



Mass General Brigham

Conducting an Efficient New Fellow Orientation

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Disclosures: None to report



Overview

General Planning & Preparation

Assembling your team

Identifying resources

Recognizing the larger value and purpose of orientation



General Planning

Start early and use feedback as a QI tool

- Important to get regular feedback from fellows & faculty on curriculum
- Have systems in place to get regular timely feedback

Know your timelines

- Licensure, credentialing

Recognize institutional resources and policies

- Institutional GME office
- HR



Assembling the Team: Program Coordinator

Program Coordinator

- QB of entire operation
 - Coordinates with GME office, HR, incoming fellows
- Important skills
 - Organization
 - Good institutional knowledge
 - Friendly, welcoming
 - the face and voice of the program for incoming fellows



Kara Van Guilder,
BWH Allergy
Training Program
Coordinator



Assembling the Team: Fellows

Have the best insight on day to day operations

- Understanding workflows
- EMR shortcuts, templates, order sets, etc.

Value of fellow feedback

- Modify clinical and didactic curriculum accordingly
- Important leverage tool to effect changes -
- Positive feedback loop of appreciation



Assembling the Team: Training Program Leadership (aka 'You')

General Oversight and Responsibility

Coordinating with faculty and current fellows

Awareness of institutional GME and ACGME policies and resources





Residents and Clinical Fellows

- Well-Being Resources
- Prospective Trainees
- Incoming Trainees
 - Transfer FAQs
- Salary, Contract, and Benefits
- Housestaff Initiatives and Advocacy
 - Work Hour Monitoring
 - Events



Information for Current Residents and Fellows

The pages below provide information for current residents and fellows participating in graduate medical education programs at Brigham and Women's and Massachusetts General Hospitals.

Well-Being Resources

Resident and fellow physical, emotional, and intellectual well-being is essential to their providing excellent care to patients.

Prospective Residents and Clinical Fellows

Information about the application process, and living in Boston.

Incoming Residents and Clinical Fellows

Orientation and other information for incoming trainees.

FAQs for Transfers

FAQs for residents and fellows transferring to a new program or hospital.

Salary, Contract, Benefits

Salary and benefits available to residents and fellows.

Housestaff Initiatives and Advocacy

Opportunities for residents and clinical fellows to engage in committee overseeing education and student-run initiatives.



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Policies & Resources

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Policies and Resources

The policies and resources in this section are for residents, clinical fellows, and residency and fellowship program directors and coordinators.

Policies

Policies that affect residents and fellows and their education are developed by the Mass General Brigham Education Committee.

Fatigue Management

The ACGME requires that programs educate their faculty and trainees on fatigue management.

Curriculum Resources

Materials for educating residents and fellows in the ACGME core competencies as well as a sample curriculum,

International and Multicultural Resources

Resources for residents and fellows who are underrepresented among trainees and faculty.

Library and Computer Resources

Links to the medical libraries and information about computer services and New Innovations residency management software.

Medical Education Grand Rounds Presentations

Videos and presentations from annual GME grand rounds.

