STATE OF THE DIVISION

General Internal Medicine

November 19th, 2020

Dr. Jane Liebschutz
Presentation Overview

People
  Clinical

Education

Research

VA

Awards

Faculty Life
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

Jennifer Dorazio  Executive Administrator
Wendy Romeo  Executive Administrator of the Section of Hospital Medicine
Patrick Reitz  Division Administrator of Research
James Cable  Director of Operations
Dana Fiumara  Administrative Assistant
Tripti Joshi  Senior Accountant
Adam Kramer  Director of Operations
Ethan Lennox  Medical Editor
Kathy Nosko  Senior Administrative Manager
Michelle Woods  Digital Media Writer
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
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
Welcome!
Allie Dakroub
Kristen Ehrenberger
Andrew Klein
Jillian Kyle
Ethan Silverman
New Faculty - Hospitalists

UPMC Mercy
Syed Hussain
Andrew Lutz
Nicholas Maston

UPMC Shadyside
Zachary Bugos
Rachel Naramore
Christienne Shams
New Faculty - Hospitalists

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
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  
Prateeth Pati  
Sinthana Ramsey  
Bilal Saleem  
Dana Tudorascu  
Rebecca Vento  

**Retirements**

Frank Kroboth  
Gary Tabas  

UPMC
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)
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

<table>
<thead>
<tr>
<th>Location</th>
<th>FY18</th>
<th>FY19</th>
<th>FY20</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Montefiore</td>
<td>40,491</td>
<td>43,653</td>
<td>29,603</td>
<td>-32.19%</td>
</tr>
<tr>
<td>Shea Medical Center</td>
<td>8,056</td>
<td>8,877</td>
<td>7,329</td>
<td>-17.44%</td>
</tr>
<tr>
<td>Turtle Creek Primary Care</td>
<td>1,544</td>
<td>2,280</td>
<td>1,282</td>
<td>-43.77%</td>
</tr>
<tr>
<td>South Hills</td>
<td>4,063</td>
<td>5,452</td>
<td>4,630</td>
<td>-15.08%</td>
</tr>
<tr>
<td><strong>TOTAL VOLUME</strong></td>
<td>58,708</td>
<td>60,262</td>
<td>42,844</td>
<td>-28.90%</td>
</tr>
</tbody>
</table>
# UPMC GIM Medical Practice CG-CAHPS Domains

<table>
<thead>
<tr>
<th></th>
<th>South Hills</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Faculty</td>
<td>Faculty</td>
<td>Residents</td>
<td>Faculty</td>
<td>Residents</td>
<td></td>
</tr>
<tr>
<td>Rate Provider 9-10</td>
<td>94%</td>
<td>94%</td>
<td>82%</td>
<td>95%</td>
<td>83%</td>
<td></td>
</tr>
<tr>
<td>Recommend Provider &quot;Yes, Definitely&quot;</td>
<td>97%</td>
<td>97%</td>
<td>89%</td>
<td>96%</td>
<td>90%</td>
<td></td>
</tr>
<tr>
<td>Access to Care</td>
<td>93%</td>
<td>90%</td>
<td>87%</td>
<td>91%</td>
<td>87%</td>
<td></td>
</tr>
<tr>
<td>Physician Communication Quality</td>
<td>97%</td>
<td>97%</td>
<td>93%</td>
<td>97%</td>
<td>94%</td>
<td></td>
</tr>
<tr>
<td>Office Staff Quality</td>
<td>93%</td>
<td>93%</td>
<td>89%</td>
<td>95%</td>
<td>97%</td>
<td></td>
</tr>
<tr>
<td>Care Coordination</td>
<td>79%</td>
<td>80%</td>
<td>73%</td>
<td>79%</td>
<td>74%</td>
<td></td>
</tr>
</tbody>
</table>
2019 Star Ratings

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

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 7th year
- Connecting nationwide with High Utilizer Programs

Jodie Bryk
Anita Leon-Jhong
Twee Bui
& the AMAZING ECP team
## Utilization & Quality Metrics in ECP

