Dr. Gerald McGowan believed his destiny was to be a football coach until a conversation with a nun at Sioux City Heelan High School changed his path. She thought he should be a doctor first and then, be a football coach if he still wanted. And so, after graduating from Heelan and the University of Iowa College of Medicine in 1963, he returned to Sioux City as a general practice doctor.

A couple years into practicing, Dr. McGowan joined the 185th Iowa Air National Guard unit and was stationed in Vietnam. He served as a flight surgeon from June 1968 to June 1969 for the 174th Tactical Fighter Squadron.

When Dr. McGowan returned home, he pursued becoming a family medicine physician. In medical school, nothing else had excited him more than taking care of people. He began building his practice following passing a test in 1970.

In 1974, Dr. McGowan led the two hospitals in Sioux City and community physicians to establish the Siouxland Medical Education Foundation (SMEF). A retired psychiatrist working for the American College of Surgeons visited Sioux City and detailed what needed to be done to start a residency program. Approached by Roger Tracy, then an assistant dean at the University of Iowa Carver College of Medicine, Dr. McGowan was interviewed and accepted the offer to be the director of SMEF. The psychiatrist returned to certify the training program for three years, and in 1975, the only residency program in Northwest Iowa began with one second-year and four first-year family medicine residents.

The need for primary care physicians hasn’t changed since Dr. McGowan started practicing. Since founding SMEF, he has spent much of his career trying to increase access to health care for residents of small towns. With the help of Sioux City physicians, including dermatologists, internists, ophthalmologists, pediatricians, and surgeons, 235 residents have graduated from the program with approximately 60% remaining in the area.

During a tenure like Dr. McGowan’s, change occurs. SMEF moved into a larger, two-story, newly constructed, $4.5 million Family Practice Center in 1998. Medicine has gone from experience being the primary tool of learning to evidence-based. And, most gratifying to him, a lot of lives have been saved that couldn’t have been all those years ago.

After 54 years of practicing medicine and delivering three generations, Dr. McGowan saw his last two patients on December 30, 2019.
Dr. Dónal Kevin Gordon Retires as Program Director

Dónal Kevin Gordon, MD, FAAFP, retired at the end of 2019 as the Program Director of the Cedar Rapids Family Medicine Residency.

Dr. Gordon became the Program Director in April 2012 and added the Executive Director responsibilities in late 2017. He has served as an Adjunct Clinical Assistant Professor at the University of Iowa Carver College of Medicine in conjunction with his residency teaching responsibilities. During his tenure at the program, Dr. Gordon practiced Advanced Wound Care and Hyperbaric Medicine at St. Luke’s Wound Healing Center, and he practiced Palliative Medicine at Mercy Medical Center.

A long-time member of the Iowa Academy of Family Physicians Board of Directors, Dr. Gordon received the advanced degree of Fellow of the American Academy of Family Physicians. He has also been honored with the Program Director Recognition Award from the Association of Family Medicine Residency Directors.

Dr. Gordon remains on with the Cedar Rapids Medical Education Foundation as their Executive Director.

Dr. Kate Thoma Steps Down as Program Director

After ten years in residency program leadership, including seven years at the helm, Kate DuChene Thoma, MD, MME, FAAFP stepped down as Program Director of the University of Iowa Family Medicine Residency Program in October 2019.

Dr. Thoma joined the Department as a faculty member in 2010, before becoming Program Director in 2013. During her time as Program Director, Dr. Thoma amassed numerous accomplishments and accolades. Foremost among those is the graduation of 72 resident physicians. Those graduates now care for tens of thousands of patients in Iowa and around the country.

Dr. Thoma has been a leader in educational innovation in family medicine. She served as co-PI for a 5-year $1.2 million HRSA grant “Expanding the Medical Home through Mental Health Collaboration” to enhance the ability of family medicine residents to provide comprehensive care to patients at the interface of primary care and mental health. She is involved with the Iowa Academy of Family Physicians including Vice-President in 2018. Her national roles include the ABFM/AFMRD Graduate Survey Advisory Committee and the Family Medicine National Innovation in Continuity of Care Experience (FM-NICCE) Task Force which is a collaboration of 25 family medicine residency programs implementing curriculum change to improve patient access, continuity of care and resident satisfaction and well-being. She has continuously strived to improve resident education, and has been recognized for those efforts by the AFMRD with the Silver (2019) and Bronze (2016) Program Director Recognition Awards.

In her new role, Dr. Thoma will continue to be involved in resident education and has been named the Program Director for the Medical Education Fellowship.

