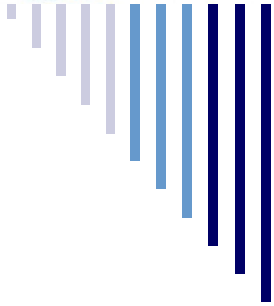


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# GRAND RAPIDS MEDICAL EDUCATION PARTNERS



## The Guiding Ray: The Grand Rapids Radiology Residency Newsletter

Volume 1, Issue 2

January 2011

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### Inside this issue:

Residents add Value	2
Research	2
Evaluations	3
Recruitment Update	3
Sleep Deprivation	4
Development	4
Professionalism	5
Resident Bios	6

### A Word from the Program Director

Jay Harolds, Radiology Residency Director

I attend most of the lectures and case conferences by the faculty, and I have been very impressed by the quality of the presentations and the expertise of the faculty. Thank you all the time you spend away from your families preparing these talks. Thanks for your other help and support as well.



### Honoring Faculty



I want to personally thank Chuck Lutenton for his years of service as director of the radiology residency program and all his lecturing on chest radiology and emergency radiography.



I also want to thank Chad Williams, the former associate director of the residency program, for his work with the residents, and for the fine job the Kent Radiologists do in teaching our residents.



## Some Non Monetary Ways That Residents Add Value

Many staff members have indicated they feel that it takes significant time to teach, and this decreases their clinical productivity, which affects overall income. Nevertheless, both ARS and Kent Radiology are committed to the radiology residency. There are many ways the residents add value, which are not monetary. The main advantages for me of having a residency program are that the interaction with these very bright young people makes my life more interesting and richer, gives me a chance to give back by teaching and mentoring, and makes me a better radiologist from the teaching and educational challenges that I get from the residents. I am also very gratified by the dedication of many of the faculty in teaching these residents. Albert Einstein once said “Not everything that counts can be counted.” Indeed, it is difficult to quantify these advantages but here are just a few:

1. Participate in research.
2. Participate in quality improvement projects.
3. Help in recruiting new radiologists that were not residents here, who want to teach, want less call, etc.
4. Help in recruiting new radiologists for our group who were former residents here.
5. Keep us sharp by challenging us for information and teaching us.
6. As a result of the program there are more lectures than would otherwise be the case.
7. Make our lives richer and more interesting by the interactions with these bright young people.
8. Satisfy what some see as their duty to teach, such as stated in the Hippocratic Oath.
9. Upper level residents are providing what amounts to a double read process which should result in fewer errors.
10. Prestige for our hospitals.
11. Prestige for our groups.
12. Help some of the faculty obtain appointments at MSU. This may result in advance knowledge of events in regard to the medical school.
13. Providing an opportunity to give back to the community.
14. Fulfilling part of the mission of ARS.
15. Seen as a positive by community leaders.

## Research

There is currently underway an exploration of ways the Van Andel Research Institute and radiology can cooperate for research projects. There will be some jointly sponsored talks on molecular imaging. There will be an inventory taken of what can be contributed by various universities and private facilities as well. For example there are two nanotechnology facilities in Kalamazoo.

Each resident is required to do at least one scholarly project, and your suggestions and mentoring for that are appreciated. Dr. Meesa (pictured) has successfully completed multiple projects and recently had two exhibits accepted for the Roentgen Ray Society Annual Meeting. Dr. Meesa won an award in January for a research project entitled, “MR Imaging of Pregnant Women with Abdominal Pain and Suspected Appendicitis: Diagnostic Accuracy and Outcomes”. Dr. Meesa was chosen to receive a monetary award of \$100 for this project, to be presented by the Michigan State Radiologic Society. We are very proud of her accomplishments!

Each resident is also required to do a quality improvement project. They have had 8 hours of training with the Toyota Production System methodology. Many of the faculty could suggest a quality improvement project where a resident could take a lead role.



## Suggestions for Completing Evaluations

**Comments:** really help but please be specific. Please don't say a resident is not a team player but instead say how the person is not a team player such as the person doesn't do their share of the work, or is a back stabber, or withholds information to make other people look bad, or makes derogatory comments about a person's suggestions. Please don't say a person doesn't have a good work ethic, say the person comes in late, or leaves early, or takes inappropriate breaks, or studies during the day, or takes too long with each case, etc. I am encouraging the sections and St. Mary's group to pool their opinions to also get some more accurate group consensus comments to relay to the residents.



**Grade inflation:** For evaluations to be maximally effective they should be accurate, prompt, and written in a helpful tone. There should be no grade inflation. Our residents are great, but not perfect and they are relying on your input to improve. Across the nation, grade inflation is common. In other places excuses for grade inflation are, I don't want to have to talk to residents about it or I don't want to get the resident angry or I like the resident and don't want to hurt them or it is easiest and fastest to give them all great grades. If you give great grades to everyone, you can't very well grumble if the residents continue to make the same mistakes over and over.

## Your Assistance Needed



All of our residents are given a two page introduction to guide them in trying to make sure that they are doing what the faculty wants on that rotation. However, I am asking all of the educational directors to please come up with very specific expectations for the residents, including when to report for work, what to study for each rotation, and what studies to read for each rotation. This should be done in conjunction with as many of the other staff for the rotation as possible. This has been started for several rotations. Also, please be careful not to give the residents mixed messages of what they should do, or what they should know. The staff on each service should reach a consensus on these matters.