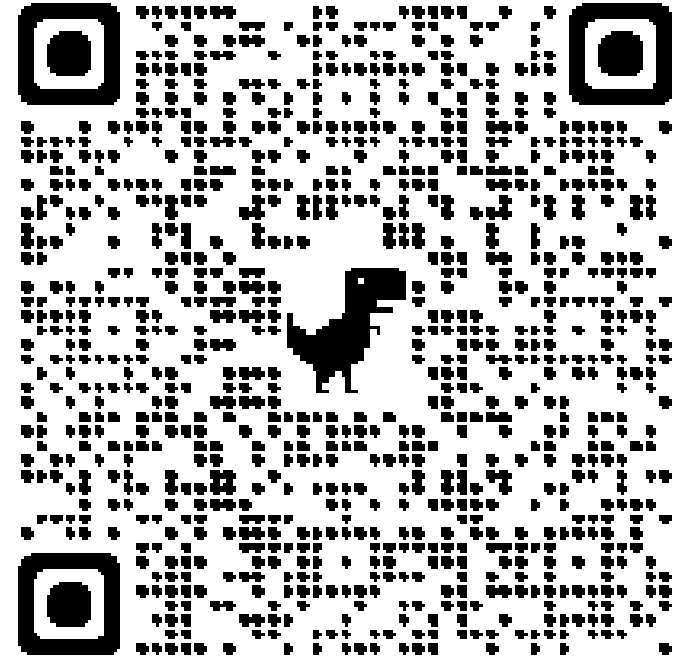


ACGME Program Requirements

Reference guide for all A&I
fellowship training programs

Includes Common Program
Requirements as well as
those specific for A&I

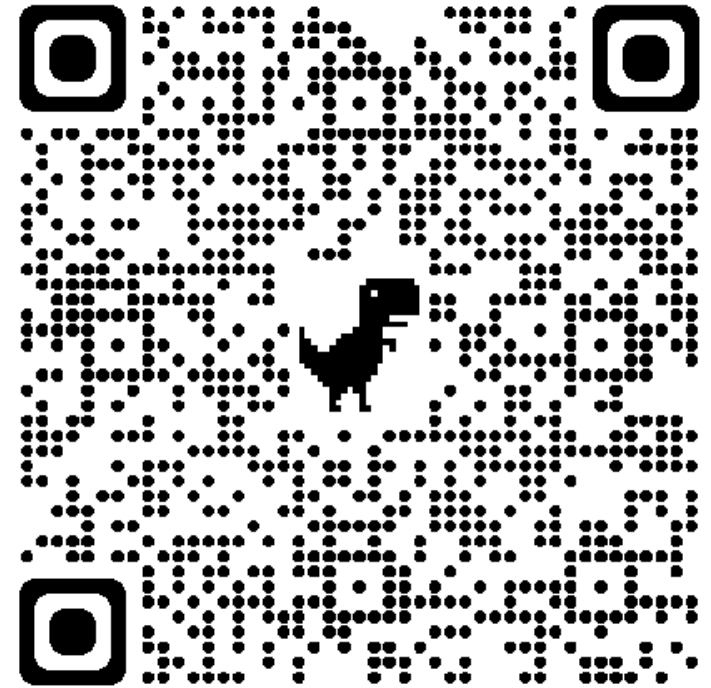
- Roles of critical personnel,
institution reqs., evals, work
hours, etc.



ACGME Milestones

1. Patient Care
2. Medical Knowledge
3. Systems Based Practice
4. Practice-Based Learning
5. Professionalism
6. Interpersonal & communication skills

Ask your fellows and faculty to review as well
for framework on assessing trainee skills



Orientation Day

New Employee Orientation

- ID badges, parking, pager setup
- Occupational Health clearance, N95 fit testing
- General new MD training from HR (BLS/ACLS, EMR, HIPAA, etc.)

Fellows Orientation

- Walkthrough of hospital, workflows; shadowing

Training Program Orientation

- Register fellows with ACGME, ABAI, e-evaluations system, medical library
- Register as FITs with AAAAI, ACAA for benefits (JACI / Annals subs, travel scholarships, board prep)



Orientation Day

Central Documents Center

- Department / division policies
- Faculty expectations
- ACGME milestones
- Division resources (call schedule, desensitization and skin test protocols, IT extract recipes)

Cloud options: Dropbox, MS Teams, Slack, OneDrive

- Allows for easy access from anywhere over a variety of devices





o·ri·en·ta·tion

/,ôrēən'tāSH(ə)n/

noun

the determination of the relative position of something or someone (especially oneself).

"the child's surroundings provide clues to help in orientation"

- the relative physical position or direction of something.

plural noun: **orientations**



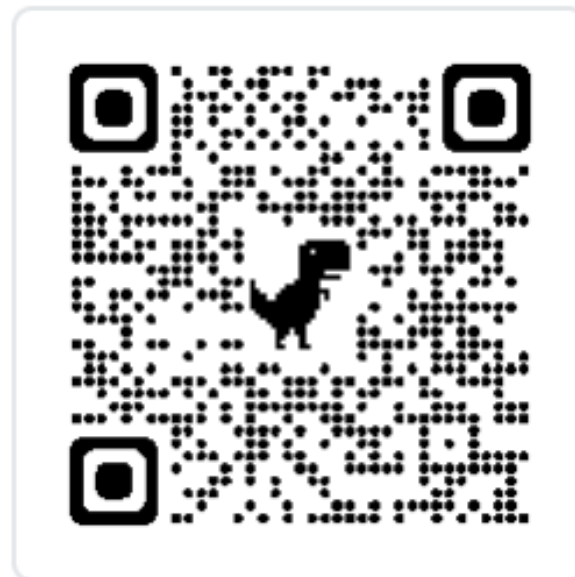


Inclusion And Belonging

The Value of Belonging at Work

by Evan W. Carr, Andrew Reece, Gabriella Rosen Kellerman, and Alexi Robichaux

December 16, 2019





Journal of Surgical Education
Volume 76, Issue 2, March–April 2019, Pages 370–377



ORIGINAL REPORTS

Social Belonging as a Predictor of Surgical Resident Well-being and Attrition

Arghavan Salles MD, PhD ^{*}, ¹ , Robert C. Wright MA [†], ¹ , Laurel Milam MA ^{*}, ¹ , Roheena Z. Panni MD ^{*}, ¹ , Cara A. Liebert MD [‡], ¹ , James N. Lau MD, MHPE, FACS [‡], ¹ , Dana T. Lin MD, FACS [‡], ¹ , Claudia M. Mueller PhD, MD, FACS [§], ¹ 



Value of Belonging at Work, Carr et al.

