# President vithin a Carlo Carlo

A 25-Year Look Back at our Decentralized Community-Based Training Model for Producing Rural Full Scope Family Physicians

Dawn Caviness, MD – Education Faculty
Aaron Lambert, MD – Residency Director
Erika Steinbacher, MD – Designated Institutional Official

April 29, 2022

# Objectives

- Describe the key elements of a decentralized community-based training program
- 2. Describe the potential impact of the decentralized training model on a community
- 3. Describe some of the successes and challenges of this model

# "Never let a good crisis go to waste..."

~Winston Churchill

- Evolution of FM in Cabarrus County, NC
- Dearth of adequately trained FM physicians
- Key elements come together to start training program

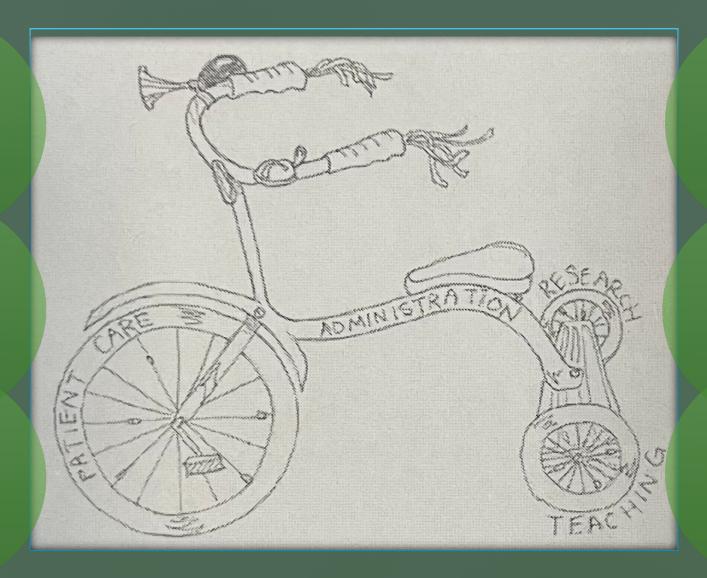


## "Residency Within a Practice" Concept Developed

4 clinics – 3 faculty plus an APP at each

Four-clinic model provides large patient base for learning

Residents
would
function as
"junior
partners" in
the office



All faculty would be at least 50% clinical (full scope, incl OB)

Selfcontained FM inpatient service

Unopposed training in the hospital setting

# Innovation in Financial Model for Training

Practice remains independent and contracts with hospital to run program



All GME/IME passed through to residency



Partnership with local and state-wide partners (AHEC)



Large faculty base allows for financial stability with private practice model



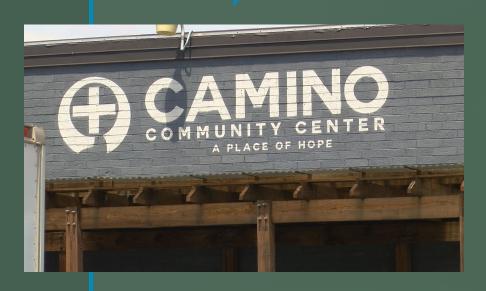






Four clinic model today...

## A Culture of Servant Leadership

















#### CABARRUS FAMILY MEDICINE RESIDENCY PROGRAM (CFMRP) 20th ANNIVERSARY RECOGNITION PROCLAMATION

WHEREAS, The Cabarrus Family Medicine Residency Program was founded in 1996 as a solution to a growing primary care crisis in Cabarrus County; and

WHEREAS, Cabarrus Family Medicine Residency Program was the inspiration of Dr. Allen Dobson, who founded Cabarrus Family Medicine in Mount Pleasant in 1983; and

WHEREAS, the goal of Cabarrus Family Medicine Residency Program was to train Family Physicians for small town and rural North Carolina; and

WHEREAS, to date there have been one hundred and sixty graduates practicing in twenty-four states including Hawaii and the US Virgin Islands. Several have served in the Military, including duty in Iraq. One hundred and four of the graduate physicians practice in North Carolina. Forty-four practice in Cabarrus County (twenty in Concord, eight in Kannapolis, six in Harrisburg, four in Mount Pleasant, and three in Midland). Four are in Rowan County, four in Stanly County, one in Union County, eleven in Gaston/Lincoln/Cleveland and Catawba counties and fifteen in Mecklenburg County; and



## Impact on the Community

- Graduates (1999-2022)
  - 74% stayed in North Carolina, mostly in small/medium sized towns
  - √ 34% went into rural areas
  - 34% stayed in the Atrium system
  - 12% became hospitalists (23% incorporate inpatient medicine)
  - 11% practice prenatal/maternity care
- Currently in our 10 clinics, 51% (23/45) areCFMR graduates
- In our four residency clinics, 93% (25/27) faculty do inpatient medicine and 41% (11/27) do OB
- Cabarrus County made a proclamation!
- Mt Pleasant gave us an award!





## Benefits

- Broader patient base/training, each clinic has its own flavor
- Lower resident: faculty ratio at least as many attendings in clinic each day as residents
- Junior partner model involves residents in practice management from day one

### Benefits

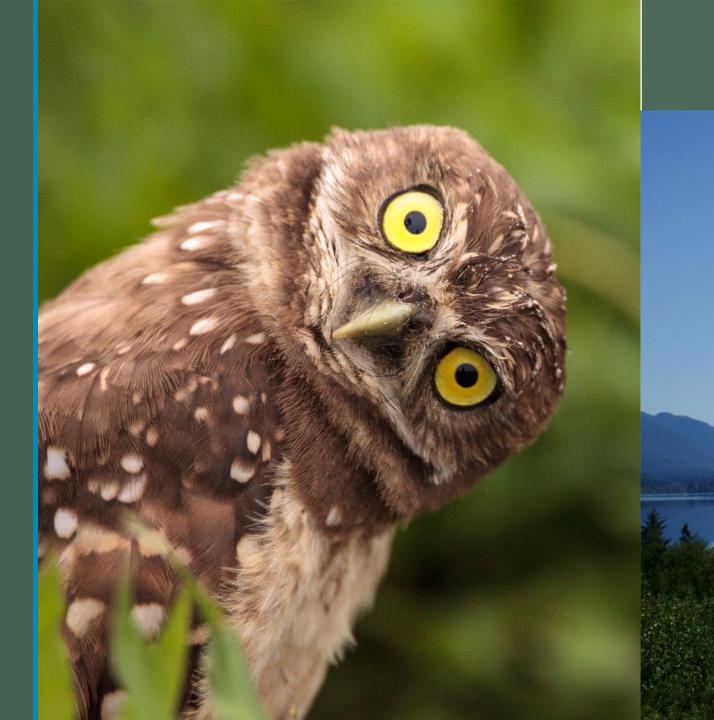
- More involvement in more communities!
  - Parades
  - School sports physicals
  - Vaccine clinics
  - Teaching cub scouts
  - Opioid epidemic presentations
  - Farmworker education
  - Sock drives for seniors
  - Mobile clinics
  - Special Olympics physicals
  - Senior health fairs
  - High school football team coverage



## Challenges



- Maintaining equivalent educational experience and cohesiveness across four clinics
- Conducting faculty development for large faculty group in four different clinics
- □ Growing patient base → growing hospital service → cap on service



## Questions?

Thank

Dawn.Caviness@atriumhealth.org Robert.Lambert@atriumhealth.org Erika.Steinbacher@atriumhealth.org