



## Institutional Commitment to Graduate Medical Education

Wisconsin Northern & Central (WiNC) GME Consortium

The mission of the Wisconsin's Northern & Central (WiNC) Graduate Medical Education Consortium is ***"Together, create the best regional physician workforce in the country"***. WiNC member institutions are committed to this mission by providing organized Graduate Medical Education (GME) programs to resident/fellow physicians that equip them with the ability to practice independently within the context of a health care delivery system. The residency/fellowship programs will develop the resident's/fellow's skills, knowledge, and attitudes leading to proficiency in all areas of clinical competency, allowing the resident/fellow to assume/fellow personal responsibility for the care of individual patients. The essential learning activity for the resident/fellow will be interaction with patients under the guidance and supervision of faculty members who give value, context, and meaning to those interactions.

Supervision in the setting of graduate medical education has the goals of assuring the provision of safe and effective care to the individual patient. As residents/fellows gain experience and demonstrate growth in their ability to care for patients, they will assume roles that permit them to exercise those skills with greater independence, allowing for graded and progressive responsibility and the ability to enter practice unsupervised and establish a foundation for continued professional growth.

Excellence in medical education and providing the necessary educational, financial, and human resources to support graduate medical education (GME) are demonstrated through the provision of leadership, an organizational structure and resources necessary for the Sponsoring Institution to achieve compliance with the Accreditation Council for Graduate Medical Education (ACGME) Common, Specialty/subspecialty-specific Program and Institutional Requirements. WiNC is committed to providing the necessary financial support for administrative, educational, and clinical resources, including personnel to support GME. Furthermore, WiNC is committed to providing an ethical, professional, and educational environment in which the curricular requirements, as well as the applicable requirements for the residents'/fellows' work environment, scholarly activity, and the general competencies can be met. The regular assessment of the quality of the educational programs, the performance of its residents/fellows, and the use of outcome assessment results for program improvement are essential components of the institution's commitment to GME. Oversight of the education and well-being of physicians in training at WiNC is vested in the Graduate Medical Education Committee, led by a Designated Institutional Official (DIO), which is charged with the following:

1. To ensure the DIO and program directors have sufficient financial support and protected time to effectively carry out their educational and administrative responsibilities.
2. To establish sufficient salary support and resources allowing for effective administration of the GME office and all of its programs.

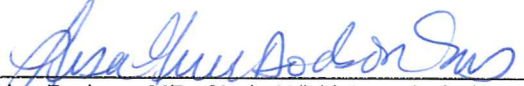
3. To create and maintain appropriate oversight of, and liaison with, program directors, and assurance that program directors establish and maintain proper oversight of, and liaison with, appropriate personnel of other institutions participating in the programs sponsored by the institutions.
4. To manage and implement procedures ensuring that the DIO, or a designee in the absence of the DIO, review and cosign all program information forms and any documents or correspondence submitted to the ACGME by the program directors.
5. To regularly review all ACGME letters of notification and the monitoring of action plans for the correction of areas of non-compliance;
6. To present an annual report to the Organized Medical Staff(s) and the governing body(s) of the major participating institutions in which GME programs of WINC are conducted.
7. To regularly conduct internal reviews of all ACGME accredited residency/fellowship and subspecialty programs to assess the performance of their residents/fellows, and the use of their outcome assessment results for program improvement as well as their compliance with the Common, Specialty, Subspecialty-specific, Program and Institutional Requirements of the relevant ACGME Residency Review Committees (RRCs).
8. To ensure that each residency/fellowship program establishes and implements formal written criteria and processes for the selection, evaluation, promotion, and dismissal of residents/fellows in compliance with both the Institutional and Program Requirements of the ACGME RRCs.
9. To ensure an educational environment in which residents/fellows may raise and resolve issues without fear of intimidation or retaliation. This includes:
  - a. provision of an organizational system for residents/fellows to communicate and exchange information on their working environment and their educational programs;
  - b. process by which individual residents/fellows can address concerns in a confidential and protected manner
  - c. establishment and implementation of fair institutional policies and procedures for adjudication of resident/fellow complaints and grievances related to actions which could result in dismissal, non-renewal of a resident's/fellow's contract, or could significantly threaten a resident's/fellow's intended career development.
10. To ensure faculty and residents/fellows have ready access to adequate communication resources and technology support. Residents/Fellows must be able to access specialty/subspecialty-specific and other appropriate reference material in print or electronic format, at all times. If in electronic format medical literature databases must have search capabilities.

11. To implement and maintain the collection of intra-institutional information and development of recommendations on the appropriate funding for resident/fellow positions, including benefits and support services.

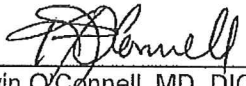
12. To ensure that the residents'/fellows' curriculum provides a regular review of ethical, socioeconomic, medical/legal, and cost-containment issues that affect GME and medical practice. The curriculum must also provide an appropriate introduction to communication skills and to research design, statistics, and critical review of the literature necessary for acquiring skills for lifelong learning. There must be appropriate resident/fellow participation in departmental scholarly activity, as set forth in the applicable Program Requirements.

13. To provide administrative support for GME programs and residents/fellows in the event of a disaster or interruption in patient care. WINC and its members are committed to assisting the Graduate Medical Education Committee in the implementation of these important charges which are crucial to the success of our GME programs.

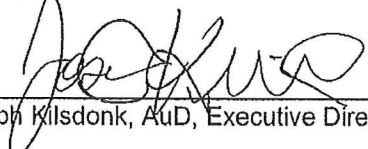
Reviewed and approved by the WINC Board of Directors, September 21, 2023

  
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Lisa Dodson, MD, Chair, WINC Board of Directors

9-21-2023  
Date

  
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Kevin O'Connell, MD, DIO, WINC

9-21-2023  
Date

  
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Joseph Kilsdonk, AuD, Executive Director, WINC

9-21-2023  
Date