University of Colorado **Anschutz Medical Campus**

WAIANAE COAST **COMPREHENSIVE** HEALTH CENTER

The Nuts & Bolts

How to Run an Advanced Practice Fellowship

Disclosures

- None

Objectives

- Recognize the importance of a well organized and efficiently run advanced practice fellowship

- Understand the roles and responsibilities of the various team members on a leadership team within an Advanced Practice Fellowship

- Describe various important aspects of Advanced Practice Fellowships including schedules, curriculum, and evaluation tools

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Who Are We
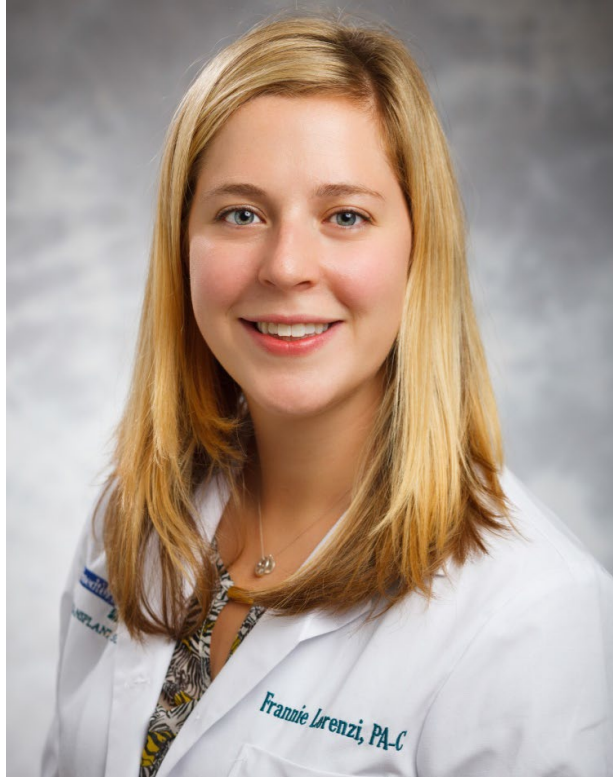
About Our Programs

University of Colorado

- Started in 2009
- 98 graduated fellows as of March 2022
- 100% Job Placement
- 6 person cohorts – March & Sept starts each year
- 4 person leadership team

Waianae Coast Comprehensive Health Center

- Started in 2015
- 31 graduated residents as of June 2022
- 100% Job Placement
- Changed in size over years
- Currently 4 person cohorts – starts Aug each year
- 4 person leadership team

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Steps to Run a Successful Program

- Build Leadership Teams

- Ensure Organized Monthly Schedule

- Create Stepwise Autonomy

- Maintain Evaluation Platforms

- Mentoring Faculty

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Leadership Teams

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APP Lead
-Organize Orientation
-Quarterly Evaluation
-Teaching
-Faculty Mentor

Physician Lead
-Faculty Mentor
-Sets Schedule
-Quarterly Evaluations

Associate Directors
-Responsibilities based on areas of interest
-Fellow Mentors

Administrative Support

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Residency Advisory Committee

Program Partner:
Community Health Center, Inc.
Academic Partner:
University of Hawaii – Hilo School of Nursing
WCCHC Internal Stakeholders:
Residency Program Director
Program/Evaluations Coordinator
Clinical Liaison/Health Education Specialist
Resident Advisor/Director of Clinical Operations
Chief Medical Officer
Chief Financial Officer
Executive Vice President
Former Resident/Clinical Preceptor
Integrated Behavioral Health Director
Cultural Training Director

