark Veet

Clinical Care:

# Tobacco Treatment Service (TTS)



**Medical Directors**

**Program Director**

**Inpatient Service**

**Outpatient Service**

**Data Manager & HH4**

**Western Psychiatric**

Esa Davis, Antoine Douaihy

Anna Notier

Jeremy Nicklow, Cheryl Yates, Rashaad Hicks

Nina Schall, Dionna Stanton

Kristen Czajkowski

Duane Fabian

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Clinical Care:

# TTS 2020 Highlights

**Policy:** System-wide Nurse-Driven Nicotine Replacement Therapy Protocol

- New nurse driven protocol for initiating tobacco withdrawal management at Shadyside

**Clinical Care:** Expanding Capacity of the Tobacco Treatment Telehealth Service

- Expanding into the oncology services lines at Hillman Cancer Center

**Research:** Contributing to Innovative Approaches to Addressing Tobacco Use Disorder

- Successfully completed Helping Hands 4 an NHLBI multicenter randomized clinical trial

**Publications/Accepted:** 3

**Grants:** 2 active, 1 submitted NCI



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Clinical Care:

# Section of Palliative Care



**Bob Arnold**  
*Section Chief*



**Rene Claxton**  
*Director, Community Sites*



**Rebecca Sands**  
*Director, Fellowship*



**Linda King**  
*Associate Chief  
Medical Director, SHY*



**Karl Bezak**  
*Medical Director, PUH*



**Mamta Bhatnagar**  
*Medical Director, Hillman*



**Marissa Consolmagno**  
*Administrator*

# Palliative Care Volume

**Inpatient** – PUH, SHY, Mercy, Magee

**Outpatient** – Hillman, CLC, CHF, Mercy, Magee, DDC, Benedum

## Palliative Care Inpatient and Outpatient Volume

	FY17	FY18	FY19	FY20	% Change
Inpatient	19,700	19,682	20,310	20,709	1%
Outpatient	3,956	4,588	3,747	4,274	12%
<b>TOTAL VOLUME:</b>	<b>23,656</b>	<b>24,270</b>	<b>24,057</b>	<b>24,983</b>	<b>4%</b>

Clinical Care:

# 2020 Clinical Strategic Goals

## Outpatient

A

Achieve highest quality goal for Shared Savings (e.g. 4.3 Stars)

A

Outpatient goals of care >60% for eligible patients

\*

Expand Access to new patients by 10%

\*

Decrease no-show rates to <20%

A

Maintain CG CAPS highest level

\*

Move South Hills to larger site

A-

Move COR to Mercy

B

Open Bridge Clinic

A

ECP maintain 200 patients

A

Hire at least 4 clinician-educators

Clinical Care:

# 2020 Clinical Strategic Goals

## Inpatient

B

Decrease 7-day readmission rates < 4.13%

C

Decrease turnover of PUH Hospitalists to < 3 unexpected resignations

F

Expand Addiction Medicine Consult Service to Shadyside

F

Increase APP retention >50% at 2.5 years

B+

Increase HCAHPS Physician Communication Domain to > 78% Top Box Score

B-

Maintain target of 75% for GOC documentation

Clinical Care:

# 2020 Clinical Strategic Goals

## Palliative Care

A

Combined Addiction-Pall Care clinic for cancer patients

A

Hire more palliative care clinicians



Clinical Care:

## 2021 Clinical Strategic Goals – Outpatient

- ☐ Achieve highest quality goal for Shared Savings
- ☐ Expand Access to new patients by 10% over 2020
- ☐ Average mean time to new patient appointment- 7 days
- ☐ No-show rates to <20%
- ☐ ECP sustainable funding model

Clinical Care:

## 2021 Clinical Strategic Goals – Inpatient

- ❑ Decrease 7-day readmission rates < 4.5%
- ❑ Increase HCAHPS Physician Communication Domain to >78% Top Box Score

Clinical Care:

## 2021 Clinical Strategic Goals – Palliative Care

- ❑ Improve early consultation (within first 3 days) by 10% over 2019
- ❑ Discharge 75% CMO patients within 48 hrs of being made CMO
- ❑ Improve base rates by 10% for Pall Care specialty consultation among patients with highest 90 day mortality rates

Clinical Care:

## 2021 Clinical Strategic Goals – Addiction

- ☐ Open Bridge Clinic
- ☐ Expand Addiction Medicine Consult Service to Shadyside
- ☐ Staff the multi-disciplinary endocarditis clinic



# Education



**GIM Residency**

**Institute for  
Clinical  
Research  
Education**

**Medical Student  
Teaching**

**Fellowships**

**Strategic  
Goals**

Education:

# Internal Medicine Residency Leadership



**Jennifer Corbelli**

*- Program Director,  
Internal Medicine  
Residency Program*



**Melissa McNeil**

*- Vice Chair, Education,  
Department of  
Medicine  
- Associate Chief for  
Education, DGIM*

**Gregory M. Bump**

*- Associate Dean for  
Graduate Medical  
Education  
- Designated Institutional  
Officer, Office of Graduate  
Education*



Education:

# Associate Program Directors

**Debbie DiNardo**

VA Outpatient

**Gaetan Sgro**

VA Inpatient

**Allie Dekosky**

Quality and Patient Safety

**Andrea Carter**

Competency, Remediation & Coaching

**Anna Donovan**

Inpatient

**Jessica Merlin**

Research

**Brielle Spataro**

Shadyside

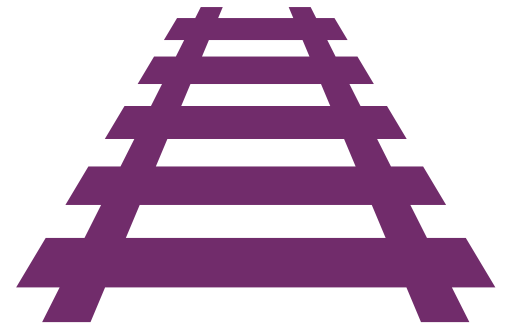
**Tanya Nikiforova**

Ambulatory Education

Education:

# Core Faculty/Track Leaders

<b>Thuy D. Bui</b>	Global Health & Underserved Populations Track
<b>Peter D. Bulova</b>	International Scholars Track
<b>Amar Kohli</b>	Generalist Track
<b>Georgios Kitsios</b>	ABIM Research Pathway
<b>Deanna Wilson</b>	Clinical Scientist Track
<b>Sarah Tilstra</b>	Women's Health Track
<b>Karen Scandrett</b>	Geriatrics Track



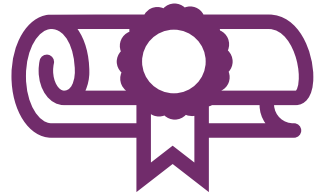


Education:

# UPMC Internal Med-Peds Residency



- 68 graduates since 2003
- 96% double board rate
- 98% ABIM certification rate
- 95% ABP certification rate



**Alex Mieczkowski**  
Director



**John Szymusiak**  
Assistant PD  
Inpatient Services



**Allie Dakroub**  
Assistant PD  
Ambulatory Education

Education:



**Of the following, who completed the most applicant interviews?**

- ☐ Gregory Bump
- ☐ Raquel Buranosky
- ☐ Tanya Nikiforova
- ☐ Thomas Painter

Education:



**Of the following, who completed the most applicant interviews?**



Gregory Bump



Raquel Buranosky



Tanya Nikiforova



Thomas Painter

Education:

# One-Year Programs

Jennifer Corbelli

UPMC Internal Medicine Preliminary Year

Julie McCausland

UPMC Transitional Year





Education:

# Education Office Staff

Mary Margaret Populo

Sara Carter

Joanne Pizzuti

Janet Parham

Charlene Gergely

Michael Johnson

Lauren Krawczyk

Pauline Zorosak

Theresa Cullens

# Residency Match Results

Match	2016	2017	2018	2019	2020
Peer Medical Schools	24	27	23	31	31
AOA	13	16	21	20	22
URiM	2	3	7	4	8
Lowest RANC Score	60	63	65	67	72



## RANC Score

- Standardized score calculated from clerkship grades, interview scores, board scores, research score, volunteer score
- Consistently and significantly increasing every year



# **Institute for Clinical Research Education**







# Our Mission

The ICRE, an avowed anti-racist organization, seeks to improve health outcomes, practice, and policy by creating an equitable, inclusive environment dedicated to educating the next generation of clinical and translational researchers and medical educators.



