New Broadlawns Family Health Center

The Broadlawns Family Health Center has a new home! The four-story Medical Plaza Building became operational on March 27, 2017, and includes 72,000 square feet of patient care space. The modern layout will allow for more efficient patient flow and operations. The new Family Health Center is an exciting improvement from the original built in 1971, which will be turned into a parking lot by September 2017.

The first floor of the Plaza houses the Family Medicine Residency Program's Family Health Clinic. The Outpatient Mental Health, Pain Management, and Dental Clinics are also enthusiastic about moving into the new space.

The Broadlawns campus now includes a 15-unit apartment building for residents. The building has 12 two-bedroom and three one-bedroom units, and communal laundry rooms. Broadlawns is actively fundraising to build another 15-unit building.
How Faculty Can Help Learners Needing Remediation

By Steven Craig, MD, MACP, Assistant Dean for Student Affairs and Curriculum (Des Moines Branch Campus), University of Iowa Carver College of Medicine

Over the Spring and Fall of 2016, faculty teaching scholars from the Des Moines Branch Campus of the UI Carver College of Medicine (UICCOM) conducted workshops at six UI-affiliated regional medical education centers. These workshops focused on the role of faculty in identifying learners that need remediation. Drs. Ken Cheyne, Julie Anderson-Suddarth, Amy Ferguson and Steve Craig collaborated to develop the content and share the task of conducting workshops at each site.

Studies show that 11-15 percent of medical students and 7-15 percent of resident physicians need remediation at some time during their training. Medical knowledge, clinical reasoning, communication skills and mental well-being are the most common problems needing remediation by students. For resident physicians, professionalism issues are much more common, with medical knowledge, clinical reasoning and mental well-being issues following in frequency.

Two outstanding resources were recommended for those wanting a more detailed review of this topic. Remediation of the Struggling Medical Learner by Dr. Guerrasio (AHME Press, 2013) and Remediation in Medical Education by Drs. Kalet and Chou (Springer Publishing, 2014). The book by Jeannette Guerrasio is only 160 pages and is a very easy read. The book by Kalet and Chou is 360 pages and is a much more detailed review of how to diagnose and treat learners needing remediation.

Dr. Guerrasio developed a rubric for diagnosing the learner in need of remediation that is very easy to understand and use. She calls her diagnostic framework the ACGME Competencies “Plus”. Her diagnostic system is built on the framework of the ACGME’s six general competencies that all teaching faculty are familiar with and use to evaluate residents. The “Plus” refers to the addition of a few other diagnostic areas to the six general competency areas. Dr. Guerrasio does an excellent job explaining the ten categories that are part of her diagnostic framework and how to identify learners with problems in each of these diagnostic categories. The ten diagnostic categories include Medical Knowledge, Interpersonal Skills, Communication, Professionalism, Practice-Based Learning and Improvement, Systems-Based Practice, Mental Well-Being, and three different types of Patient Care deficiencies: Clinical Skills, Clinical Reasoning, and Organization and Time Management deficiencies.

It is quite common for learners to be deficient and need remediation in more than one of these areas. However, it is generally possible to identify one area in which the learner is most deficient. Addressing and improving performance in that one key area often has a cascading effect, with significant improvement subsequently following in other deficiency areas.

The workshop also addressed how faculty may be called upon to assist in remediation. This begins with identifying learners needing remediation and assisting in diagnosing these learners. Faculty may also be called upon to serve as mentors. It is best if learners can choose the faculty member they want to assist and mentor them during the remediation process. Faculty members must be permitted to decline if they do not feel comfortable performing these duties. Finally, faculty may instead be asked to help reassess the learner undergoing remediation. The faculty member assisting and mentoring should not be involved in reassessing the learner nor deciding if his/her performance is now acceptable and that further remediation is no longer needed.

Identifying and treating learners in need of remediation truly requires a village. Faculty must work with program leaders (Clerkship Directors and the Dean of Student Affairs for medical students and Residency Program Directors for resident physicians).

An “it’s not my problem” attitude will not get the job done when it comes to remediating learners!
In Memory of Paul Seebohm, MD

Paul Seebohm, MD, died the evening of Sunday, January 8, 2017, just five days short of his 101st birthday.