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Monthly Schedule

Leadership Scheduled

General Monthly Schedule / To-do tasks

JULY	AUG	SEPT	OCT	NOV	DEC
MyEvals updates		Sept cohort starts	present awards at BM	ED supervisory agreements for Sept cohort	Sept cohort FPPEs due
New faculty myevals	phone/zoom interviews	Sept bootcamp (see other tab)	Sept cohort FPPEs, send email to Angela to pull	Mid Nov - schedule review meetings for first week Dec	First week Dec =Sept coh review #2
confirm new budget	final prep bootcamp for Sept cohort	Sept graduation (emails, termination, badge return, archive in Myevals, etc)	"open" applications for Sept cohorts website	check evals and send faculty reminders	First week Dec= March c review #4
buy books/frames	Last week Aug, Sept cohorts exit review	new CSC invites	Mid Oct - pull evals for review #1	End Nov - pull feedback for reviews	start pulling evals for fac PRISMS
pull/send APP faculty talk evals	Last week Aug, March cohort review #3	MD/APP awards	Mid-Oct =Sept cohort review #1 (captures first 45 days)	Leadership retreat -short and long term goals	March cohort-start book orientations
Mid-July = application deadline date, March cohorts	give March cohorts offers by first week Sept	Sept cohort schedule to Amion	Mid-Oct = Sept cohort PA supervisory meetings with attending	end Nov- reach out to Glen re:BMT talk	BMT talk for Sept cohort
July 20ish pull applications	update and send handbook	March cohort welcome email/credentialing with HR. HR to send LOOs,	Sept fellows meet with clinical coaches	March fellows meet with clinical coaches	Sept fellows meet with c coaches
review applications	order Sept grad gifts	create and send out bios, update facesheet/upload to Qgenda			
get schedule from APP faculty	APP core faculty talks (create	schedule Sept PA supervisory			

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Leadership Schedule

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- Meet & Greet (Feb)
- Recruitment/Selection Process (Mar-May)
- Onboarding/Credentialing (June-Aug)
- Orientation (End of Aug-Oct 1)
- Clinical Rotations (Oct-Aug)
- Graduation Ceremony (Aug)
- Faculty End of Year Eval/Thank you (Aug)

- Quarterly Advisory Committee Meetings
- Monthly Resident Meetings
- Annual Accreditation Report
- HRSA Grant Funding Reports

Leadership Schedule

Waianae Coast Comprehensive Health Center

6 week orientation
- Total of 6 clinical rotations that last between 6-8 weeks
- Weekly Schedule
  - 2 days independent clinic
  - 2 days specialty clinic
  - 1 day didactic in am; cultural curriculum/QI project/EMR trainings in pm
- Annual Rural Health Project

Fellows Schedule

Column headers (weeks): 3/1, 3/8, 3/15, 3/22, 3/29, 4/5, 4/12, 4/19, 4/26, 5/3, 5/10, 5/17, 5/24, 5/31, 6/7, 6/14, 6/21, 6/28, 7/5, 7/12, 7/19, 7/26, 8/2, 8/9, 8/16, 8/23, 8/30, 9/6, 9/13, 9/20, 9/27, 10/4, 10/11, 10/18, 10/25, 11/1, 11/8, 11/15, 11/22, 11/29, 12/6, 12/13, 12/20, 12/27, 1/3, 1/10, 1/17, 1/24, 1/31, 2/7

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Block 1 (dates not visible — header cut off at top of page)

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Robert Elledge	ED	ED	ED	ED	ED			ED	ED	ED	ED	ED			S	S	S	S	S			S	S	S	S	S
Kathleen Holec	E	E	E	E	E			E	E	E	E	E			ED	ED	ED	ED	ED			ED	ED	ED	ED	ED
Elise Path	V	V	V	V	V			S	S	S	S	S			E	E	E	E	E			E	E	E	E	E
Katarina Sanford	S	S	S	S	S			3	3	3	3	3			V	V	V	V	V			N	N	N	N	
Miranda Strom	O	O	O	O	O			O	O	O	O	O			3	3	3	3	3			3	3	3	3	3
Joesie Bowdish	M3	M3	M3	M3	M3	M3		M3	M3	M3	M3	M3	M3		C	C	C	C	C			S	S	S	S	S
Alice Curchin	M3	M3	M3	M3	M3		M3	M3	M3	M3	M3	M3		M3	S	S	S	S	S			M	M	M	M	M
Nhi "Tiffany" Dam	6	6	6	6	6			6	6	6	6	6			M3	M3	M3	M3	M3		M3	M3	M3	M3	M3	M3
Joseph Gulick	2	2	2	2	2			2	2	2	2	2			M3	M3	M3	M3	M3	M3		M3	M3	M3	M3	M3
Beth Smilkstein	C	C	C	C	C			C	C	C	C	C			1	1	1	1	1			1	1	1	1	1
Chelsea Smith	4	4	4	4	4			M	M	M	M	M			2	2	2	2	2			2	2	2	2	2