# ICRE Leadership



**Doris Rubio**  
Director



**Megan Miller**  
Administrative Director

Education:

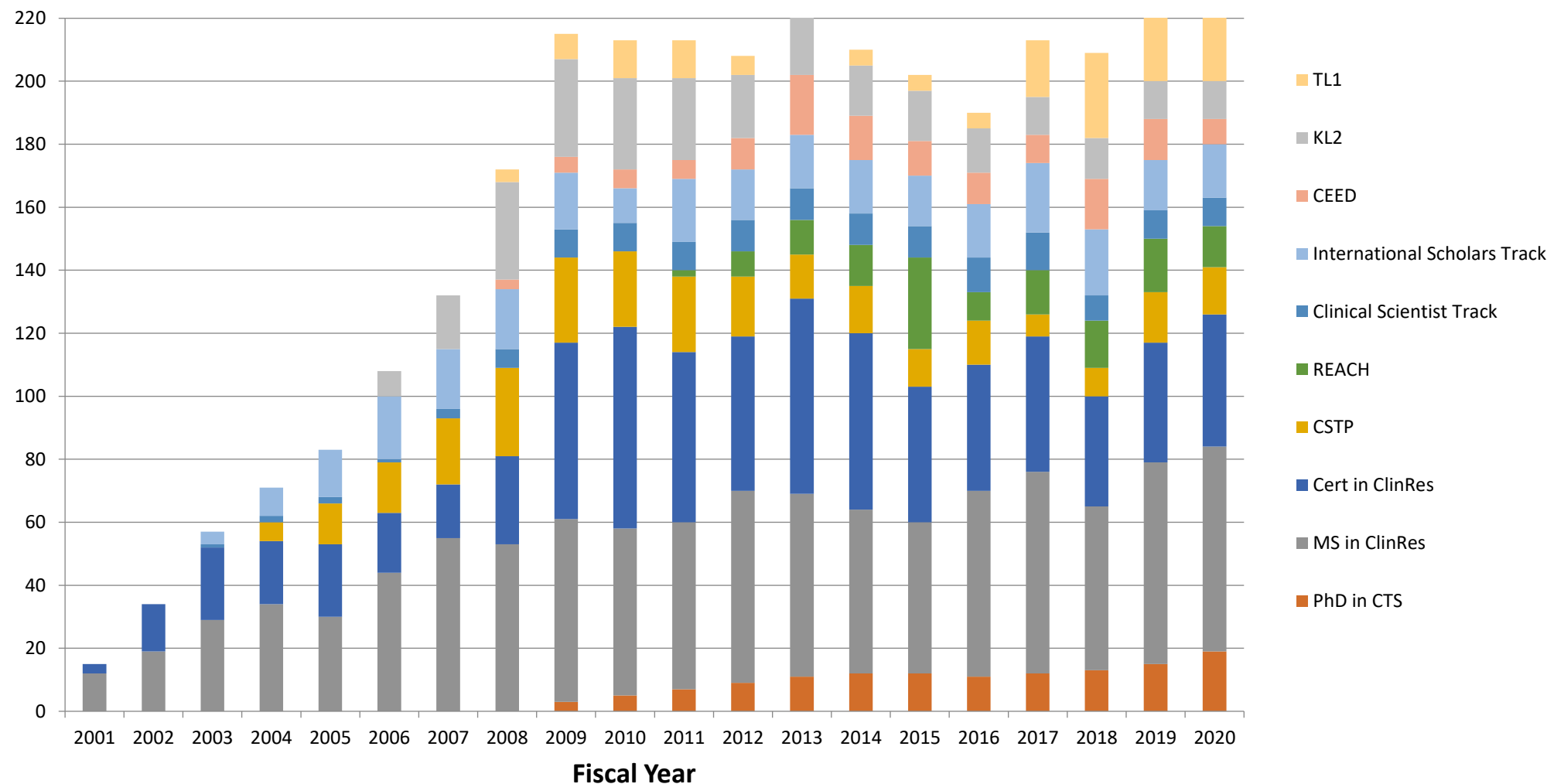
# ICRE Programs

- 3 degree programs:
  - PhD in Clinical and Translational Science
  - MS in Clinical Research (5 specialty tracks)
  - MS in Medical Education
- 4 certificate programs: CR, CTS, Med Ed, CER
- 14 career development programs
- 1026 alumni from across the SHS
- Over 50 courses developed



Education:

# ICRE–Students by Program: 2001-2020



Education:

# ICRE Growth

K30 – MS Clinical  
Research

Clinical Scientist  
Training Program  
(medical students)

CTSI  
Programs

AHRQ CER K12  
and  
AHRQ CER T32

PCOR K12  
and  
R25 ENACT

CTSI  
Renewal

NCATS R21

1999

2002

2003

2005

2006

2008

2010

2011

2014

2015

2016

2019

2020

MS Medical Education  
and  
Clinical Scientist Track  
(residents)

Roadmap K12  
ICRE  
Established

AHRQ T32 (HSR)  
and  
Doris Duke Foundation  
(medical students)

CTSI  
Renewal

R25 LEADS  
and  
NRMN PROMISED

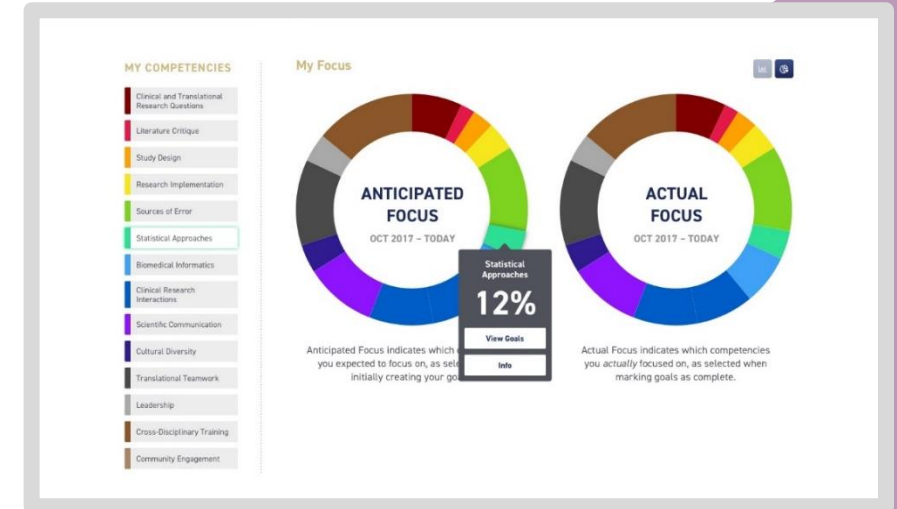
U01 Building Up



Education:

# ICRE in 2020

- CTSI renewal application submitted April 2020
  - Second highest score in the country
- Customized Career Development Plan (CCDP)  
R21 Successfully funded (PI: D Rubio)
- 4 Proposals Submitted Fall 2020
  - LEADS 2.0 (Rubio)
  - Administrative Supplement (Rubio)
  - ENSURE (Merlin, Rubio, and Liebschutz)
  - TRANSFORM (Davis, Murrell)



Education:

# ICRE Grants

## University of Pittsburgh Collaboration in Addiction Training Scholars (PittCATS) Program (NIDA K12)

- Support promising junior faculty for 3-5 years
- Provide comprehensive mentored career development experiences
- Launch productive careers as leaders in SUD research in general medical



# ICRE IDEA Lab

4 fully online programs

26 fully online mini-courses

40 fully online full-length courses

6 hybrid full-length courses

12 collaborations on grants

10 departments/units collaborated with

26 interactive, self-paced modules produced

191 videos produced

2 awards earned

Spring, summer, and fall ICRE courses  
successfully moved online!

Education:

# Inclusive Excellence in Leadership

## Esa Davis

Associate Director KL2 and Director CEED,  
Co-PI of TRANSFORM

## Utibe Essien

Director CEED II

## Charles Jonassaint

Director of Dissemination & Implementation

## Kaleab Abebe

Director of the CRHC Data Center, CCDC,  
& Clinical Trials Track



## Natalia Morone

Co-PI of Building Up (Boston University)

## Audrey Murrell

Co-PI of Building Up & TRANSFORM (Pitt Honors)



# Intentional about Diversifying the Workforce



**23%** of our degree students and **40%** of our career development trainees are from underrepresented backgrounds.

**87%** of our trainees from underrepresented backgrounds remain in research or are currently enrolled in training.

In the KL2 program, **56%** of our current Scholars are underrepresented or sexual minority and **56%** are women.

Education:

# Medical Student Teaching

## Tom Painter

- Clerkship Director
- Chair, Student Promotions

## Thuy Bui

- Director, Global Health AOC

## Julie Childers

- Co-Director, Ethics, Law, Professionalism

## Scott Herrle

- Director, APE

## Amar Kohli

- Director, CAMPC

## Melissa McNeil

- Director, IPE Course
- Director, Women's Health AOC

## Gaetan Sgro

- Director, Humanities and Ethics AOC

## Andrew Thurston

- Co-Director, Humanities and Ethics AOC

- 20 Academy of Master Educators
- 19,000 Education Credit Units

Education:

# Medical Student Teaching – Course Directors

## Thuy Bui

- Social Medicine
- Refugee Health

## Raquel Buranosky

- Intimate Partner Violence

## Eva Reitschuler Cross

- Home-Visiting with Patients Living with a Life-Limiting Illness

## Debbie DiNardo

- Hematology

## Brian Heist

- Medicine Clerkship

## Linda King

- Palliative Care Communication Skills
- Home-Visiting with Patients Living with a Life-Limiting Illness

## Bri Rossiter

- Medical Interviewing I

## Gaetan Sgro

- Narrative, Literature, & Experience of Illness
- Being a Physician

## Alfred Shoukry

- Population Health

## Andrew Thurston

- Narrative, Literature, & Experience of Illness
- Palliative Care

## Eloho Ufomata

- Social Medicine
- Advanced Medical Interviewing

Education:

# Medical Student Teaching – Course Directors

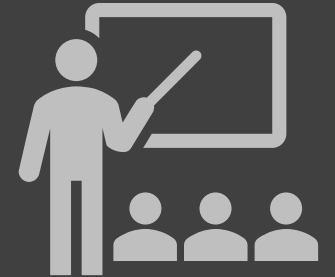
New Elective:  
Race & Racism in Medicine

Led By

- Gaetan Sgro
- Brent Theil
- Alda Maria Gonzaga

Faculty Instructors

- Kristen Ehrenberger
- Utibe Essien





Education:

# UPSOM Leadership

**Gregory Bump**

Associate Dean for Graduate Medical Education

**Raquel Buranosky**

Assistant Dean for Clinical Education

**Alda Maria R. Gonzaga**

Associate Dean for Student Affairs

**Janel Hanmer**

Assistant Dean for Medical Student Research

**Mike Elnicki**

Director, International Medical Education Programs

**Reed Van Deusen**

Assistant Dean for Human-Based Simulation Education,  
Advisory Dean

**Eloho Ufomata**

Advisory Dean

Education:

# GIM Fellowships

- Academic Clinician-Educator Scholars (ACES)
- Hospice & Palliative Medicine
- Clinician-Researcher
- Addiction Medicine (NEW!)