Dr. Thoma is a graduate of the University of Iowa Carver College of Medicine (2005), the UI Family Medicine Residency Program (2008), and the UI Medical Education Fellowship (2010). She practices family medicine with emphases in obstetrics, women’s health, preventive medicine, and chronic disease management.
Kate DuChene Thoma, MD, Recognized by AFMRD

Kate DuChene Thoma, MD, MME, FAAFP, received an Association of Family Medicine Residency Directors’ (AFMRD) Program Director Recognition Award at the 2019 Annual Program Director Workshop meeting on April 6, 2019. This award recognizes the achievements of program directors in light of their unique roles, responsibilities, and challenges. The award program consists of three levels (bronze, silver, and gold), based on the completion of increasingly substantial accomplishments in training, performance, advocacy, and tenure.

Left to right: Kate Thoma, MD, MME, FAAFP, and Fred Miser, AFMRD President

Jason Wilbur, MD, Obtains AAFP Degree of Fellow

Jason Wilbur, MD, obtained Fellow of the American Academy of Family Physicians (AAFP). The AAFP recognizes members “who have distinguished themselves among their colleagues, as well as in their communities, by their service to family medicine, by their advancement of health care to the American people, and by their professional development through medical education and research.”

Jason Wilbur, MD

David Bedell, MD, Receives 2019 UIP Clinician of the Year

The UIP Clinician of the Year Award is given to a clinician who most embodies those aspects of a truly great patient service provider, including technical skill, humanism to patients and families, collaboration with colleagues, and advocacy. Dr. Bedell received this award in October 2019 and was featured in the UI Healthcare publication, The Loop in November.

David Bedell, MD (left) pictured with Brooks Jackson, MD, UI Vice President for Medical Affairs and Dean, Roy J. and Lucille A. Carver College of Medicine
Alexandrea Jacob, DO, joined Broadlawns Medical Center (BMC) as a full-time, medical education faculty member within the Family Health Center at the end of September 2019. Dr. Jacob acquired her medical school degree at Des Moines University and graduated from BMC’s Family Medicine Residency Program in July 2019. Dr. Jacob currently resides in Ankeny with her husband Christopher and new daughter, Hadley.

Lane Noble, DO, graduated from Western University of Health Science, College of Osteopathic Medicine of the Pacific in 2009. Following medical school, he completed an internship in Internal Medicine at William Beaumont Army Medical Center and then, served as an airborne qualified general medical officer at Fort Bragg, North Carolina. Upon completion of his military service obligation, Dr. Noble completed a residency at Northeast Iowa Family Practice, graduating in 2015. Since residency training, Dr. Noble has worked at a public health clinic and as a hospitalist at MercyOne Medical Center in Dubuque. In 2020, Dr. Noble returned to Northeast Iowa Family Practice as faculty.

Sara Spiva, DO, was named Cedar Rapids Medical Education Foundation’s (CRMEF) Associate Program Director earlier this year. Dr. Spiva graduated from Wartburg College, completed medical school at Kansas City University of Medical and Biosciences, and trained at CRMEF for residency. Following residency, she joined the CRMEF faculty in 2017.

Kallie Stambaugh, RN, BSN, was recently appointed as Nurse Manager and Risk Manager at Northeast Iowa Family Practice. She has been a nurse since 2004 with previous experience as a staff nurse and assistant nurse manager at University of Iowa Hospitals and Clinics and staff nurse at Unity Point Allen Hospital. She joined Northeast Iowa Family Practice as a staff nurse in 2015.

Dr. Chris Wolf, DO, joined the Siouxland Medical Education Foundation (SMEF) as faculty after completing his residency at SMEF in 2019. He received his undergraduate degree in Physiology at the University of Iowa and graduated from Des Moines University College of Osteopathic Medicine. Dr. Wolf holds special clinical interests in emergency medicine and sports medicine. Additionally, Dr. Wolf practices Osteopathic Manual Medicine.
Broadlawns Medical Center recently received a grant for the Serious Illness Collaborative from Brigham and Women’s Hospital and Harvard Medical School in Boston, MA. The goals of the Serious Illness Collaborative are to train providers on how to have serious illness conversations and to implement trainings within their own health systems. The hope is that with earlier, better, and more frequent serious illness conversations, patients with serious illnesses and their families will have reduced anxiety and improved quality of life.

The goal at Broadlawns is to build a healthy community and improve the lives of people affected by serious illness such as end-stage COPD, poorly controlled diabetes, and late-stage dementia through patient and family conversations. The aim is to train the 24 family medicine residents on how to have these conversations for when they are in practice.

Training for Serious Illness Conversations took place in Boston in September 2019. Fifteen health systems were represented; Broadlawns Medical Center was the smallest health system and the sole representation from the Midwest.