Seebohm was born and raised in Cincinnati, Ohio, where he completed his undergraduate and medical school degrees at the University of Cincinnati. Following a medical internship year at Wisconsin General Hospital in Madison, he spent four years as a flight surgeon in the U.S. Air Force. He returned to Cincinnati in 1946 for the majority of his medical residency, followed in 1948 by an additional year of training at the Robert A. Cooke Institute of Allergy in New York City. He joined the Department of Internal Medicine at the University of Iowa in 1949.

The legendary William Bean, MD, who had mentored Seebohm at Cincinnati and in 1948 became chair of the UI Department of Internal Medicine, recruited Dr. Seebohm to Iowa, asking him to serve as the first director of a new subspecialty, the Division of Allergy and Immunology. The entirety of Seebohm’s academic career was spent at Iowa where he taught generations of innovative, successful allergists and immunologists who became regional and national leaders in their field. He directed the Allergy Division from 1949 to 1970, when he became Associate Dean. In 1974, he was named Executive Associate Dean for the UI College of Medicine. As Executive Dean, he was instrumental in the creation of a Family Medicine Training Program, which had a major impact on the primary care of patients throughout Iowa.

Seebohm joined the American Academy of Allergy and Immunology (AAAI) in 1950, and rose in its ranks to become President in 1966. He received the highest Academy recognition in 1974 as a Distinguished Service Awardee.

Seebohm was President of the Iowa Medical Society, President of the Iowa State Board of Health, and served on the Board of Directors of the Health Policy Corporation of Iowa as well as several Governor’s Advisory boards.

Though he officially retired in 1986, Seebohm remained active in the UI Department of Internal Medicine until shortly before his death. Last year, Dr. Seebohm attended a celebration honoring him on his 100th birthday and was also able to attend the Seebohm Lecture given during an August Grand Rounds.

Workforce Environmental Scan and Summit

The Office of Statewide Clinical Education Programs (OSCEP), an administrative unit of the UICCOM, and the University of Iowa College of Public Health (COPH) Department of Health Management and Policy are working in conjunction with the Iowa Department of Public Health to provide insight into the current state of the Iowa healthcare workforce. OSCEP and the COPH are conducting an environmental scan to identify data sources in the state that track the workforce and lead to identification of professions with potential shortages. The scan is intended to find gaps in state programs in the government and the private sector, recognize recruitment and retention strategies used by public and private health care entities, and identify scope of practice barriers. As part of this scan, a statewide summit involving key stakeholders will be convened and recommendations made to the Iowa Department of Public Health.
Distinguished Physician Receives Spellman Award

Longtime Sioux City physician, Gerald McGowan, MD, was awarded the prestigious Dr. George G. Spellman Annual Service Award on Saturday, November 5. The Mercy Medical Center Foundation presented Dr. McGowan with the award at their annual gala. McGowan has been a family medicine physician in Siouxland since 1965.

The Spellman Award is now in its fourteenth year and was created by the Mercy Medical Center Foundation in recognition of Dr. George Spellman, one of Sioux City’s pioneering physicians who established a reputation as an advocate for the poor and underserved.

McGowan was born in Fonda, Iowa. He completed his medical degree at the University of Iowa Carver College of Medicine in Iowa City. McGowan completed an internship at Good Samaritan Hospital in Phoenix, Arizona, and his surgical residency at Maricopa County General Hospital in Phoenix.

McGowan began his career in 1965 in private family practice in Sioux City.

From 1968-69, McGowan was a flight surgeon with the US Air Force in Phu Cat, South Vietnam. McGowan rose to the rank of Major and treated soldiers as well as visited orphanages which were run by nuns during his time in Vietnam.

McGowan returned to Sioux City and helped found the Siouxland Medical Education Foundation, Inc., the Family Medicine Residency Program for Siouxland. He served as the Program Director until 1991 and as the Program Medical Director from 1992-2000. McGowan continues to teach family medicine in Siouxland and also serves as a Clinical Assistant Professor in Family Medicine for the University of Iowa.