40% of people say they feel isolated at work (pre-pandemic)

High sense of belonging equated with 56% increase in job performance,
50% drop in turnover risk, 75% reduction in sick days.

For a 10K employee company, these benefits would translate into annual savings of > \$52 million!



Value of Belonging at Work, Carr et al.

Belonging is a close cousin to

- Mattering
- Identification
- Social Connection



Diminished sense of belonging among minority trainees and faculty may be especially keen



Social Belonging as a Predictor of Surgical Resident Well-Being & Attrition, Salles A. et al.

169 surgery residents surveyed across 2 medical centers

- Belonging positively correlated with well-being ($p < 0.0001$)
- Negatively correlated with depression ($p < 0.0001$), emotional exhaustion ($r = -0.58$, $p < 0.0001$), and de-personalization ($p < 0.0001$).
- Belonging was negatively correlated with frequency of thoughts of leaving residency ($p < 0.0001$).



Enhancing Sense of Belonging

Radical Welcome

- Personal welcome lunch with training program leadership

Value of Branding / High Quality Swag

- Fleeces, personally embroidered white coats

Celebration / Bonding Events

- Graduation
- Welcome picnic / BBQ / reception

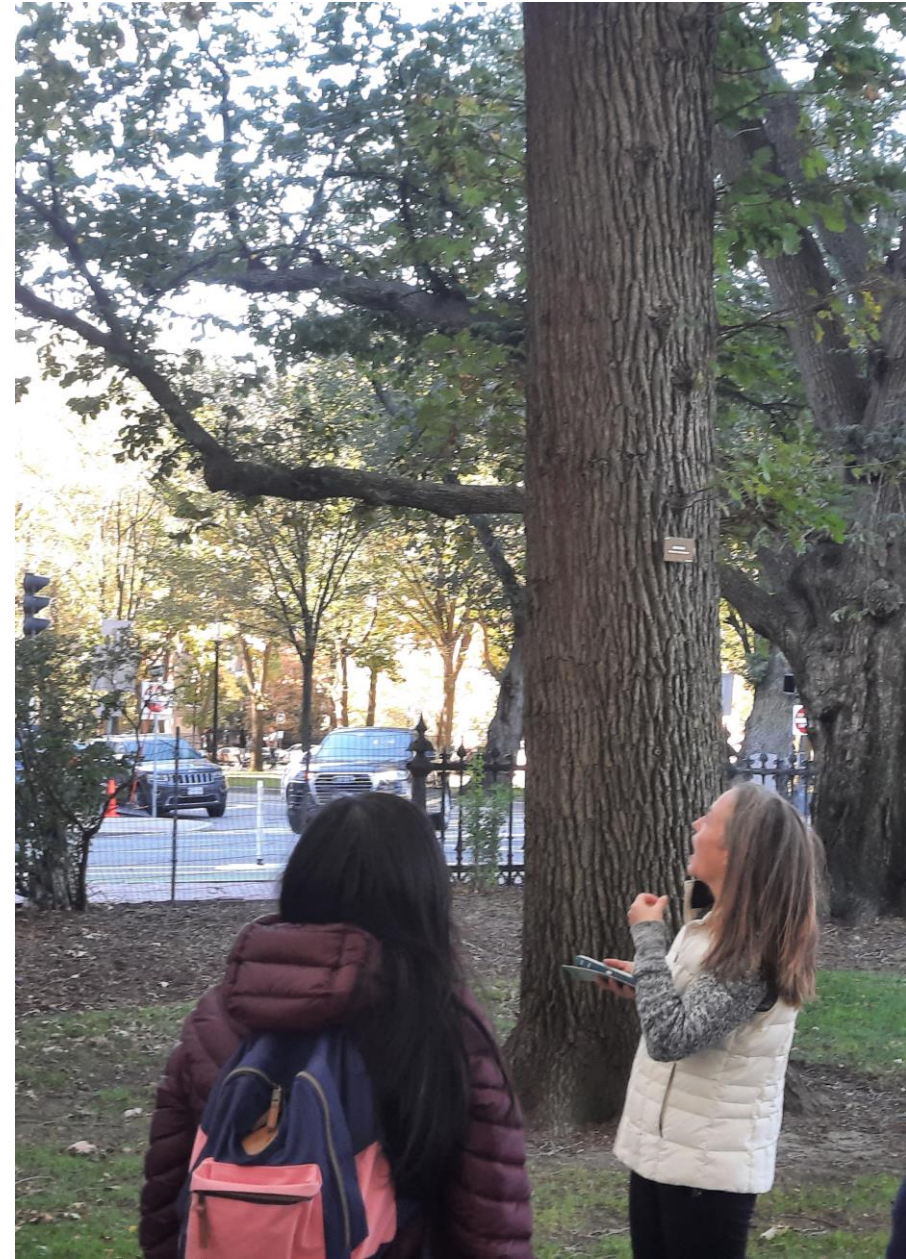
Assigning Mentors

- Check-in visits













Questions:
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