Education:

# Fellowship Program Leadership



**Carla Spagnoletti**

*Academic Clinician-Educator  
Scholars (ACES) Fellowship*



**Rebecca Sands**

*Hospice & Palliative Medicine  
Fellowship*



**Jessica Merlin**

*Clinician-Researcher Fellowship*



**Julie Childers**

*Addiction Medicine Fellowship*



# Academic Clinician-Educator Scholars (ACES) Fellowship



## 1<sup>st</sup> Year Fellows:

- Anjali Das
- Rebecca Green
- Rebeca Ortiz-Worthington
- Dheepa Sekar
- Maryam Zamanian



## 2<sup>nd</sup> Year Fellows:

- Eduardo Mulanovich
- Diana Samberg
- Michael Simonson
- Sara Spinella

Education:

# 2020 ACES Fellowship Graduates



- Allie Dakroub
  - Assistant Professor, Assistant Program Director, Med-Peds Residency
- Andrew Klein
  - Assistant Professor
- Jillian Kyle
  - Assistant Professor
- Jennifer Rodriguez
  - Hospitalist
- Marina Mutter
  - Assistant Professor, Hospitalist, University of Colorado
- Emmanuelle Benkoski Yecies
  - Assistant Professor, VA Palo Alto



# Hospice & Palliative Medicine Fellowship



## 1<sup>st</sup> Year Fellows:

- Alyssa Buckenheimer
- Cathal Delaney
- Kelly Wolenberg Harris
- Kathryn Wunderle



## 2<sup>nd</sup> Year & Research Fellows:

- Carla Khalaf-McStay
- Gabrielle Langman
- Alicia Topoll

Education:

# 2020 HPM Fellowship Graduates

- Rachel Rodenbach
  - Hematology/Oncology fellow, University of Wisconsin, Madison
- 2nd year fellows receiving masters of medical education, Clinical Instructor of Medicine, UPMC
  - Gab Langmann,
  - Carla Khalaf-McStay
  - Alicia Topoll



Education:

# Hospice & Palliative Medicine Fellowship

| Graduates Speak

Full Video:  
[dom.pitt.edu](http://dom.pitt.edu/dgim/spc/fellowship/)  
[/dgim/spc/](http://dom.pitt.edu/dgim/spc/fellowship/)  
[fellowship/](http://dom.pitt.edu/dgim/spc/fellowship/)

Education:

# Clinician-Researcher Fellowship

Fellows complete a mentored research project, develop a full-length grant proposal ready for submission (e.g., NIH-mentored K23 award), and participate in clinical and teaching activities in the Division of General Internal Medicine.



**Current Fellow:**

**Aimee Pickering**



Education:

# 2020 C-R Fellowship Graduates



- Amy Kennedy
  - Physician Specialist, Los Angeles County Department of Health Services
- Clark Veet
  - Internal Medicine Physician, Lehigh Valley Health Network

Education:

# Addiction Medicine Fellowship

*New!*

- ACGME accredited one-year program
- Elective second year for master's degree from ICRE
- **Accepting fellows 2021-2022**



**Fellowship Director:** Julie Childers

**Fellowship Coordinator:** Joey Pizzuti



**UPMC** LIFE  
CHANGING  
MEDICINE

Education:

# 2020 Education Strategic Goals

F

Research track residency- match 5 residents

B

GIM fellowship- recruit 2 research fellows

A

Palliative Care- continue with competitive match

A

ACGME accreditation for Addiction Medicine

Education:

## 2021 Education Strategic Goals

- ☐ Research track residency- match 3 residents
- ☐ GIM fellowship- recruit 2 research fellows
- ☐ Palliative Care- continue with competitive match
- ☐ Recruit 2 Addiction Med fellows
- ☐ Maintain high quality recruitment (peer, AOA)



# Research



**Centers and  
Institutes**



**Publications**



**Research Grants**



**Strategic  
Goals**

# Centers & Institutes



**Caring for Complex Chronic Conditions**  
Research Center



UNIVERSITY OF PITTSBURGH  
**CENTER FOR**  
Behavioral Health,  
Media, and Technology



**Center for**  
**Clinical Trials**  
**& Data**  
**Coordination**

Center for Health Equity  
Research and Promotion  
(CHERP)



U.S. Department  
of Veterans Affairs



The Center for  
Research on  
Health Care

**CRHC**



**CP3**

CENTER FOR  
PHARMACEUTICAL POLICY  
AND PRESCRIBING

Center for Research on  
Health Care  
**D**ata  
**C**enter

UNIVERSITY OF PITTSBURGH



CENTER FOR WOMEN'S HEALTH  
RESEARCH AND INNOVATION

**IGRE**



**CHAMPP**  
CHALLENGES IN  
MANAGING AND  
PREVENTING PAIN



INSTITUTE FOR  
**Doctor-Patient**  
Communication



**Palliative Research**  
CENTER



**PaTH Network**  
patient empowered research

RAND-University of  
Pittsburgh Health Institute  
(RUPHI)



Research:

# Centers Leadership

Center for Health Equity  
Research and Promotion  
(CHERP)



Michael Fine, Director  
Judith Long, Co-Director  
Sonya Borrero, Associate Director



Ann-Marie Rosland



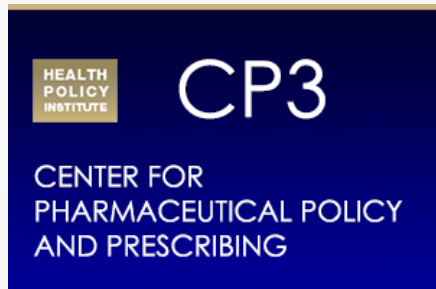
Bruce Rollman



Kaleab Abebe



Jane Liebschutz, Director  
Walid Gellad, Co-Director



Walid Gellad



Sonya Borrero



Yael Schenker



Jessica Merlin, Director  
Hailey Bulls, Assistant Director

Research:

## CRHC Data Center



### 2020 Highlights

- Currently working on >150 projects (majority utilizing Biostats and/or DMIS Cores)
- 6 staff named to leadership positions
- 3 new hires
- FY21-22 rates will not increase

### 2020 Low Lights

- Covid-19

### What's to Come

- Brand new website by early 2021

Research:

## Center for Clinical Trails & Data Coordination (CCDC)



- Data coordinating center for 6 RCTs:
  - ✓ CaRISMA (PI: Jonassaint)
  - ✓ Afib LITT (PI: Magnani)
  - ✓ FAM ACT (PI: Rosland)
  - ✓ VMDDMin (PI: Ragni)
  - ✓ STERIO-SCD (PI: Gladwin)
  - ✓ TAME-PKD (PI: Bae)
- >3 DCCs in various stages of review
- 1 new hire (data coordinator)

Kaleab Abebe  
Director



Research:

## **Qualitative, Evaluation And Stakeholder Engagement (Qual EASE)**



- Collaborating on >30 projects
- Adaptation of Rapid Qualitative Inquiry
  - ✓ 78 interviews collected in April 2020
  - ✓ Paper published in July 2022
- Staff expansion to 4 full-time analysts & 1 full-time transcriptionist

Megan Hamm  
Director



Research:

## Research Core Administrative Staff

**Patrick Reitz**

Division Administrator of Research

**Kristee Rosen**

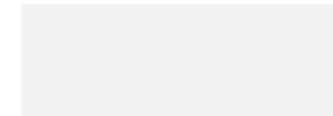
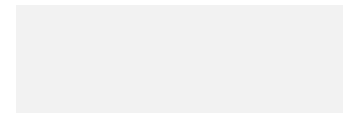
Administrative Coordinator, CRHC

**Megan Miller**

Administrative Director, ICRE

**Monica Loughran, Candice Ford, Genevieve Daniels**

Administrative Assistants



Research:



**Who  
had the most  
publications  
in the past  
year?**

- ☐ Joyce Chung-Chou Chang
- ☐ Walid Gellad
- ☐ Bernie Good
- ☐ Jonathan Yabes

Research:



**Who  
had the most  
publications  
in the past  
year?**

- ☐ Joyce Chung-Chou Chang
- ☒ Walid Gellad
- ☐ Bernie Good
- ☐ Jonathan Yabes

Research:

# High-Impact Publications



350 new publications

- 33 were published in high-impact journals (Journal Impact Factor >10)
- 20 have Altmetric scores >100
- 14 have Altmetric scores >50

Dr. Kathleen McTigue's article on sleeve gastrectomy and gastric bypass in *JAMA Surgery*



**New York Times**  
press coverage

**9,000**

views on  
journal website

**60,000**

Twitter users reached



Dr. Katie Suda's article on dentists prescribing opioids was chosen by the *American Journal of Preventive Medicine*

**April 2020**  
**Editor's Choice**



Dr. Utibe Essien's research on disparities in quality of primary care in the *Journal of General Internal Medicine*

**500,000**

Twitter users reached

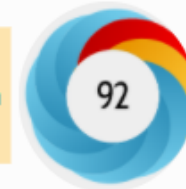


Dr. Jaime Sidani's study on Twitter conversations about JUUL's nicotine effects in *Drug and Alcohol Dependence*



**Top 5%** of publications online attention scored by Altmetric  
**97th percentile** of articles the same age

Dr. Ann-Marie Rosland's publication on Medicaid and chronic health conditions in the *Journal of General Internal Medicine*