During the clinician training, attendees learned how to use the Serious Illness Conversation Guide, with actors portraying patients, to help facilitate the conversation in a small group setting. The facilitator in each group focused on positive reinforcement by asking questions, and we learned as future facilitators how to teach the Guide in an effective manner.

The next step is to train the family medicine residents in Broadlawns’ Family Health Center, starting with the second-year residents. Broadlawns also plans to involve other team members, including Katy Laurin, PhD, clinical psychologist, and other faculty physicians in this training process. Broadlawns looks forward to initiating this program to benefit patients with serious illnesses.

Iowa Physician Workforce Stakeholder Meeting

Greg Nelson, Assistant Dean for Clinical Education Programs at the University of Iowa Carver College of Medicine presented at the Iowa Physician Workforce Stakeholder Meeting in October 2019. The Iowa Medical Society brought together individuals representing an array of healthcare entities and state government to set the stage for a collaborative physician workforce recruitment effort. Mr. Nelson shared information about Iowa’s current physician workforce which provided the foundation for the day.
First Graduates of Des Moines Teaching Scholars Program

In late 2017, the Des Moines Area Medical Education Consortium inaugurated its first class of the Des Moines Teaching Scholars program. The two-year program has prepared these scholars to serve as mentors to other faculty in teaching medical students and residents and to assist in leading future faculty development programs. On November 21, Steven Craig, MD, Executive Director of the Consortium, and Marcy Rosenbaum, PhD, Faculty Development Consultant for the Office of Continuing Research in Medical Education (OCRME) at the University of Iowa Carver College of Medicine, presented the eleven members who successfully completed the program with a certificate recognizing their commitment to medical education development and scholarship.

How the program works

Every three months, participants attended a 90-minute seminar session followed by an evening faculty development workshop. After the workshop, scholars commit to using teaching skills and strategies taught during the workshop in their daily teaching. Immediately prior to the next workshop, scholars submit a reflection paper describing what happened when they applied these skills, what they observed about their effectiveness, and how it would guide their use of these new skills going forward. At the seminar held prior to the next workshop, the Teaching Scholars, as a group, shared their thoughts and learned from their collective experiences.

Des Moines-based faculty interested in joining a future Community Teaching Scholars group can contact Steven Craig, MD, at the Des Moines Area Medical Education Consortium.

The 2019 graduating scholars are (in order from the left): Grant Peterson, MD, (General Internal Medicine), Iowa Methodist Medical Center; Jennifer Groos, MD, (General Pediatrics), Blank Children’s Hospital; Dana Danley, MD, (Family Medicine), Broadlawns Medical Center; Monica Hoffman, MD, (Internal Medicine), VA Central Iowa Health Care System; Naima Adeel, MD, (General Internal Medicine), Iowa Methodist Medical Center; Morgan Herring, PharmD, Iowa Lutheran Hospital; Andrew Cyr, MD, (Pediatric Hospitalist), Blank Children’s Hospital; Jason Kruse, DO, (Internal Medicine), Broadlawns Medical Center; Marc Lucket, MD, (Ob-Gyn), Broadlawns Medical Center; Not pictured: Alexandra Hubbell, DO, (Family Medicine), Iowa Lutheran Hospital; Tyler Schwiesow, MD, (Internal Medicine Hospitalist), Iowa Methodist Medical Center

ALSO Course Schedule Changes for 2020-2021 Academic Year

Each year we offer two ALSO Provider Courses, with one in Des Moines and the other in Iowa City. For the 2020-2021 academic year we will be bringing forward the Iowa City Course from the spring to the Fall. The courses will be held on the following dates:

**Des Moines:** Friday, September 11, 2020

**Iowa City:** Monday, September 28, 2020

*Note the next course will be in Fall 2021.*
Documenting Poor Performance
Adam Roise, MD, MPH, Northeast Iowa Medical Education Foundation

Evaluations serve multiple functions for learners, institutions and preceptors. Targeted, actionable feedback is clearly of benefit to learners. Institutions also benefit when they are made aware of students that are performing poorly in some skill areas so that early remediation is made available. Preceptors benefit collectively when evaluations lead to remediation and improved performance on future rotations.

Providing a meaningful evaluation can be challenging with a learner that has performed poorly. Some preceptors avoid documenting concerns due to a lack of knowledge of what to specifically document. For others it can be anxiety of potentially going through an appeal process, or concern there are no remediation options available. But not providing this feedback can do more harm than good for the learner. A study of Danish preceptors found two themes affecting learners undergoing remediation: 1) belated and inconsistent feedback on the learner’s inadequate performance; and 2) perceived culturally rooted priority of efficient patient care before education.