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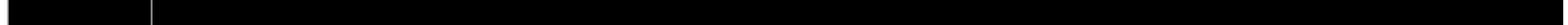
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	M	T	W	H	F	Sa	Su	M	T	W	H	F	Sa	Su	M	T	W	H	F	Sa	Su	M	T	W	H	F
Robert Elledge	O	O	O	O	O			MonE	O	O	O	O			3	3	3	3	3			3	3	3	3	3
Kathleen Holec	S	S	S	S	S			MonE	S	S	S	S			O	O	O	O	O			O	O	O	O	O
Elise Path	ED	ED	ED	ED	ED			MonE	ED	ED	ED	ED			S	S	S	S	S			S	S	S	S	S
Katarina Sanford	E	E	E	E	E			MonE	E	E	E	E			ED	ED	ED	ED	ED			ED	ED	ED	ED	ED
Miranda Strom	V	V	V	V	V			MonE	N	N	N				E	E	E	E	E			E	E	E	E	E
Joesie Bowdish	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1
Alice Curchin	2	2	2	2	2			2	2	2	2	2			M3	M3	M3	M3	M3		M3	M3	M3	M3	M3	M3
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Joseph Gulick	S	S	S	S	S			M	M	M	M	M			2	2	2	2	2			2	2	2	2	2
Beth Smilkstein	M3	M3	M3	M3	M3		M3	M3	M3	M3	M3	M3		M3	S	S	S	S	S			M	M	M	M	M
Chelsea Smith	M3	M3	M3	M3	M3	M3		M3	M3	M3	M3	M3	M3		C	C	C	C	C			S	S	S	S	S

Block 3

Name	5/24	5/25	5/26	5/27	5/28	5/29	5/30	5/31	6/1	6/2	6/3	6/4	6/5	6/6	6/7	6/8	6/9	6/10	6/11	6/12	6/13	6/14	6/15	6/16	6/17	6/18
	M	T	W	H	F	Sa	Su	M	T	W	H	F	Sa	Su	M	T	W	H	F	Sa	Su	M	T	W	H	F
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Elise Path	O	O	O	O	O			O	O	O	O	O			3	3	3	3	3			3	3	3	3	3
Katarina Sanford	S	S	S	S	S			S	S	S	S	S			O	O	O	O	O			O	O	O	O	O
Miranda Strom	ED	ED	ED	ED	ED			ED	ED	ED	ED	ED			S	S	S	S	S			S	S	S	S	S
Joesie Bowdish	S	S	S	S	S			M	M	M	M	M			M3	M3	M3	M3	M3		M3	M3	M3	M3	M3	M3
Alice Curchin	C	C	C	C	C			S	S	S	S	S			2	2	2	2	2			2	2	2	2	2
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Beth Smilkstein	M3	M3	M3	M3	M3		M3	M3	M3	M3	M3	M3		M3	1	1	1	1	1			1	1	1	1	1
Chelsea Smith	2	2	2	2	2			2	2	2	2	2			M3	M3	M3	M3	M3		M3	M3	M3	M3	M3	M3

Graduated Autonomy

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Ramp Up Schedule

October – 1 patient per hour (7/day)
November – 1 patient per hour (7/day)
December - +1.5 patient per session (11/day)
January – same as above (11/day)
February - +1.5 patient per session (14/day)
March – same as above (14/day) program mid-point

April - +1.5 patients per session (16/day)
May – same as above (16/day)
June – 2.25/hour (18/day)
July – 2.25/hour (18/day)
August – 2.25/hour (18/day)

*Can be Individualized

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Phased Approach to Learning

Our Phases

- Bootcamp – Introduction to the Hospital and the Fellowship

- Phase 1 – Junior Fellowship Professional Development (weeks 5-16)

- Phase 2 – Intermediate Fellowship: Skills Enhancement (weeks 17-24)