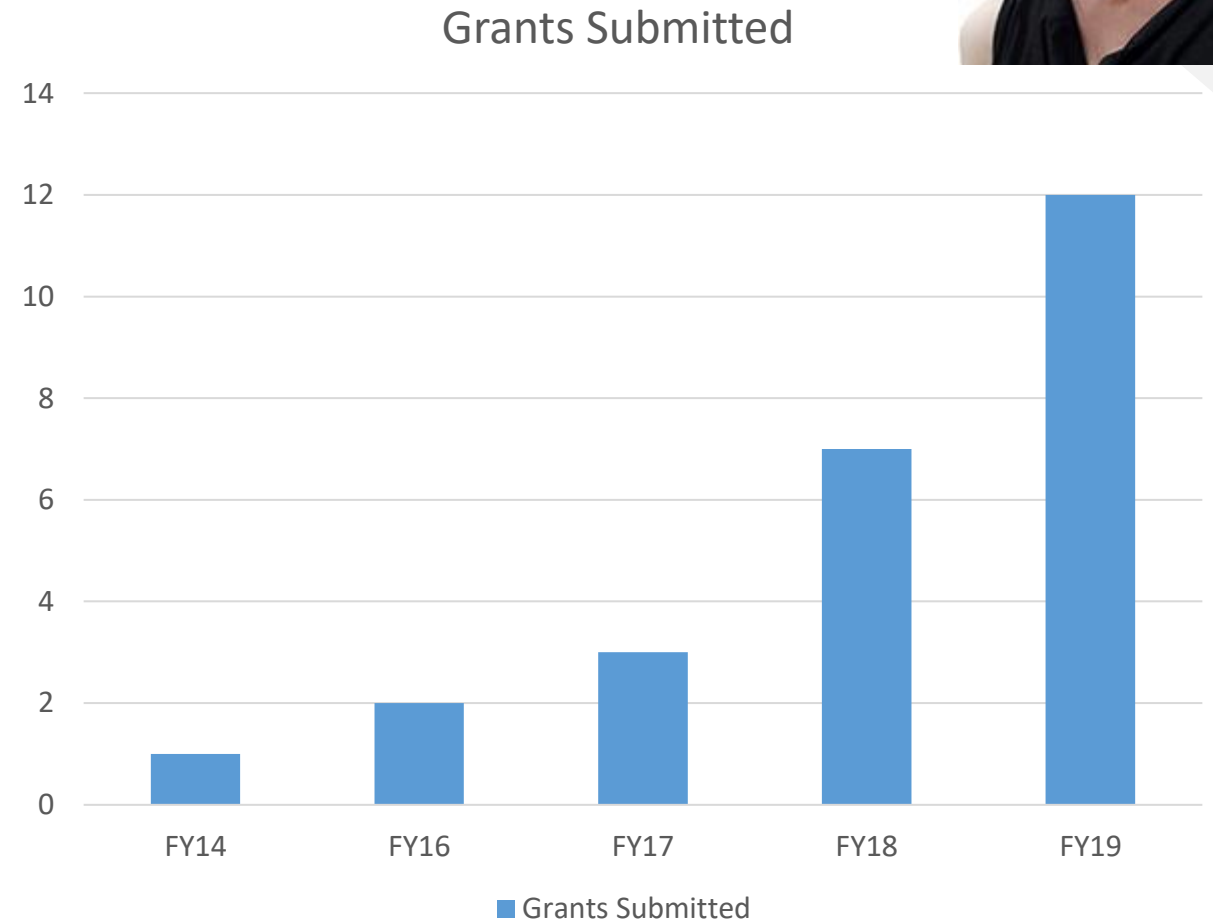
**Top 5%** of publications online attention scored by Altmetric  
**97th percentile** of articles the same age



Research:

# Palliative Research Center (PaRC) Accomplishments

- 8 new grants funded
- \$25,957,339 in total current funding
  - PI: \$18,476,706
  - Co-I: \$7,489,633
- Authored 94 publications

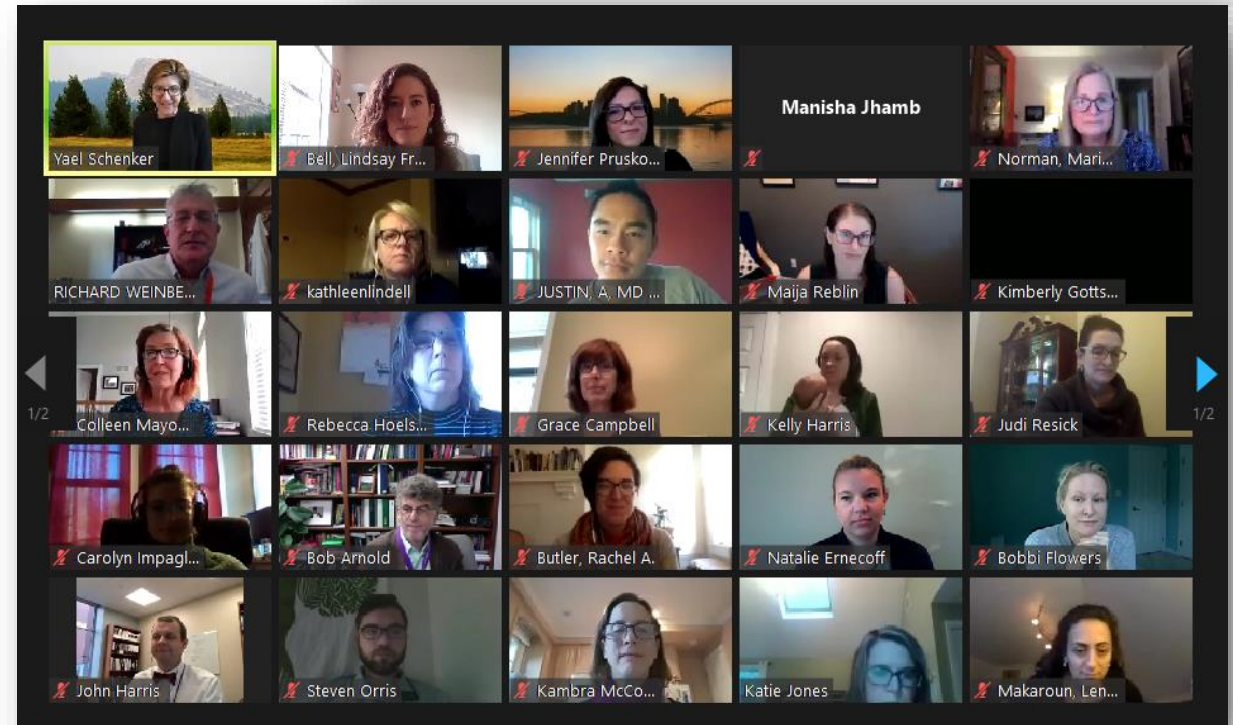
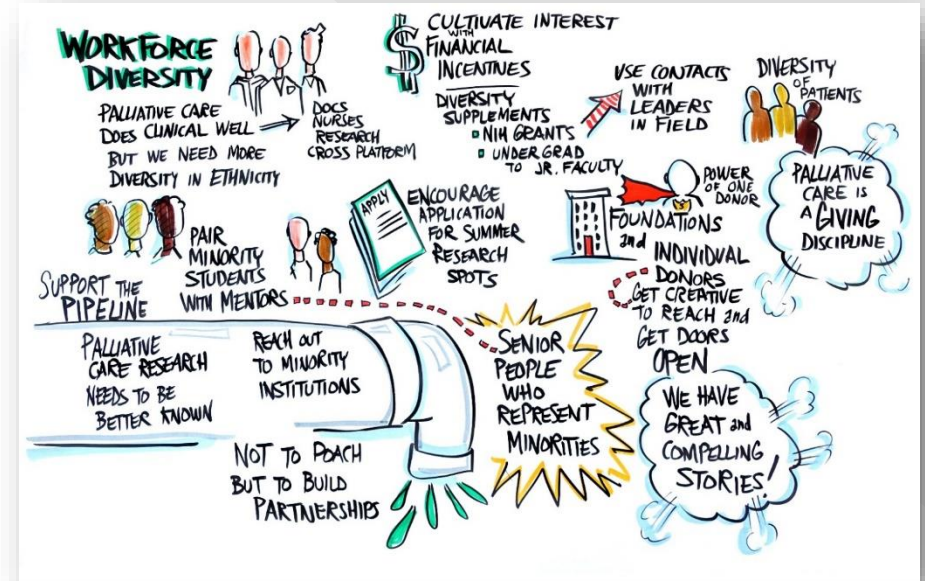


Research:

# PaRC Accomplishments

Hosted 2<sup>nd</sup> Annual PaRC Retreat

- 44 faculty, staff, and trainees came together to discuss key palliative care research challenges:
  - ☐ Workforce Diversity
  - ☐ Community Engagement
  - ☐ Future Research
  - ☐ Models of Palliative Care



Research:

# PaRC Accomplishments

Welcomed new faculty & fellows

- Amar Bansal
- Hailey Bulls
- Natalie Ernecoff
- Jennifer Pruskowski
- Justin Yu





Research:

# Bridging Connections in Addiction Research



The BCAR mission is to promote addiction research by providing networking and collaborative opportunities among faculty & trainees at the University of Pittsburgh.



