

## **CLINICAL COMPETENCY PATHWAYS (CCP)**

**Baylor College of Medicine**

**Nephrology Fellowship**

**Program Director: Rajeev Raghavan**

All graduating fellows in a 2-year Nephrology Training Program will have the option to complete one of the Clinical Concentration Pathways listed below. Participation is not mandatory.

The objectives of the CCP are: 1) develop a structured mentor-mentee relationship, 2) identify a mentor to enable and design a scholarly activity project, 3) demonstrate expertise in a topic, not otherwise covered during the Nephrology fellowship.

As of July 2019, the four pathways that will be offered include:

- 1. Clinician Educator (Mentor: Rajeev Raghavan, Maulin Shah)**
- 2. Health Policy (Mentor: Kevin Erickson)**
- 3. Business of Nephrology (Mentor: Jingyin Yan, Samaya Anumudu)**
- 4. Transition Care in Nephrology (Mentor: Sai Saridey, Sehrish Ali)**

## **Clinician Educator Pathway**

Primary Mentor: Dr. Rajeev Raghavan, Dr. Maulin Shah

### **Objectives:**

- 1) Recognize the role and pathway for the Clinician Educator in the academic setting
- 2) Apply principles of effective and innovative teaching to individual sessions

### **Expectations:**

- 1) Monthly meeting with mentor or key faculty (30-60 minutes)
- 2) Preparation by completing assigned reading (30-60 minutes)

### **Requirements (3 of 4 must be satisfied):**

- 1) Submit an application to a national educational program. Examples include a fellow-level position on ASN training program directors council or the Nephrology Social Media Internship.
- 2) Participation as an educator in the 2<sup>nd</sup> year BCM medical student Renal Pathophysiology Course **AND/OR** the BCM Physicians' Assistant (PA) Course.
- 3) Participate in at least one Faculty Education Workshop offered through Baylor College of Medicine
- 4) *Complete a Capstone Project*: Create and lead a novel educational initiative aimed at trainees. The capstone project may be collaborative with one or more of your mentors.

### **Topics in Clinician Educator Pathway discussed by mentors and faculty:**

- 1) How to create and maintain a superb power point presentation
- 2) The Mentor-Mentee Relationship
- 3) Creating and maintaining a didactics curriculum
- 4) How to create and maintain a post graduate training program
- 5) Technology in the classroom
- 6) Important characteristics to model in an educational leadership position
- 7) Dealing with a trainee in a difficult situation and remediation
- 8) Career development and academic promotion for the clinician educator
- 9) Accreditation of GME and UME programs
- 10) Medical education research

### **Successful Completion:**

Successful completion of this pathway will result in a Certificate of Added Qualification, to be presented at graduation.

## **Health Policy Pathway**

Primary Mentor: Dr. Kevin Erickson, Dr. Samaya Anumudu

### **Objectives:**

- 1) Identify how health policy shapes the practice of Nephrology
- 2) Investigate how to critically evaluate policies solutions to problems in healthcare.

### **Expectations:**

- 1) Monthly meeting with mentor or key faculty (30-60 minutes)
- 2) Preparation by completing assigned reading (30-60 minutes)

### **Requirements (both must be satisfied):**

- 1) Attendance at fellows' forum at the RPA annual meeting (stipend is paid by the RPA; occurs annually in March) **OR** a similar policy oriented national or local conference
- 2) *Complete a Capstone Project:* This may include a publication or abstract with your assigned mentor on a policy-related topic

### **Additional Projects (optional):**

- 1) Submit an application to a national policy position. One example is the fellow-level position on ASN public policy council
- 2) A third (or fourth) year of research fellowship to pursue an academic career in health policy.
- 3) Additional coursework in health / public policy at local institutions

### **Successful Completion:**

Successful completion of this pathway will result in a Certificate of Added Qualification, to be presented to the trainee at graduation.

### **Topics in health policy and nephrology discussed by mentors and faculty:**

- 1) Defining value in health care
- 2) Using scientific methods to evaluate policy
- 3) The history of financing kidney disease care in the United States
- 4) Methods of paying for healthcare – Capitation vs. Fee-For-Service and Bundled Care
- 5) Quality metrics and the ESRD Quality Incentive Program
- 6) Current and future reforms to fee-for-service (ACA, MACRA, Pay-For-Performance)
- 7) Alternative payment models and nephrology – ESCOs, ACOs and Medical Homes
- 8) The dialysis industry landscape – consolidation and the role of for-profit providers
- 9) The future role of the nephrologist and the nephrology workforce

## **Business in Nephrology Pathway**

Primary Mentor: Dr. Jingyin Yan, Dr. Samaya Anumudu

### **Goal:**

- 1) Prepare fellows for managing a Nephrology practice
- 2) Appraise how business shapes the practice of Nephrology
- 3) Recognize revenue streams for the Nephrologist in private practice

### **Expectations:**

- 1) Monthly meeting with mentor or key faculty (30-60 minutes)
- 2) Preparation by completing assigned reading (30-60 minutes)

### **Requirements (all 3 must be satisfied):**

1. Attendance at one meeting on the topic of business: Renal Physicians Association (Spring), Nephrology Business Leadership University for Fellows (Fall), Business pre-course meeting (ASN or NKF), or Annual Medical Director meeting for a large dialysis organization (LDO)
2. Complete a Capstone Project: This may include a publication or abstract with your assigned mentor on a business related topic. This could involve Quality Improvement and High Value Care projects.
3. Create a well-structured Curriculum Vitae

### **Topics discussed:**

- 1) The Physician Investor – Joint Ventures, Real-Estate, and More
- 2) How to Interpret the Dialysis Unit Financial Statement
- 3) Medical Directorship in Dialysis Units: In-Center, Home Health, and Inpatient
- 4) Joining the Speaker's Bureau
- 5) The Individual's Role in a Large Group Practice
- 6) Solo Practice: From Start to Finish
- 7) Building a Dialysis Unit from Start to Finish
- 8) Surgical Centers & Access Centers
- 9) Participation in Multi-Center Clinical Trials
- 10) Participate in mock interviews

### **Successful Completion:**

Successful completion of this pathway will result in a Certificate of Added Qualification, to be presented to the trainee at graduation.

## **Transition Care in Nephrology**

Primary Mentor: Dr. Sai K Saridey, Dr. Sehrish Ali

### **Goal:**

- 1) Understand how the pediatric Nephrologists provide care for their patients
- 2) Recognize how the care for a young adult with a chronic illness is different than for adults
- 3) Exposure to Women's health topics with kidney perspective

### **Expectations:**

- 1) Monthly meeting with mentor or key faculty (30-60 minutes)
- 2) Preparation by completing assigned reading (30-60 minutes)

### **Requirements (all 3 must be satisfied):**

1. Attendance at Annual Transition Medicine Conference: Present Quality improvement Project
2. Attend 1 or more Renal Transition clinics during the academic year
3. Complete a Capstone Project: This may include an abstract or publication with your assigned mentor on a topic related to transitioning young adults at an ACP or ASN or Transition medicine conference

### **Topics discussed:**

- 1) Patient Education and Preparation: Kidney Education for Your Success (KEYS program)
- 2) Create Independence for the young adult
- 3) Integration of Pediatrics/ Adult Care
- 4) Barriers and Solutions For transition
- 5) Identify current research in transition
- 6) Social Media to enhance transition
- 7) Successful Renal Transition Clinic
- 8) Pregnancy and Kidney Disease

### **Successful Completion:**

Successful completion of this pathway will result in a Certificate of Added Qualification, to be presented to the trainee at graduation.