<table>
<thead>
<tr>
<th>ECP Clinical QI Criteria</th>
<th>PRE Enrollment Data % Met Criterion</th>
<th>Outcome Data as of March 2020 % Met Criterion</th>
<th>n - # Pts Applicable to each Criterion; # in Denominator</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Diabetes Management Criteria</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HbA1c &lt; 8.0</td>
<td>55%</td>
<td>57%</td>
<td>100</td>
</tr>
<tr>
<td>HbA1c &lt; 9.0</td>
<td>65%</td>
<td>75%</td>
<td>100</td>
</tr>
<tr>
<td>HbA1c Average</td>
<td>8.7</td>
<td>8.1</td>
<td>100</td>
</tr>
<tr>
<td>Eye Exam done past 12 months</td>
<td>42%</td>
<td>73%</td>
<td>100</td>
</tr>
<tr>
<td>Foot Exam done past 12 months</td>
<td>60%</td>
<td>80%</td>
<td>100</td>
</tr>
<tr>
<td><strong>Hypertension Management Criteria</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DM Pts w BP &lt; 140/90, 18-75 yo</td>
<td>59%</td>
<td>81%</td>
<td>98</td>
</tr>
<tr>
<td>DM Pts w BP &lt; 160/100, 18-75 yo</td>
<td>87%</td>
<td>96%</td>
<td>98</td>
</tr>
<tr>
<td>All HTN Pts w BP &lt; 140/90, 18-75 yo</td>
<td>68%</td>
<td>82%</td>
<td>297</td>
</tr>
<tr>
<td>All HTN Pts w BP &lt; 160/100, 18-65 yo</td>
<td>88%</td>
<td>95%</td>
<td>297</td>
</tr>
<tr>
<td><strong>Preventive Health Criteria</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mammogram past 2 yr if 50-74 yo</td>
<td>49%</td>
<td>59%</td>
<td>100</td>
</tr>
<tr>
<td>Pap Smear 21-64 yo, q 3 or 5 yr as per recs</td>
<td>67%</td>
<td>81%</td>
<td>161</td>
</tr>
<tr>
<td>Colo-rectal Ca screen if 50-75 as per recs</td>
<td>66%</td>
<td>80%</td>
<td>164</td>
</tr>
<tr>
<td><strong>ECP Behavioral Health Criteria</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>% MH Patients linked to Psych Care</td>
<td>38%</td>
<td>96%</td>
<td>255</td>
</tr>
</tbody>
</table>
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 26th 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

- Global Health Track Residents: 465 hours
- Fellows & Chief Residents: 677 hours
- Faculty - Patient Care: 423 hours
- Faculty - Precepting: 960 hours
- Other: 100 hours

Total: 2,625 hours
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
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

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+
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
- Peggy Hasley
- Anita Leon-Jhong
- Alfred Shouktry
Clinical Care:

Hospital Medicine

• Bone Marrow Transplant Unit – UPMC Shadyside

• Pittsburgh Cancer Institute (PCI) – UPMC Shadyside
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
## DGIM Inpatient Volume

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

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**
Esa Davis, Antoine Douaihy

**Program Director**
Anna Notier

**Inpatient Service**
Jeremy Nicklow, Cheryl Yates, Rashaad Hicks

**Outpatient Service**
Nina Schall, Dionna Stanton

**Data Manager & HH4**
Kristen Czajkowski

**Western Psychiatric**
Duane Fabian

UPMC.COM/TTS
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
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

<table>
<thead>
<tr>
<th><strong>Palliative Care Inpatient and Outpatient Volume</strong></th>
<th>FY17</th>
<th>FY18</th>
<th>FY19</th>
<th>FY20</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inpatient</td>
<td>19,700</td>
<td>19,682</td>
<td>20,310</td>
<td>20,709</td>
<td>1%</td>
</tr>
<tr>
<td>Outpatient</td>
<td>3,956</td>
<td>4,588</td>
<td>3,747</td>
<td>4,274</td>
<td>12%</td>
</tr>
<tr>
<td><strong>TOTAL VOLUME:</strong></td>
<td><strong>23,656</strong></td>
<td><strong>24,270</strong></td>
<td><strong>24,057</strong></td>
<td><strong>24,983</strong></td>
<td><strong>4%</strong></td>
</tr>
</tbody>
</table>
Clinical Care:

2020 Clinical Strategic Goals

Outpatient

- Achieve highest quality goal for Shared Savings (e.g. 4.3 Stars)
- Outpatient goals of care >60% for eligible patients
- Expand Access to new patients by 10%
- Decrease no-show rates to <20%
- Maintain CG CAPS highest level
- Move South Hills to larger site
- Move COR to Mercy
- Open Bridge Clinic
- ECP maintain 200 patients
- Hire at least 4 clinician-educators
Clinical Care:

2020 Clinical Strategic Goals

Inpatient

- Decrease 7-day readmission rates < 4.13%
- Decrease turnover of PUH Hospitalists to < 3 unexpected resignations
- Expand Addiction Medicine Consult Service to Shadyside
- Increase APP retention >50% at 2.5 years
- Increase HCAHPS Physician Communication Domain to > 78% Top Box Score
- Maintain target of 75% for GOC documentation
Combined Addiction-Pall Care clinic for cancer patients

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

Thuy D. Bui  Global Health & Underserved Populations Track
Peter D. Bulova  International Scholars Track
Amar Kohli  Generalist Track
Georgios Kitsios  ABIM Research Pathway
Deanna Wilson  Clinical Scientist Track
Sarah Tilstra  Women’s Health Track
Karen Scandrett  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
Of the following, who completed the most applicant interviews?

- Gregory Bump
- Raquel Buranosky
- Tanya Nikiforova
- Thomas Painter
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 Office Staff

- Mary Margaret Populo
- Janet Parham
- Charlene Gergely
- Lauren Krawczyk
- Theresa Cullens
- Sara Carter
- Joanne Pizzuti
- Michael Johnson
- Pauline Zorosak
# Residency Match Results

<table>
<thead>
<tr>
<th>Match</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
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<tr>
<td>Peer Medical Schools</td>
<td>24</td>
<td>27</td>
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<td>AOA</td>
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<td>URiM</td>
<td>2</td>
<td>3</td>
<td>7</td>
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<tr>
<td>Lowest RANC Score</td>
<td>60</td>
<td>63</td>
<td>65</td>
<td>67</td>
<td>72</td>
</tr>
</tbody>
</table>

## RANC Score

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

• 3 degree programs:
  o PhD in Clinical and Translational Science
  o MS in Clinical Research (5 specialty tracks)
  o 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
ICRE–Students by Program: 2001-2020
Education:

**ICRE Growth**

- **1999**: MS Medical Education and Clinical Scientist Track (residents)
- **2002**: Roadmap K12 ICRE Established
- **2003**: Clinical Scientist Training Program (medical students)
- **2005**: AHRQ T32 (HSR) and Doris Duke Foundation (medical students)
- **2006**: CTSI Programs
- **2008**: AHRQ CER K12 and AHRQ CER T32
- **2010**: PCOR K12 and R25 ENACT
- **2011**: CTSI Renewal
- **2014**: R25 LEADS and NRMN PROMISED
- **2015**: CTSI Renewal
- **2016**: NCATS R21
- **2019**: U01 Building Up
- **2020**:
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)
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 education
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
New Elective:
Race & Racism in Medicine

Led By
• Gaetan Sgro  
• Brent Theil  
• Alda Maria Gonzaga

Faculty Instructors
• Kristen Ehrenberger  
• Utibe Essien
# UPSOM Leadership

<table>
<thead>
<tr>
<th>Name</th>
<th>Title and Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gregory Bump</td>
<td>Associate Dean for Graduate Medical Education</td>
</tr>
<tr>
<td>Raquel Buranosky</td>
<td>Assistant Dean for Clinical Education</td>
</tr>
<tr>
<td>Alda Maria R. Gonzaga</td>
<td>Associate Dean for Student Affairs</td>
</tr>
<tr>
<td>Janel Hanmer</td>
<td>Assistant Dean for Medical Student Research</td>
</tr>
<tr>
<td>Mike Elnicki</td>
<td>Director, International Medical Education Programs</td>
</tr>
<tr>
<td>Reed Van Deusen</td>
<td>Assistant Dean for Human-Based Simulation Education, Advisory Dean</td>
</tr>
<tr>
<td>Eloho Ufomata</td>
<td>Advisory Dean</td>
</tr>
</tbody>
</table>
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

1st Year Fellows:
• Anjali Das
• Rebecca Green
• Rebeca Ortiz-Worthington
• Dheepa Sekar
• Maryam Zamanian

2nd 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

1st Year Fellows:
- Alyssa Buckenheimer
- Cathal Delaney
- Kelly Wolenberg Harris
- Kathryn Wunderle

2nd Year & Research Fellows:
- Carla Khalaf-McStay
- Gabrielle Langman
- Alicia Topoll
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/dgim/spc/fellowship/
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