## Collaborative opportunities

- Research
- Funding
- Trainee Development

Research:

# BCAR Leadership Committee



## GIM

- Jane Liebschutz
- Esa Davis
- Kevin Kraemer
- Deanna Wilson



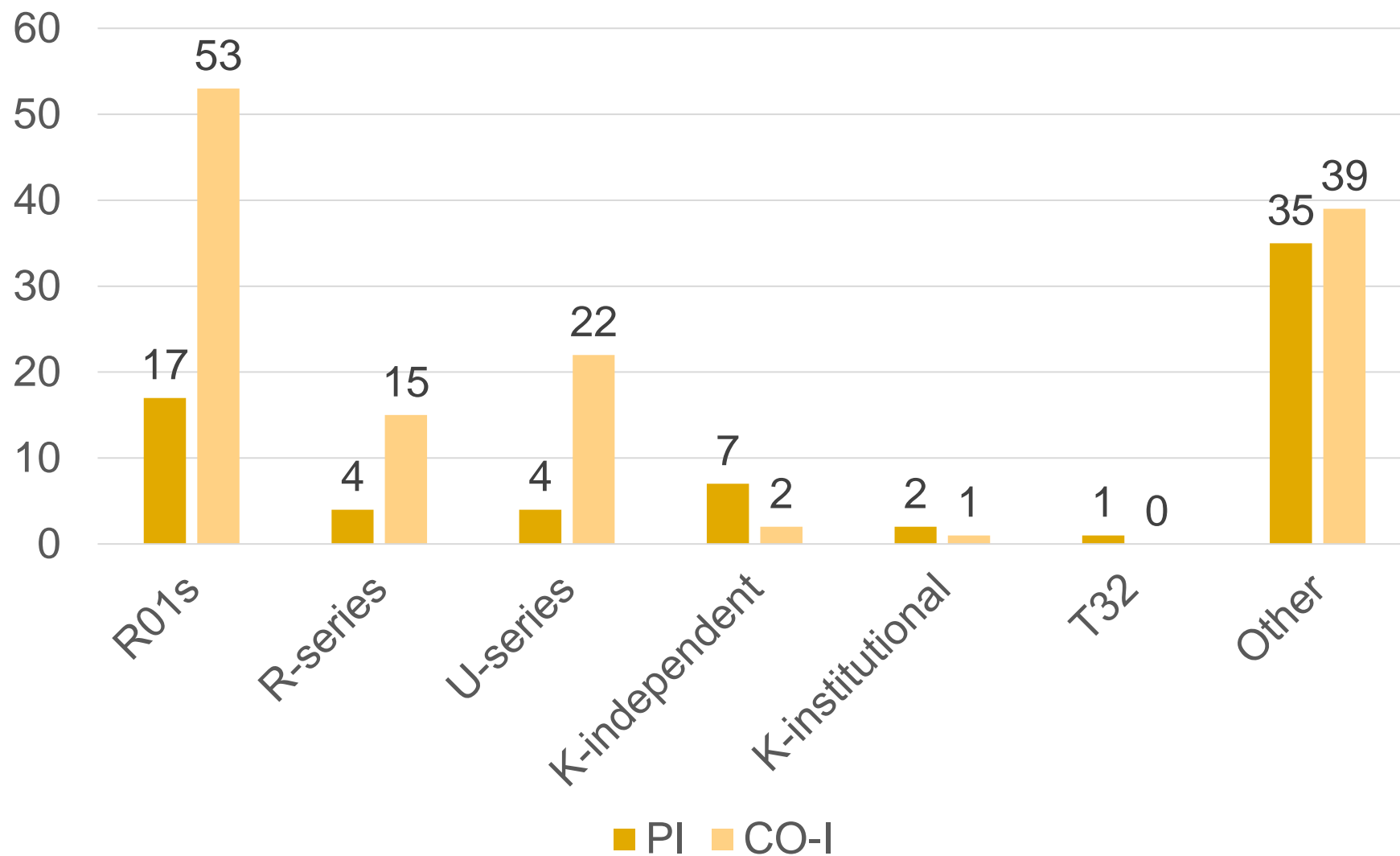
## Multidisciplinary Addiction Research

- Ryan Logan (Psychiatry)
- Michael Lynch (Toxicology, EM)
- Christina Mair (Public Health)
- Jessica Meyers (UPMC Center for High-Value Care)
- Rajesh Narendran (Radiology)
- Maureen Reynolds (Pharmaceutical Sciences)
- Daniel Rosen (Social Work)
- Mary Torregrossa (Psychiatry)