Achievements

Jennifer Holmes, DO, Cedar Rapids Medical Education Foundation (CRMEF) Executive Director, was named an Alternate Director to the Iowa Academy of Family Physicians Board of Directors, representing Linn County. She joins Program Director Dónal Gordon, MD, who has served as an Alternate Director for Johnson County for more than two years.

John Pymm, III, DO, Broadlawns R3, was awarded Most Outstanding Resident Poster Presentation at the Des Moines University Resident Research Day on December 16, 2016. Dr. Pymm’s poster was titled, “A Peculiar Case of Non-Small Cell Lung Cancer: A Case Report and Literature Review”

Publications

Kristen Steidl, MD, CRMEF R3, and recent graduates Ola Khraiwesh, MD, and Maris Hoke, MD, had a Family Physicians Inquiries Network (FPIN) article published in the January 2017 issue of Evidence-Based Medicine.

Jennifer Donovan, MD, CRMEF faculty, and current residents Bora You, MD, Erika Toyoda, MD, Brian Thatcher, MD, and Pramod Siddagunta, MD, also had a FPIN article accepted for publication in an upcoming issue of Evidence-Based Medicine.

Dónal Kevin Gordon, MD, CRMEF Program Director, updated three articles he originally wrote for 5-Minute Clinical Consult.

Emily Beckett, PharmD, BCPs, Broadlawns Medical Center faculty member, was a contributing author to an article on “Male Hypogonadism” with Jessica Butanis, DO, and Uday M. Kabadi, MD, that was published in the January 2017 edition of Primary Care Reports.
Faculty and Staff Announcements

**Corrine Ganske, MD**, Program Director at the Iowa Lutheran Family Medicine Residency Program for the past twelve years, will be stepping down this spring. Joshua Rehmann, DO, currently the Assistant Program Director at Iowa Lutheran, will assume the position of Program Director.

**Bonnie Hough** became the Administrator of the Northeast Iowa Medical Education Foundation (NEIMEF) in Waterloo in February. Bonnie has more than 25 years of experience in health care and human services, including public and mental health, as well as residential services. Prior to joining NEIMEF, she worked at the Oelwein Community Healthcare Foundation as its project manager. She previously served as senior clinic administrator at UnityPoint Clinic in Cedar Rapids.

**Larry Severidt, MD**, lectured to University of Iowa Carver College of Medicine second-year medical students in their Medicine and Society Class on November 7. He discussed rural health care and the benefits of being a family medicine physician in Iowa.

**Erin Barnes** joined the Broadlawns Medical Center Medical Education Division as Assistant Program Coordinator. Erin worked at the Family Health Center front desk for three years as scheduler/registration clerk. Erin was born in Des Moines and graduated from Roosevelt High School. She recently earned a Bachelor of Science degree from Upper Iowa University. Erin is responsible for all student and outside resident rotations and is currently training in residency standards.

**Sara Snitker, DO**, current R3, will join the CRMEF faculty this summer upon her completion of residency.

**Paul James, MD**, Chair and Department Executive Officer of the Department of Family Medicine at the University of Iowa Hospitals and Clinics (UIHC), accepted the position of Chair of Family Medicine at the University of Washington in Seattle. Dr. Daniel Fick became the Interim Chair and DEO effective March 3. Dr. Fick previously served as Vice Chair of the Department of Family Medicine at UIHC. A national search is underway for a permanent Department leader.

**Greg Nelson, MA, RN**, Assistant Dean and Director of the Office of Statewide Clinical Education Programs (OSCEP), extended the scope of his Carver College of Medicine leadership by also assuming the role of Director of Continuing Medical Education (CME) effective February 15, 2017.
Iowa Workforce Factoid

These graphs display the change in gender for actively practicing family medicine (FM) physicians in Iowa over the last 20 years.

Since 1995, the number of female FM physicians in Iowa has grown from 190 to 502, while the number of men in FM has declined from 915 to 877. Females now make up 36 percent of the family physician workforce in Iowa versus 17 percent in 1995.

The current gender distribution of the 154 residents in the UI-Affiliated Family Medicine Residency Programs across the state is 67 males (44 percent) and 87 females (56 percent).