Do not over estimate the impact of a single low rating evaluation on the learner’s overall program evaluation. And don’t assume that no remediation is available if you do raise concerns.

2 Christensen et al. BMC Medical Education (2016) 16:69

Physician Wellness Resource Profile #2

Wellness is important for Residents and Faculty. Resources within and outside of the program are available to support their mental, emotional, and physical health.

An important skill is for individuals to be aware of when their own wellness may be at risk. In the previous newsletter we included a self-assessment resource.

The next step is to identify a strategy to address areas of concern that are identified in the self-assessment. Studies show that mindfulness and meditation practice can improve well-being and combat burnout and stress. A time-efficient way to introduce meditation into your routine is to utilize self-guided apps on your smartphone, such as Insight Timer, Calm, and Headspace.

The next edition will profile another wellness tool or resource for physicians.

OSCEP Announcements

2020 Calendar of Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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</thead>
<tbody>
<tr>
<td>February 26</td>
<td>Iowa Family Medicine Residency Program Directors’ Meeting - Des Moines</td>
</tr>
<tr>
<td>March 27</td>
<td>Advanced Life Support in Obstetrics (ALSO) Provider Course - Iowa City</td>
</tr>
<tr>
<td>April 24</td>
<td>Iowa Family Medicine Residents’ Council Meeting, Des Moines</td>
</tr>
<tr>
<td>May 27</td>
<td>10th Annual Family Medicine Resident Quality and Research Symposium - Iowa City</td>
</tr>
<tr>
<td>May 27</td>
<td>Iowa Family Medicine Residency Program Directors’ Meeting - Iowa City</td>
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<tr>
<td>May 27</td>
<td>Iowa Family Medicine Residency Program Coordinators’ Meeting - Iowa City</td>
</tr>
<tr>
<td>September 3</td>
<td>Iowa Family Medicine Residency Program Directors’ Meeting - Des Moines</td>
</tr>
<tr>
<td>September 11</td>
<td>Advanced Life Support in Obstetrics (ALSO) Provider Course - Des Moines</td>
</tr>
<tr>
<td>September 28</td>
<td>Advanced Life Support in Obstetrics (ALSO) Provider Course - Iowa City</td>
</tr>
<tr>
<td>November 18</td>
<td>Iowa Family Medicine Residency Program Directors’ Meeting - Des Moines</td>
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Iowa Workforce Factoid

Iowa Physician Specialty Distribution: Rural vs. Urban, 2018

<table>
<thead>
<tr>
<th>Specialty</th>
<th>2018 Percent practicing in rural county</th>
<th>2018 Percent practicing in urban county</th>
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</thead>
<tbody>
<tr>
<td>All physicians</td>
<td>23%</td>
<td>77%</td>
</tr>
<tr>
<td>Family Medicine</td>
<td>46%</td>
<td>54%</td>
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<tr>
<td>Psychiatry</td>
<td>17%</td>
<td>83%</td>
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<tr>
<td>General Internal Medicine</td>
<td>20%</td>
<td>80%</td>
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<tr>
<td>General Pediatrics</td>
<td>19%</td>
<td>81%</td>
</tr>
<tr>
<td>General Surgery</td>
<td>41%</td>
<td>59%</td>
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<tr>
<td>Obstetrics &amp; Gynecology</td>
<td>27%</td>
<td>73%</td>
</tr>
<tr>
<td>Hospital Medicine</td>
<td>19%</td>
<td>81%</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>11%</td>
<td>89%</td>
</tr>
<tr>
<td>All Nurse Practitioners</td>
<td>37%</td>
<td>63%</td>
</tr>
<tr>
<td>All Physician Assistants</td>
<td>32%</td>
<td>68%</td>
</tr>
</tbody>
</table>

The Iowa Health Professions Inventory is a database that accounts for all physicians, nurse practitioners, physician assistants, dentists and pharmacists, who practice in Iowa along with their practice location. Many different ways are used to define “rural” and “urban”. OSCEP has defined rural and urban counties by modifying the nationally recognized system called the Rural Urban Continuum Codes. This has led to 88 counties defined as rural and 11 counties as urban.

In 2018, 46% of all Iowans lived in the 88 rural counties and 54% lived in the 11 urban counties. It is of great interest that the family medicine physicians in Iowa are divided exactly along those percentages with 46% of family medicine physicians working in the 88 rural counties and 54% working in the 11 urban counties. Family medicine has the highest percentage of all physicians working in rural counties followed by general surgery at 41%.