- Phase 3 – Senior Fellowship-Skills Refinement (weeks 25-56)
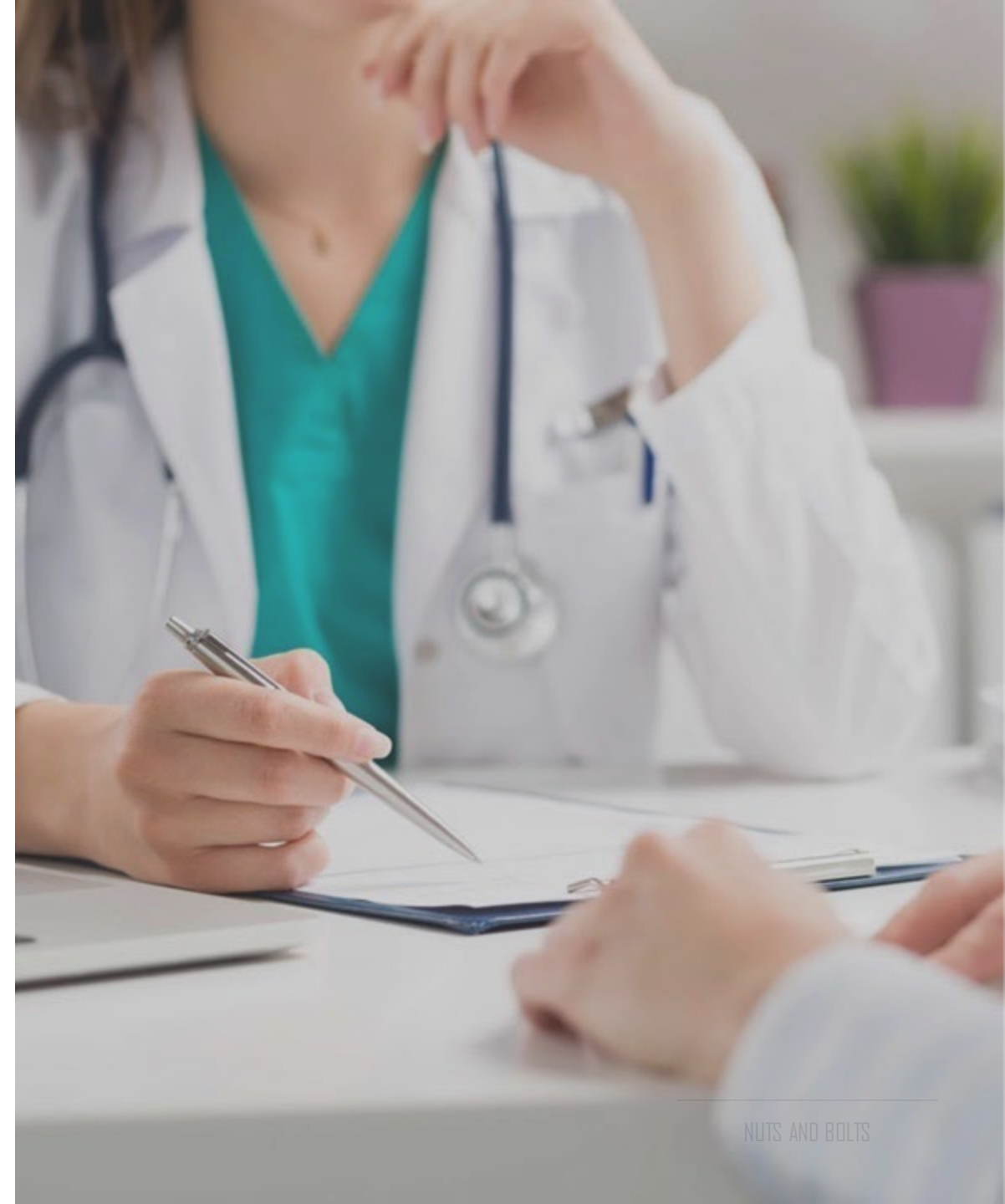
Evaluations

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360 Evaluations

360 evals of all members of the team.

- APF completed Similar evaluations for both faculty APP & Physician

- APP completes formal 15 point eval of APF & 3 areas that are going well, 3 areas of improvement for physician colleague

- Physician completes formal 15 point eval of APF & 3 areas that are going well, 3 areas of improvement for APP colleague

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Faculty Engagement & Advocacy

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APPs as Educators

Within the DHM and around the country, APPs are educators for a variety of medical learners

Tell Me More

- Anecdotally – nearly every APP job - comes with a teaching component

- Absolutely no data on the topic

APPs as Educators

Giving Effective Feedback - Survey Results

On a scale of 1-9, rate your KNOWLEDGE of how to give effective feedback:

Knowledge Rating	Pre		Post	
	N	%	N	%
Mean ± SD	**5.43 ± 1.16**		**7.38 ± 1.41**	

On a scale of 1-9, rate your CONFIDENCE regarding giving effective feedback:

Confidence Rating	Pre		Post	
	N	%	N	%
Mean ± SD	5.21 ± 0.97		6.88 ± 1.55	

Giving Chalk Talks - Survey Results

On a scale of 1-9, rate your KNOWLEDGE of how to give a chalk talk:

Knowledge Rating	Pre		Post	
	N	%	N	%
Mean ± SD	**5.57 ± 1.27**		**7.5 ± 1.41**	

On a scale of 1-9, rate your CONFIDENCE in giving a chalk talk:

Confidence Rating	Pre		Post	
	N	%	N	%
Mean ± SD	5.0 ± 1.41		7.13 ± 1.55	

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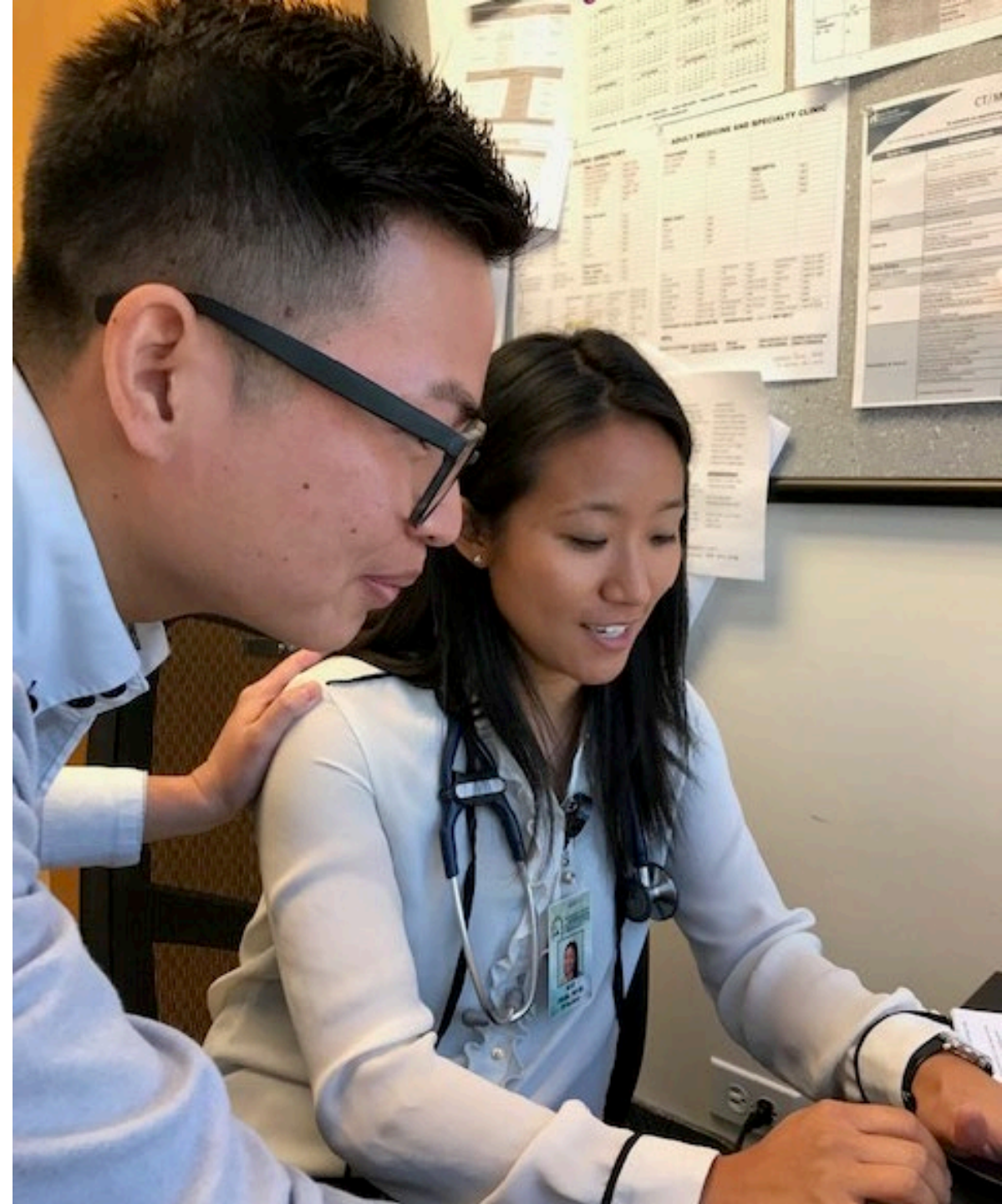
Fellowship/Residency Advocacy

Who are your key stakeholders? What do they care about?

Topics

- Retention rates / Lower staff turnover

- Cost savings

- Quality patient care

- Enhanced culturally tailored care

- Increased Interprofessional collaboration

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Questions?

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