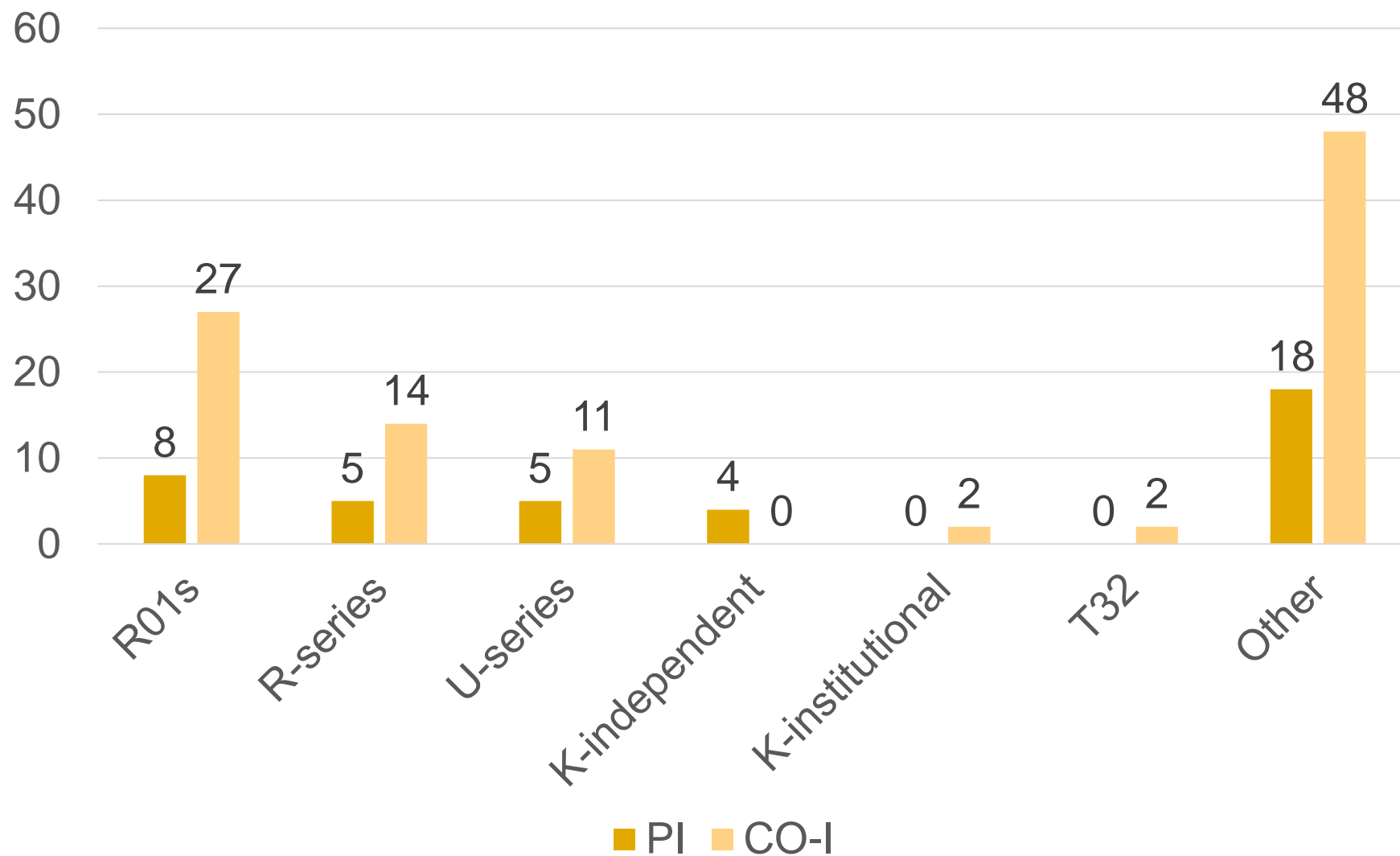
# Active Research Grants – FY20

Total: 202

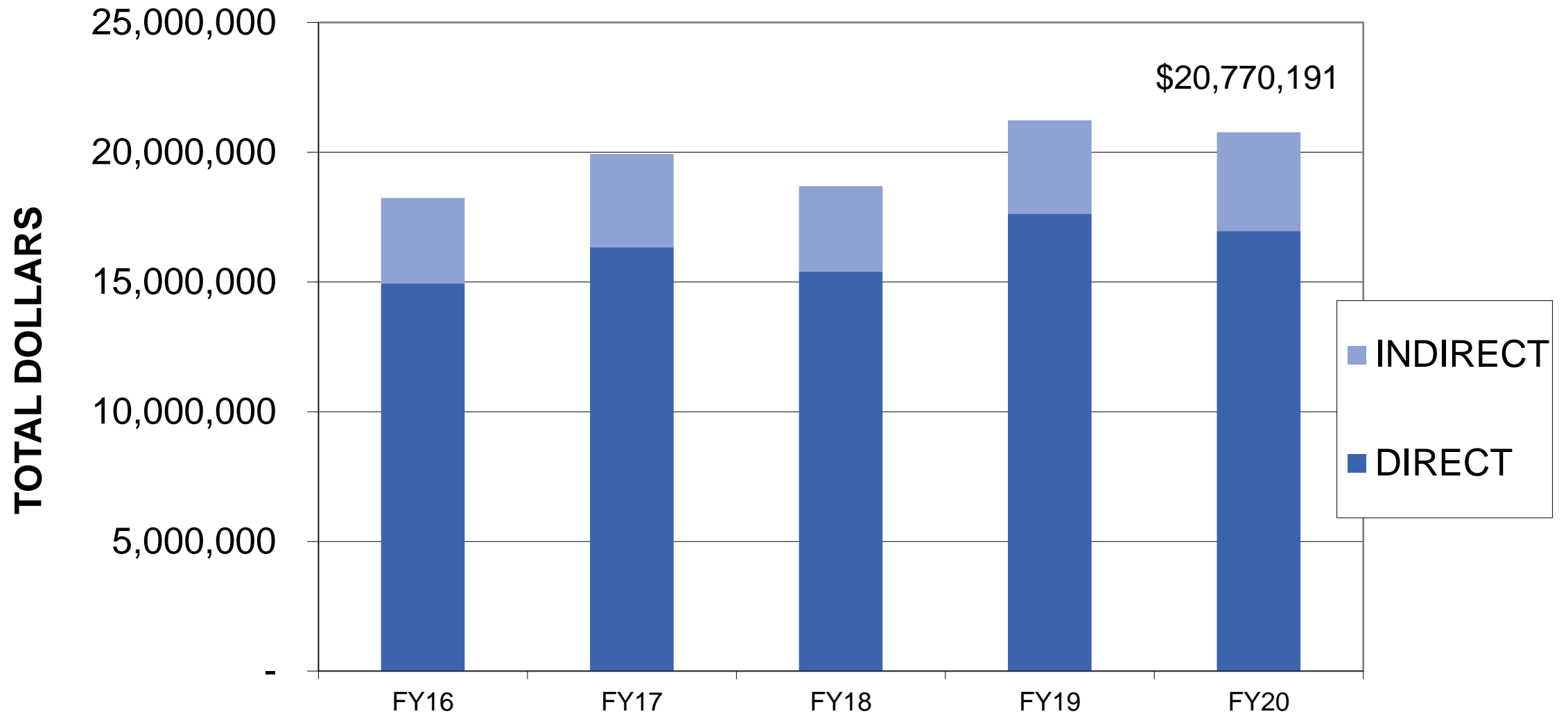


# Research Grants Submitted – FY20

Total: 144



# Research Expenditures



Research:

# Notable CRHC Grants

## **Sonya Borrero & Galen Switzer (NIH R01)**

Development and validation of a novel, person-centered measure of post-conception pregnancy acceptability (the Post-CAP)

## **Kenneth Smith (NIH R01)**

Analyzing Adult Pneumococcal Vaccination Implementation in the Underserved

## **Charles Jonassaint (PCORI)**

Cognitive Behavioral Therapy and Real-time pain management Intervention for Sickle cell via Mobile Applications (CaRISMA)

## **Kathleen McTigue (PCORI)**

PaTH Clinical Research Network Project

## **Walid Gellad (RK Mellon Foundation)**

Implementing Prediction Models to Improve Opioid Risk

Research:

# Notable CRHC Grants

## **Jessica Merlin (Cambia Health Foundation – Sojourns Scholar Leadership Award)**

Consensus-based Approaches to Managing Opioids, Including Opioid Misuse and Addiction, in Ambulatory Palliative Care: Development and Dissemination

## **Thomas Radomski (NIH K23)**

The Development, Validation, and Application of a Claims-based Metric of Low Value Prescribing in Older Adults

## **Deanna Wilson (NIH K23)**

Treatment of Opioid Use Disorder in Young Adults Hospitalized with Infectious Complications of Injection Opioid Use

## **Jaime Sidani (American Heart Association Career Development Award)**

Pilot Trial of a Novel Media Literacy Tobacco Prevention Program for High School Students

## **Kevin Kraemer & Jane Liebschutz (NIH K12)**

University of Pittsburgh Collaboration in Addiction Training Scholars (PittCATS) Program



Research:

# 2020 Research Strategic Goals

A

Grants: Submission of 10 R01 or equivalent

A

Publications: 30 high impact (IF >10)

\*

Renovate the ICRE space in Parkvale

B

Recruit biostatistician

F

Recruit hospitalist researcher

F

Recruit addiction researcher

Research:

# 2021 Research Strategic Goals

- ☐ Grants: Submission of 10 R01 or equivalent
- ☐ Publications: 10 high impact (IF >10)
- ☐ 4 Diversity supplements
- ☐ Retention of K to R faculty
- ☐ Retention of PhD faculty
- ☐ Recruit 1 biostatistician
- ☐ Recruit addiction researcher

# Veterans Affairs Pittsburgh Health System



**Leadership**



**Strategic Goals**

Veterans Health Administration:

# Leadership



## Rob Brooks

- Assistant VP for Gen Med and Medical Education

## Erika Hoffman

- Section Chief, Outpatient General Medicine

## Dave Zielinski

- Section Chief, Hospital Medicine

## Tom Grau

- Associate Chief of Staff for Education

## Debbie DiNardo

- Medical Director, Women's Health Program
- APD, IM Residency Program

## Gaetan Sgro

- Director, Inpatient Resident Education
- APD, IM Residency Program

Veterans Health Administration:



# Leadership

## Missy McNeil

- Director, Advanced Fellowship in Women's Health

## Visala Muluk

- Medical Director, IMPACT Clinic

## Sarah Merriam

- Senior Education Consultant, Women's Health Services, VHA

## Scott Herrle

- Course Director, Adv Phys Examination, UPSOM

## Ruth Preisner

- Director, Primary Care Procedure Clinic

## Ajay Khurana

- Director, Urgent Care Clinic



Veterans Health Administration:

# Center for Health Equity Research & Promotion

- Michael Fine – Director
- Sonya Borrero – Associate Director
- 22 COIN investigators in Pittsburgh



Veterans Health Administration:

# VA Research & Operational Awards

## **Utibe Essien**

Access, Quality, and Equity of Anticoagulants in Veterans with Atrial Fibrillation (HSR&D CDA)

## **Sonya Borrero (Site PI)**

MyPath: A Patient-Centered Web-Based Intervention to Improve Reproductive Planning for Women Veterans (HSR&D Merit)

## **Leslie Hausmann**

Developing Cross-Sector Collaborations to Meet the Social Needs of Veterans (HSR&D pilot)

## **Walid Gellad**

Dual Use of Medications Partnered Evaluation Initiative (QUERI)

## **Ann Marie Rosland**

High Risk Veterans (RIVET) QUERI Program

# Key Impacts

- **Sonya Borrero's** research was cited in House Committee urging VA to expand access to contraceptives
- **Utibe Essien** raised national awareness of racial disparities in COVID
- **Leslie Hausmann** partnered with the VA Office of Health Equity to develop COVID-19 social risk screening

Veterans Health Administration:

# 2020 VA Strategic Goals

A-

Improve Bioinformatics Computational Core

B-

Improve Team Science- for functional teams and grants

# 2021 VA Strategic Goals

- ❑ Implement Center-wide Strategic Plan for Diversity, Equity, & Inclusion
- ❑ Facilitate and support training in team science and research team management for CHERP investigators
- ❑ Expand collaborations with VA and non-VA operational partners and investigators at the University of Pittsburgh and other academic medical centers
- ❑ Implement a Women's Health Substance Use Disorder PACT (VA name for Medical Home) that would provide primary care, substance use care, & mental health care to female veterans in one location



# Awards & Honors




**Faculty Awards**



**Faculty Honors**

Awards & Honors:

# Promotions




**Mamta Bhatnagar**  
Clinical Associate  
Professor



**Greg Bump**  
Professor



**Esa Davis**  
Associate Professor  
Tenure Stream



**Kristian Feterik**  
Clinical Associate  
Professor



**Brian Heist**  
Associate Professor




**Ann Marie Rosland**  
Associate Professor  
with Tenure




**Yael Schenker**  
received tenure



**David Zielinski**  
Clinical Associate  
Professor



**Jamie Stern**  
Assistant Professor  
Non-Tenure – Clinician  
Educator Pathway



**Andrew Thurston**  
Clinical Associate  
Professor

Awards & Honors:

# UPSOM 2019 Teaching Awards



## Sheldon Adler Award for Innovation in Medical Education

Division of Internal Medicine  
Clinical Reasoning Group

- Sarah Anne Tilstra
- Thomas Painter
- Eliana Bonifacino
- Diemthuy Bui
- Deborah DiNardo
- Melissa McNeil
- Gary Tabas
- William Follansbee



## Clinical Educator of the Year Award

- Sarah Anne Tilstra
- Deborah DiNardo

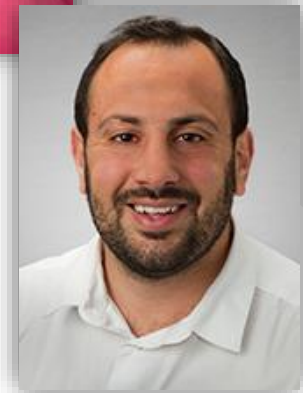
Awards & Honors:

# 2020 Patient Experience Winners



**Jan**  
**Feb**  
**Mar**  
**Apr**  
**May**  
**June**  
**Aug**  
**Sep**  
**Nov**

Jane Schell  
Anita Leon-Jhong  
Thomas Painter  
Katie Foust  
Allison DeKosky  
Gary Tabas  
Allie Dakroub  
Gaetan Sgro  
Sara Spinella



Awards & Honors:

# Faculty



## Kaleab Abebe

- Board of Directors, Society for Clinical Trials
- Standing Member, Kidney, Nutrition, Obesity, and Diabetes Study Section

