



One Year Later – Lessons Learned from Starting a Family Medicine Residency Program in a Rural Critical Access Hospital

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Disclosures

- No financial disclosures



Washington State University Elson S. Floyd College of Medicine

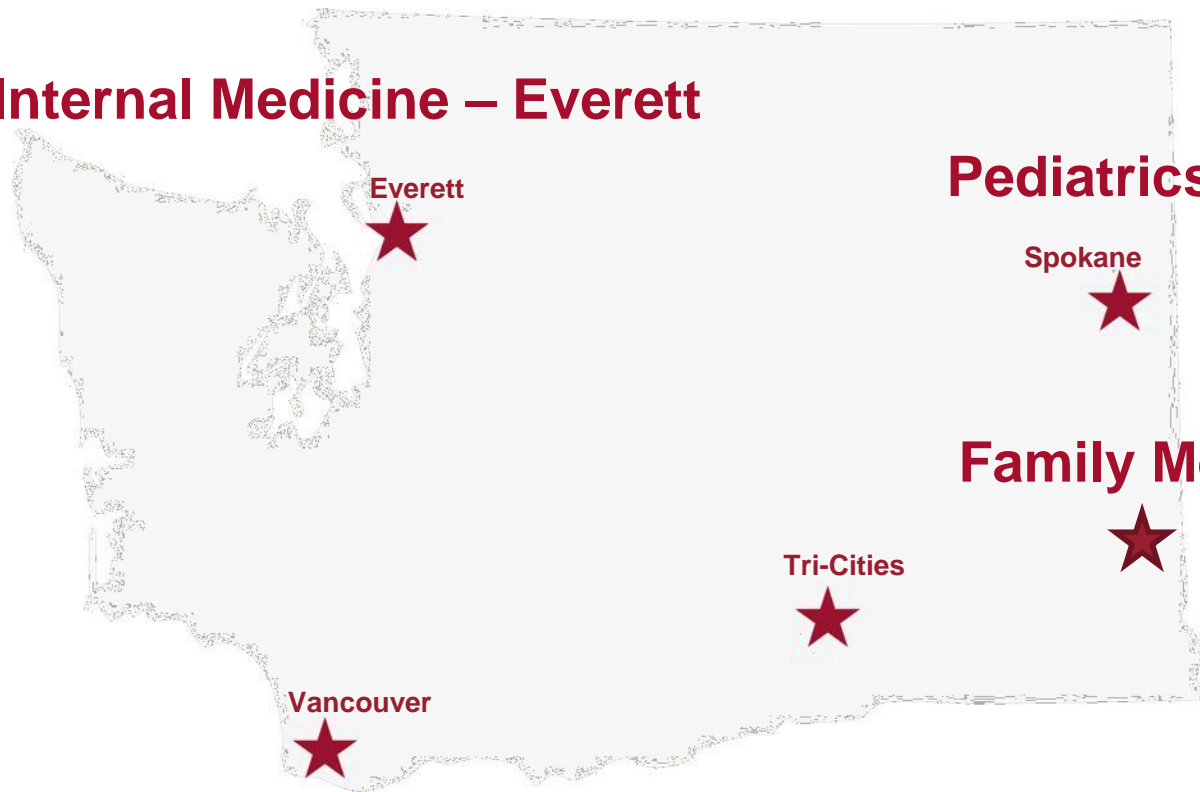
- Mission: To serve Washington and beyond through collaboration and problem-solving in education, research, and health care with a focus on rural communities, Tribal Nations, and people who have been historically marginalized.