**Goals and Objectives:** I am also asking for an update of goals and objectives from each of the educational directors, with input from other members of their service. I will take all of these and turn them into a new format for the ACGME.

## Faculty Development

Did you know? The Grand Rapids Medical Education Partners website has a section dedicated to teaching resources and ACGME resources? Click here to see what's available.

<http://grmep.org/cme-faculty-development/teaching-resources.html>

## Resident Morale

The morale of the residents is critical for:

How well residents “sell” the program to prospective candidates, and hugely influences the caliber of future residents.

How well the residents speak of our program to the ACGME site surveyor, which also affects the reputation of the program.

How hard the residents will work.

How much the residents will learn.

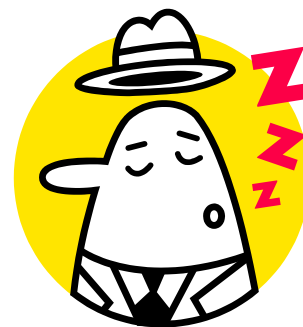
How happy the residents are.

And considering the above, how happy in the long run the faculty is with the residents.

The morale of the residents is largely based on the quality of instruction, personal attention, and mentoring by the faculty.

## Sleep Deprivation Education

Dr. Jason Coles and Mary Barr, NP from gave a presentation on Monday, January 17th to the first year residents about Sleep Deprivation and Sleep Disorders as part of the ongoing Graduate Medical Education Core Conference series. The presentation was recorded. If you would like to view this presentation, please contact Linda Youmans in the GME Office via email at [Linda.Youmans.grmep.org](mailto:Linda.Youmans.grmep.org).



## Recruitment Update



Residency interviews: the program interviewed nearly 70 applicants. This is a very strong pool of applicants. 16 are AOA. We think some of our top picks will probably come here. Thank you to all of the faculty who helped me rank the residents. Thank you also to Kim Schultz, our coordinator, and our residents. Incidentally, our average Step 1 National Board Score in 2008 was 234 and in 2009 was 244, which is excellent and is at the national average for matched radiology residents.

If you would like to offer feedback on the applicants or see the rank list, please contact Kristen Weitzel (391-9087 or via email [Kristen.Weitzel@spectrum-health.org](mailto:Kristen.Weitzel@spectrum-health.org)) by Wednesday, February 7.

## Jay's Four Pillars of Professionalism

### As a person

- Principled, has integrity
- Loves people
- Compassionate
- Service to others valued over self
- Generous with time/dollars for others
- Seeks feedback
- Emotional intelligence, including self-control
- Appropriate, tasteful
  - Clothing
  - Grooming
  - Hygiene
  - Amount of cologne, perfume, jewelry
- Keeps commitments
- Follows through as promised
- On time
- Respectful of others

### As a communicator

- Introduces oneself
- Makes eye contact
- Reflective listening
- Sits down and explains
- Asks: any questions?
- Answers all questions
- Takes in to account differences in backgrounds
- Checks for understanding
- Does not betray a confidence except
  - Legal necessity
  - To save a life
- Other communications
  - With colleagues
  - Written reports
  - Calling as appropriate
  - Messaging in various ways
  - Responds quickly to pages
  - Is available
  - With patients

### As an expert in the healing arts

- Knowledgeable
- Life long learning
- Knows limits
- Seeks to continuously improve
- Superior reputation
- Appropriate referral to other professionals, institutions when required
- Considers costs
- As a healer
  - Careful
  - Organized
  - Prepared
  - Admits mistakes
- Sacrifices for patient
  - Time
  - Energy

### For patient

- Goes extra mile,
- Doesn't quit easily
- Works hard
- Keeps balance in life
- Reliable and
- CARES!



## Featured Residents

We are privileged to have outstanding radiology residents here. In each Newsletter, we will feature some biographical sketches of several residents. In this issue, we will feature our second year radiology residents, so that those who have not yet had a rotation with them, can get to know them better.



Zagum Bhatti was born in Milwaukee, Wisconsin, the oldest of two children where he lived until he moved to Grand Rapids, MI for training. He is proud of his mid-western roots and has always enjoyed the friendly people and outdoor festivals and activities. He had attended many a 'insert festival names here' in Milwaukee and so naturally was very happy to see the development of ArtPrize in Grand Rapids. In his free time, he has always enjoyed video games, which he knows has only contributed to his radiology prowess. He is a movie aficionado, and loves playing and watching football as well. For the coming year he is looking forward to his wife, Frieda, completing her child psychiatry training at Harvard and joining him in Grand Rapids.

Saima Ghori is a second year Radiology resident from India. She attended University of Texas at Austin for undergraduate studies and later joined Chicago Medical school. She was inspired to get into Radiology by one of her uncles who is a neuroradiologist in Massachusetts. Saima, during vacations, enjoys traveling and hiking. She has hiked quite a bit in the states of Colorado, Washington, and Oregon, and also while visiting her family in Edinburgh and Glasgow in the UK. In her spare time, she enjoys cooking, shopping, exploring the field of interior designing and indulging in oil painting of abstract, fantasy and modern art.



Jen Rollenhagen is a second year radiology resident and graduated medical school from Michigan State University College of Human Medicine after completing her 3<sup>rd</sup> and 4<sup>th</sup> years at the Grand Rapids campus. She and her husband are originally from the Grand Rapids area and have a 1 year old girl, Vanessa, and 3 year old dog, Sammy. She is currently undecided as to plans for her fellowship, although she really enjoyed her mammography rotation in November. In her free time, she enjoys cooking and gardening.