

Annually the ACGME requires each Sponsoring Institution to submit an Annual Institutional Review (AIR) for the previous academic year, the below information are KUMC GME's [AIMs and Action Plans from the 2019-2020.](#)

This information is updated each September for the prior year's information

The AIR continues to inform institutional program review around accreditation issues. All citations, areas of concern and poor survey results were reviewed and discussed with Sponsoring Institutional leadership.

The GME Leadership conducted several focus groups in 2019 to identify Aims for the AIR in preparation for the 4/1/2025 Self Study. The data from the focus groups ensures that the GME Strategic Plan aligns with the mission, vision and goals of the Sponsoring Institution. GME Aims are identified in three categories: Resident Wellness/Benefits, Patient Safety & Quality and Diversity. The action plans for these Aims are identified below:

Institutional Aim: Patient Safety and Quality

Engage residents in patient safety and quality processes/initiatives within the health system (specifically disparities of care and SI/RCA)

Action Plans (2019-2020):

1. Identified a "CLER Officer" within GME to lead the effort, currently mapping CLER foci to institutional and Health System activities with work group of PSQ.
2. Developed a 1-week rotation for residents providing a deep-dive immersion into real-life daily patient safety, quality, and risk activities within the health system.
3. Developed a year-long, one lecture per month, didactic curriculum for PGY1 residents focused on patient safety, quality, and risk topics.
4. Continue to support the health system's ongoing rollout of new technologies to enhance communication (VOALTE, QGenda).
5. Continue to advocate for simulation resources/space.
6. Developed, distributed, and implemented a policy around resident involvement in care of COVID patients.
7. Worked with Health System and University to ensure residents were trained in proper PPE use; ensure adequate supplies for residents to practice safely; instituted policies regarding safe quarantining and testing; and transitioning to telehealth clinics when appropriate.

Institutional Aim: Resident Wellness/Benefits

Continually improve, encourage, and support resident wellness and benefits.

Action Plans (2019-2020):

1. Repeat annual wellness survey in Fall 2019.
2. Continue resident fitness challenges.
3. Continue to incorporate wellness topics within GME Core Conference Series.
4. Continue to support annual resident social events (Family Night at Dave and Busters, Financial Wellness Couples Dinner).
5. Annual review of resident benefit enhancements with GMOC, incorporating resident feedback, implemented cell phone stipend and change in allocated funds for resident meals to offset COVID impact to available food services.
6. Held Female Physician Discussion Groups to identify System-Based improvement areas and implement action plans to improve the female physician experience.
7. Provided nine (9) wearable, wireless quiet breast pumps and seven (7) mini fridges for residents to use in addition to the lactation rooms provided to residents on campus to meet CPR (I.D.2.c).
8. Created a "Creativity as Wellness" plan to enhance social networks and build on other aspects of wellness beyond physical (First Annual Chili Cook-off and First Annual Art Show held in winter 19-20).
9. Creation of a specific clinic for residents to access the annual flu shot with minimal disruption to clinical and academic duties.

Institutional Aim: Diversity

Continually improve, enhance and support GME diversity

Action Plans (2019-2020):

1. Transitioned the Resident Council URM subcommittee to a permanent DIHD (Diversity Inclusion, and Healthcare Disparities) GMEC Subcommittee in order to provide adequate staffing, expand membership to include faculty and coordinators and to ensure the longevity and footprint of the committee.
2. The Sponsoring Institution hired a Vice Chancellor for Diversity Equity and Inclusion who sits on the DIHD subcommittee.
3. Distributed a URM Survey to interviewed applicants, current residents, program directors and coordinators to assess perceptions towards diversity at KU. The data have been compiled and are being reported out to various stakeholders.

4. Conducted listening sessions in June regarding Social Injustice to both the University of Kansas Community as a whole and a smaller GME audience. The GME directed listening session was led by the VC for Diversity.

5. Participated in the #WhiteCoatsforBlackLives event as a community.

6. Developing institutional structures to protect vulnerable cohorts of residents and fellows and actively support URM training at KU.