Washington State University College of Medicine

Internal Medicine – Everett



Pediatrics – Spokane 2024

Spokane



Family Medicine – Pullman





Program Development

The inspiration:

- University of Idaho WWAMI Rural Health Class
- Trip to Colville, WA

The plan:

- Rural Training Track
- Pullman Regional Hospital

The pivot:

- Washington State University





Goals:

1

Longitudinal Curriculum

2

Clinic-First Model





WSU
College of Medicine
Sponsor Institution



ELSON S. FLOYD COLLEGE OF MEDICINE
**Family Medicine
Residency Program**
WASHINGTON STATE UNIVERSITY



Clinical
Partner



Clinic Infrastructure

- Clinic Network expansion
Pullman Regional Hospital
- Residency Center opening
February 2023
- Epic Roll-out February 2023





The first 6 months

- Core Skills Month
 - Reintroducing the basics
 - You don't know what you don't know
- Clinic First...at what cost
- Rotation design
 - One week at a time
- Faculty & Staff
 - Recruitment & retention
 - Development

WEEK 13 9/25/2023			WEEK 14 10/2/2023			WEEK 15 10/9/2023			WEEK 16 10/16/2023		
A Inpt	B ED	C Rad	A Inpt	B ED	C Elective	A Inpt	B Surgery	C ED	A VAC	B Surgery	C OB
No OB Call			No OB Call					OB Call		OB Call	
WEEK 17 10/23/2023			WEEK 18 10/30/2023			WEEK 19 11/6/2023			WEEK 20 11/13/2023		
A Inpt	B VAC	C OB	A ED	B Inpt	C OB	A Peds	B ED	C OB	A Ortho	B Peds	C Surgery
No OB Call			No OB Call			OB Call				OB Call	
WEEK 21 11/20/2023			WEEK 22 11/27/2023			WEEK 23 12/4/2023			WEEK 24 12/11/2023		
A VAC	B ED	C Inpt	A Surgery	B Inpt	C Ortho	A Inpt	B Ortho	C ED	A Ortho	B Cards	C Rad
No OB Call					OB Call		OB Call		OB Call		

Monday	Tuesday	Wednesday	Thursday	Friday
AM Resident Clinic	AM Audiology with Anna	AM Resident Clinic	AM Goodrich	AM OR with Goodrich
PM Resident Clinic	PM Morrow	PM Didactics	PM Goodrich	PM Resident Clinic



Managing the Barriers

- Inaugural class of innovators
 - Holistic screening with emphasis on rural and innovation
- Community hospital, Academic expectations
 - Integration
 - Adjustment
- Inexperience
 - Many resources, many conferences
- Organization, communication, and follow-through





Lessons Learned

- Constant recruiting
 - Preceptors vs Faculty
 - Staff
- Curriculum and block schedule design
 - Balance flexibility and familiarity
 - Modeling rural full spectrum
- Feedback and Evaluations
 - Maximize hall-talk
 - Documentation
 - Expectation adjustment to competency-based evaluations



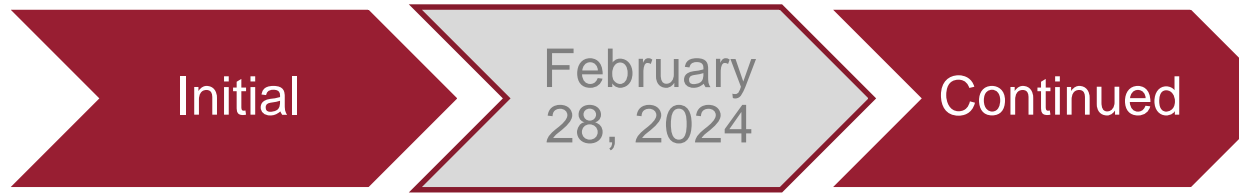
Lessons Learned

- Acclimating hospital to new learners
 - Orientation month involvement
 - Not all sites are created equal
- Recruitment to small-town
 - Recruit to your strength, program ambassadors
- Financial Stability





ACGME Accreditation



Site Visit Tips:

- Know the application and program requirements and how you are meeting them.

“Be proud of yourself. Brag”

“Looks for the best in you and brings out the best in you.”



Resident Feedback



- People - staff and patients
- Clinic First
- Teaching Environment
- Flexibility to shape own goals
- Family-like atmosphere
- Trust



Final Take-Aways

- Hard-work
- Lean on your networks but don't be afraid to innovate
- Be ready to pivot... a lot
- Keep your eyes on the prize





Teamwork Makes the Dream Work