## Eric Anish

- Laureate Award, Western Region, PA Chapter ACP

## Hailey Bulls

- CTSI Pain Research Challenge

## Peter Bulova

- Excellence in Patient Experience Award, DOM
- Local Hero Award, American Academy of Developmental Medicine and Dentistry
- Best Doctors in Pittsburgh, *Pittsburgh Magazine*

## Joyce Chung-Chou Chang

- Fellow, American Statistical Association

## Jennifer Corbelli

- Hamolsky Finalists for Outstanding Scientific Abstract, SGIM

## Deborah DiNardo

- David M. Worthen Award for Excellence in Health Professions Education

## Utibe Essien

- Milton W. Hamolsky Junior Faculty Award, SGIM
- Young Investigator Database Seed Grant, AHA

## Kristian Feterik

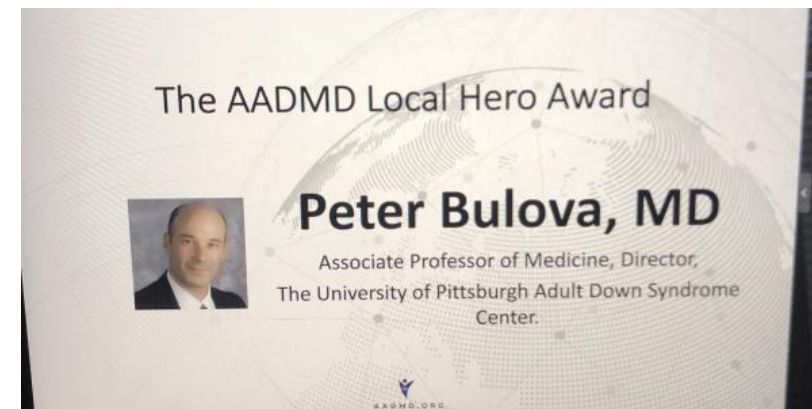
- Fellow, American Medical Informatics Association

## Janel Hanmer

- Board of Directors, PROMIS Health Organization

## Jaishree Hariharan

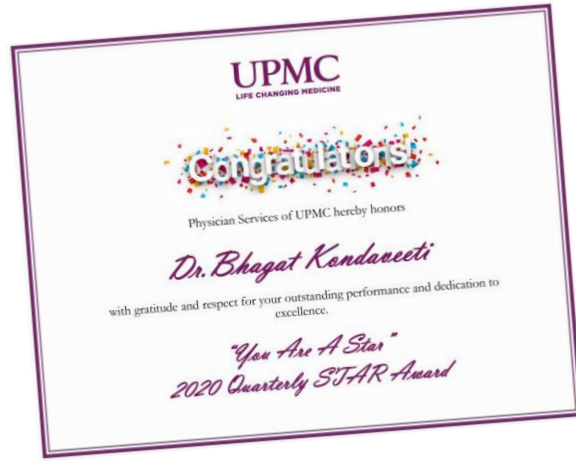
- Top 10: National NEJM Resident QI Challenge





Awards & Honors:

# Faculty



## Peggy Hasley

- Advocacy and Community Service Award, SGIM Mid-Atlantic
- Physician Excellence Award, Advanced Career for Clinical Excellence, Wolff Center

## Leslie Hausmann

- Outstanding Contribution to Science, Federal Executive Board Award, Excellence in Government

## Andrew Klein

- Lipkin Award Finalist, SGIM
- Fellow Teaching Competition Runner-up, DOM

## Bhagat Kondaveeti

- Physician Services Quarterly Star Award Winner

## Tamar Krishnamurti

- North American Top-Rated Abstracts, Society for Medical Decision Making (mentee)
- Kuno Award Winner, S&R Foundation

## Colleen Mayowski

- Excellence in Reviewing Award, Academic Medicine

## Melissa McNeil

- Leonard Tow Humanism in Medicine Faculty Award

## Jessica Merlin

- Sojourns Scholar Leadership Program Scholar
- Board Member-At-Large, AMERSA

## Sarah Merriam

- Hamolsky Finalist, Outstanding Scientific Abstract, SGIM



Awards & Honors:

# Faculty

## Thomas Radomski

- Award for Excellence in Clinical Investigation, SGIM Mid-Atlantic
- Appreciation Award for Outstanding Commitment and Leadership, SGIM Mid-Atlantic
- LEAD Program, SGIM

## Ray Ramirez

- Physician Excellence Award, Early to Mid-Career Award, Wolff Center

## Ann-Marie Rosland

- VA Non-COVID Pandemic Impacts Research Committee

## Doris Rubio

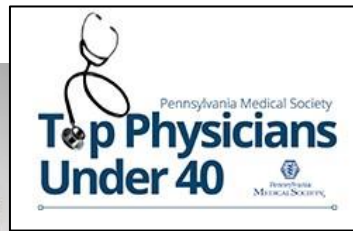
- Athena Award Finalist

## Carla Spagnoletti

- Chancellor's Distinguished Teaching Award

## Brielle Spataro

- Top Physician Under 40, PA Medical Society



## Katie Suda

- Drug Therapy Research Award, American Society for Health-Systems Pharmacists

## Holly Thomas

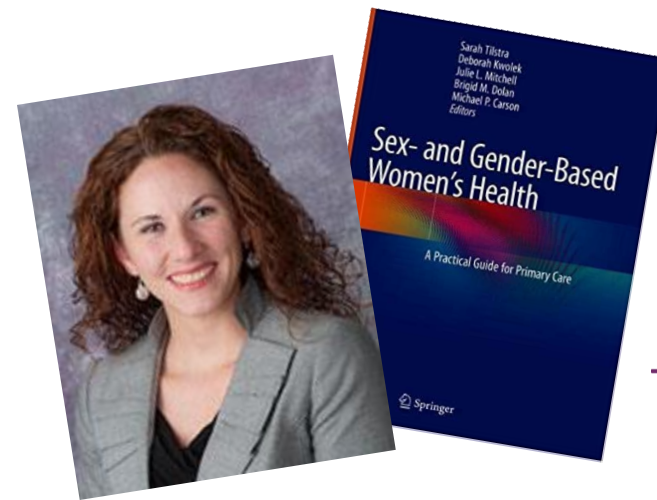
- Vaginal and Sexual Health Award for Junior Investigators, NAMS/Fernand Labrie
- Highest Rated Abstracts, North Amer. Menopause Society
- Best Clinical Vignette, SGIM Mid-Atlantic (mentee)

## Sarah Tilstra

- Executive Editor, Sex- and Gender-based Women's Health

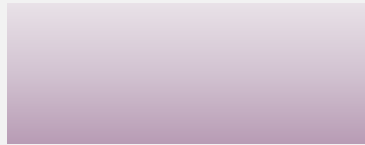
## Deanna Wilson

- New Investigator Award Finalist, Society for Adolescent Health and Medicine



Honors & Awards:

## Section of Palliative Care



- **Bob Arnold:** Hastings Center Fellow; 2020 Best Doctors in America; and UPMC Wolff Center Physician Excellence Award – Excellence in Leadership
- **Julie Childers:** Hastings Center/Cunniff-Dixon Foundation Mid Career Award; AAHPM Emerging Leader in Hospice and Palliative Medicine
- **Andrew Thurston:** Fellow of AAHPM
- **Yael Schenker:** Fellow of AAHPM; AAHPM Emerging Leader in Hospice and Palliative Medicine
- **Jane Schell:** AAHPM Emerging Leader in Hospice and Palliative Medicine
- **Karl Bezak:** Beckwith Fellow
- **Denise Verosky:** UPMC Mercy Frances Warde Award
- **Mamta Bhatnagar:** AAHPM Paper Award
- **Tara Cook:** 2019-2020 Palliative Care Teaching Award

## Honors & Awards:

# CHERP Investigator Honors

**Sonya Borrero** 2020 Society of Family Planning Beacon of Science Award

**Utibe Essien** 2020 ACLGIM UNLTD (Unified Leadership Training in Diversity) Award, SGIM

30 leaders under 40 working to transform  
US healthcare in the shadow of COVID-19

50 Experts To Trust in a Pandemic

**Katie Suda** Fellow, American College of Clinical Pharmacy  
Society of Healthcare Epidemiology in America  
Antibiotic Stewardship Scholarship Award

### Society of Family Planning Beacon of Science Award

This award, created in 2019, is in recognition of individuals or teams who have made marked, visionary contributions towards just and equitable abortion and contraception informed by science.



2020: Sonya Borrero, MD, MS

[MORE](#)



Awards & Honors:

# Staff

**Kristee Rosen**

Pitt Law's Human Resources  
Law Certificate



**UPMC Enhanced Care Program (ECP)**

UPMC's 2019 Award for Commitment  
& Excellence in Service (ACES)



**Michael Johnson**

IM Residency Education Office  
Program Support of the Year,  
UPMC Medical Education 2020

**UPMC** LIFE  
CHANGING  
MEDICINE



# Faculty Life



**Community  
Events**



**Equity and  
Anti-Racism**



**Faculty  
Development**



**New  
Additions**



**2020 Most  
Valuable  
Player**

Faculty Life:

## Community Events



**Dr. Anna White's**

"Face Mask for the Homeless" drive  
collected more than 2,500 masks!