- 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
Education:

2020 Education Strategic Goals

- Research track residency - match 5 residents
- GIM fellowship - recruit 2 research fellows
- Palliative Care - continue with competitive match
- 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
Research:

Centers Leadership

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)
  ✓ VMDMin (PI: Ragni)
  ✓ STERIO-SCD (PI: Gladwin)
  ✓ TAME-PKD (PI: Bae)
• >3 DCCs in various stages of review
• 1 new hire (data coordinator)

Kaleab Abebebe
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 2002
- 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

- Dr. Katie Suda’s article on dentists prescribing opioids was chosen by the *American Journal of Preventive Medicine*
- *Editor’s Choice*
- April 2020
- 60,000 Twitter users reached

- Dr. Utibe Essien’s research on disparities in quality of primary care in the *Journal of General Internal Medicine*
- *Twitter users reached*
- 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
- 104 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
- 92 97th percentile of articles the same age

*UPMC LIFE CHANGING MEDICINE*
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

Grants Submitted

- FY14
- FY16
- FY17
- FY18
- FY19

Graph showing grants submitted from FY14 to FY19.
PaRC Accomplishments

Hosted 2\textsuperscript{nd} 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
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:

**Notable CRHC Grants**

**Walid Gellad (RK Mellon Foundation)**
Implementing Prediction Models to Improve Opioid Risk

**Kathleen McTigue (PCORI)**
PaTH Clinical Research Network Project

**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)
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
<p>| | |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td><strong>Research Strategic Goals</strong></td>
<td></td>
</tr>
<tr>
<td><strong>2020</strong></td>
<td></td>
</tr>
</tbody>
</table>

- A Grants: Submission of 10 R01 or equivalent
- A Publications: 30 high impact (IF >10)
- * Renovate the ICRE space in Parkvale
- B Recruit biostatistician
- B Recruit hospitalist researcher
- F Recruit addiction researcher
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
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
Veterans Health Administration:

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
Veterans Health Administration:

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

- Greg Bump
  Professor
- Esa Davis
  Associate Professor
  Tenure Stream
- Kristian Feterik
  Clinical Associate Professor
- Mamta Bhatnagar
  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  Jane Schell
Feb  Anita Leon-Jhong
Mar  Thomas Painter
Apr  Katie Foust
May  Allison DeKosky
June Gary Tabas
Aug  Allie Dakroub
Sep  Gaetan Sgro
Nov  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

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

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
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
Awards & Honors:

Staff

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

Kristee Rosen
Pitt Law’s Human Resources Law Certificate

UPMC Enhanced Care Program (ECP)
UPMC’s 2019 Award for Commitment & Excellence in Service (ACES)
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!
Faculty Life:

GIM Grand Rounds & More
Faculty Development:

Equity and Anti-Racism – #WhiteCoatsforBlackLives
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
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

“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

Kaleab Abebe

Judi Resick
Faculty Development:

Equity and Anti-Racism – Culture

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.

Co-chairs

Jessica Merlin

Janet Parham
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
Faculty Life:

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:

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Kaleab Abebe</td>
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<tr>
<td>Sonya Borrero</td>
</tr>
<tr>
<td>Esa Davis</td>
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<tr>
<td>Carla Spagnoletti</td>
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</tbody>
</table>

They all do
Faculty Life:

Who has a child at Falk Laboratory School?

- Kaleab Abebe
- Sonya Borrero
- Esa Davis
- Carla Spagnoletti

☑ They all do
Quiz Answer!

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

Sahana (Falk grad!), Sonya Borrero, Sajaan (7th grade), Camilo

Esa Davis, Olivia (6th grade), Owen (8th grade)

Wyatt (6th grade), Carla Spagnoletti
New Additions

Hailey Bulls & family
baby Eleanor

Jing Luo & family
baby Sky
Faculty Life:

2020 Faculty Development Goals

- 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
- Develop strategy and program for mid-career faculty
- Conduct division-wide leadership program
- Graduate 8 Hospitalists from Hospitalist Clinical Education (HCE) certificate program
- 12 faculty take advantage of Faculty development fund
- > 5 wellness grants
Faculty Life:

2020 Administration Goals

- Fellowship finances - build sustainability strategy
- Raise $300,000 external philanthropy
- Full complement of administrative staff hired and functional
- Finance of Addiction program from UPMC/hospital
- 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