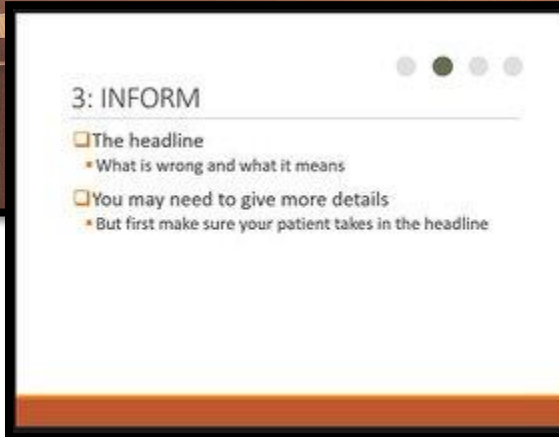


**UPMC** LIFE  
CHANGING  
MEDICINE



Faculty Life:

# GIM Grand Rounds & More





Faculty Development:

# Equity and Anti-Racism – #WhiteCoatsforBlackLives



**UPMC** LIFE  
CHANGING  
MEDICINE



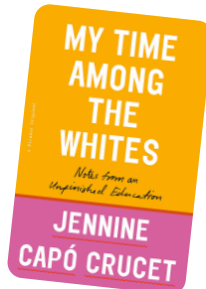
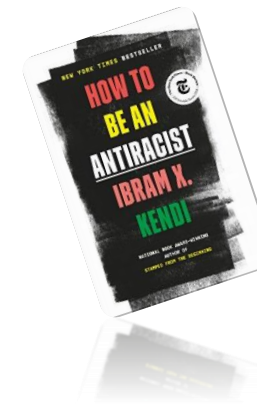
Faculty Development:

# Equity and Anti-Racism

- SNMA Regional and National Conference
- LMSA Regional Conference
- The Conrad Smith Leadership Council
- Minority Recruitment Days for Residency Programs
  - Med, Peds, Med-Peds, Psychiatry, OB/GYN with support from UPMC
- Department of Medicine Diversity Committee
- Diversity Book Club
- Reach for the Stars
- MedFam



Naudia Jonassaint  
Vice Chair for  
Diversity & Inclusion





Faculty Development:

# Equity and Anti-Racism – Education

Co-chairs



Brent Thiel



Joshi Tripti

## Three main goals

- Investigate disparities in chronic disease measures in resident continuity clinic and implement change to avoid structural racism/bias and reduce these disparities.
- Support and recruit faculty for antiracist educational efforts at medical school (upcoming MS2 course – Racism in Medicine – Jan-Feb 2021), resident, and fellowship training levels.
- Foster/promote longitudinal, antiracism continuing education for DGIM faculty and staff.

Faculty Development:

# Equity and Anti-Racism – Research

Co-chairs



Kaleab Abebe



Judi Resick

## “Demystifying” Diversity Supplements

- Goal: DGIM culture change to encourage application for NIH Diversity Supplements

## Equity Within Research

- Goals: heighten awareness of Pitt resources that assess equity in research and facilitate synergistic partnerships with the community

Faculty Development:

# Equity and Anti-Racism – Culture

Co-chairs



Jessica Merlin



Janet Parham

## Three main goals

- Develop and sustain a culture of interactive supportive communication around race and culture where we learn from each other
- Better understand the experience of faculty and staff from under-represented backgrounds within our division currently and what factors lead to faculty and staff leaving UPMC/Pitt
- Created a need assessment survey for faculty and staff regarding mentoring teams & received strong response rate

Faculty Development:

## Equity and Anti-Racism

### **Empowering Mentoring Program Operated with Equity and Respect or EMPOWER—**

a mentoring program designed to offer support and additional connection to individuals within our division from underrepresented racial minorities with an emphasis on each individuals' own career and life goals and to help prevent and respond to experiences of racial inequity and injustice.



## Faculty Development:

# BRIM: Bias Reduction in Internal Medicine

- R35 grant – Molly Carnes PI, Wisconsin to study 20 Depts of Med
- Missy McNeil, Doris Rubio (site leads)
- Study aims to ‘Break the Bias Habit’
- Intervention tested in a randomized controlled study
- Advanced diversity
- Improved department climate





## 2021 Equity/Justice Goals

- ☐ Dedicate at least one conference (each) to anti-racism and social justice education: GIM Grand Rounds, CRHC Conference, GIM Journal Club, Pall Care conferences.
- ☐ Increase hiring of diverse staff and faculty
- ☐ Establish mentoring program of BIPOC faculty
- ☐ Continue anti-racism committees: Research, Education, Culture

Faculty Life:



**Who  
has a child  
at Falk  
Laboratory  
School?**

- ☐ Kaleab Abebe
- ☐ Sonya Borrero
- ☐ Esa Davis
- ☐ Carla Spagnoletti
- ☐ They all do

Faculty Life:



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- ☐ Esa Davis
- ☐ Carla Spagnoletti
- ☒ They all do

# Quiz Answer!



Hannah (age 10),  
**Kaleab Abebe**,  
Noah (age 8)



Sahana (Falk grad!),  
**Sonya Borrero**,  
Sajaan (7<sup>th</sup> grade),  
Camilo



**Esa Davis**,  
Olivia (6<sup>th</sup> grade),  
Owen (8<sup>th</sup> grade)



Wyatt (6<sup>th</sup> grade),  
**Carla Spagnoletti**



# New Additions



Hailey Bulls & family  
baby Eleanor

Jing Luo & family  
baby Sky



Faculty Life:

## 2020 Faculty Development Goals

B+

Faculty eligible for promotion submit paperwork

\*

URM faculty attend AAMC Fac Dev program for URM

\*

At least one female faculty attend early and mid AAMC yearly

D

Develop strategy and program for mid-career faculty

B

Conduct division-wide leadership program

A

Graduate 8 Hospitalists from Hospitalist Clinical Education (HCE) certificate program

\*

12 faculty take advantage of Faculty development fund

C

> 5 wellness grants

Faculty Life:

## 2020 Administration Goals

B

Fellowship finances- build sustainability strategy

B

Raise \$300,000 external philanthropy

B

Full complement of administrative staff hired and functional

C

Finance of Addiction program from UPMC/hospital

B

Compensation models completed and Exhibit A done before July 1st

Faculty Life:

## 2021 Faculty Development Goals

- ☐ Faculty eligible for promotion submit paperwork
- ☐ Nominate faculty for regional and national awards
- ☐ Develop strategy and program for mid-career faculty
- ☐ Add quarterly division-wide update
- ☐ Change Thursday morning name to Primary Care meeting

# 2021 Administration Goals

- ☐ Raise \$300,000 external philanthropy
- ☐ Full complement of administrative staff hired and functional
- ☐ Finance of Addiction program from UPMC/hospital
- ☐ Making compensation models transparent, predictable and accurate
- ☐ Create program for Staff Development and retention

Faculty Life:

**2020 Most  
Valuable  
Player**

*Congrats!*



*Melissa McNeil*

**Mentor**

**Leader**

**Role Model**

**Educator**

**Caretaker**

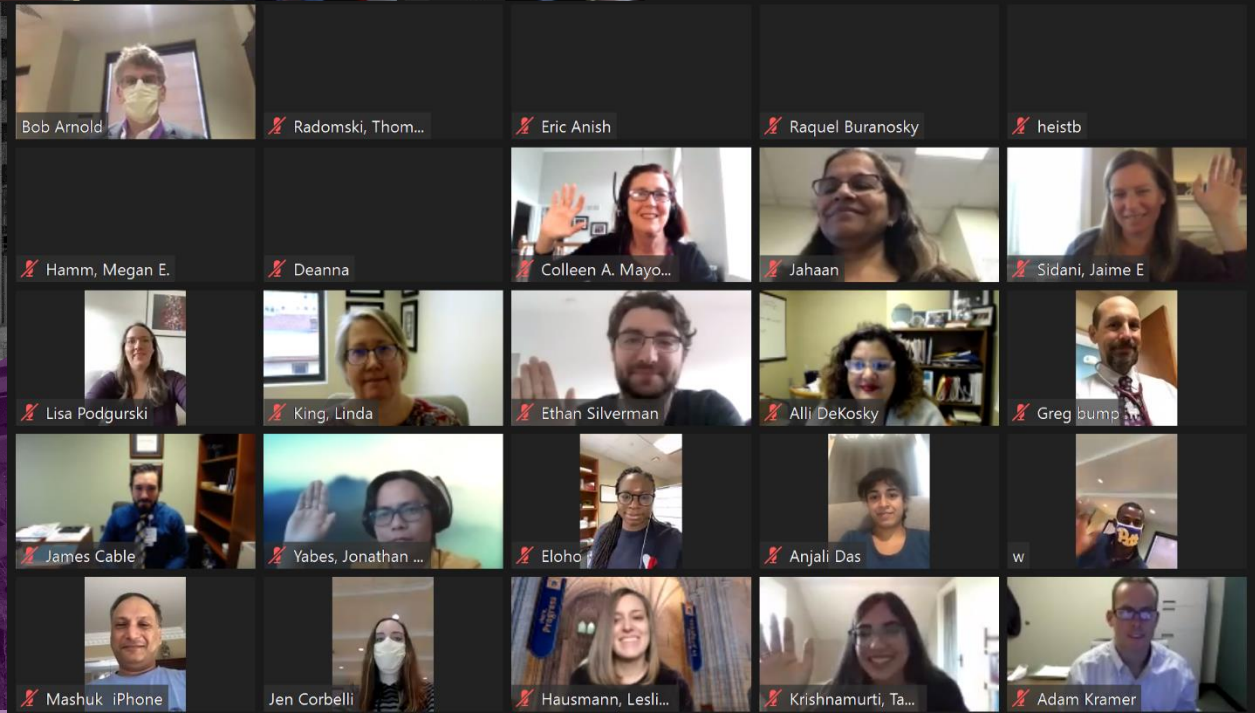
**Physician**

**Friend**

**Women's  
Health**

**Bias  
Training**







# THANK YOU!

**Please send any corrections and additions to Kathy Nosko**



## Dr. Jane Liebschutz



@Liebschutz  
@PittGIM