

# CPCC Fellowship

## Self-Assessment Survey

### Results Summary 2020-2021

#### 1. How many years have you been in practice?

- A: 3
- B: 5
- C: 9
- D: 9
- E: 3

#### 2. How many hours per week are dedicated to patient care?

- A: 40-50
- B: PRE:16 POST: 1
- C: 40
- D: 40
- E: 32

#### 3. What are you hoping to accomplish during your year in the fellowship (POST: what did you accomplish)?

A PRE: I hope to learn how I can better serve/provide for my patients

A POST: My personal wellness was greatly improved, I was able to help some co-workers with their wellness, I precepted my first student and had great tools in place to teach her. My eyes were opened to areas of need within my patient's lives.

B PRE: I am hoping to spend the year reflecting on and creating an action plan moving forward on how I can remain in medicine long-term. I want to intentionally think about goals and boundaries needed for a sustainable career in primary care.

B POST: I spent a lot of time reflecting on my burn-out and what I would like my future in medicine to look like. I also gained several new tools in both QI and teaching as well as many new resources to address the social determinants of health and addiction.

C PRE: I aim to learn more about leadership and designing a QI project to improve the delivery of care to my patients.

C POST: I am more confident in treating mental health disorders as well as screening for those social determinants of health. I also learned a great deal about medication assisted treatment therapy. The fellowship has made me a better preceptor with the medical education modules.

D PRE: I would like to learn more about how to effectively lead a team in a primary care office using quality improvement as a tool. I am also interested in learning to balance work with life as a primary care doctor.

D POST: -Completed a QI project and presented at a HRSA conference. -Feel confident that I can do QI in my practice. -Feel more confident teaching medical students and residents and have more skills to balance teaching with clinical practice. -Deeper understanding of SDH and how it affects different practices. -Learned how to design and give a more effective presentation -Bonded with other physicians on topics of wellness and over pandemic frustrations

E POST: QI project, become more comfortable with mental health care, feel much more confident in QI work, get x waiver training.

**4. What concerns do you have embarking on the fellowship journey (POST: What was your biggest barrier in completing your individual fellowship)?**

A PRE: No concerns

A POST: Probably just myself/putting the time in as I completed the fellowship on my own time

B PRE: The time commitment- each week of my current job feels very overwhelming, and I unfortunately was not able to cut any patient care time down to participate in the fellowship although I have given up other administrative responsibilities concurrently.

B POST: Time, both while in practice and after taking a break. While in practice, I felt my busy clinic schedule made it very hard to incorporate new precepting techniques. After I transitioned to staying at home, I lost further opportunities to teach for the time being and still felt pressed for time to complete fellowship activities.

C PRE: Time management-balancing work, group classes, yoga classes, and a farm!

C POST: The QI project and relying on others to aid in data collection and implementation.

D PRE: Having enough time to complete everything!

D POST: -Time, taking on too many outside tasks/administrative roles within my workplace organization

E POST: Time. Difficult to carve out time after one of my partners went on leave and clinical care responsibilities increased.

**5. Is there anything else you would like to share with the program director?**

A PRE: No

B PRE: I hope to teach others about the benefits of yoga and meditation if they are not familiar with the practice.

B POST: I have had an incredible experience and I am so grateful that I applied and was accepted! I'm sad to see it end!

C PRE: I am excited to network with other primary care physicians and PAs.

C POST: I appreciate the opportunity to participate in this fellowship. It was a breath of fresh air while trying to be a physician in the midst of a pandemic. Thanks for giving me space and encouragement during this last year!

## Quality Improvement

1. How important is quality improvement in your ongoing development as a primary care provider?

	Pre	Post
A	5	4
B	4	
C	4	5
D	3	3
E	5	5
F	3	5

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

2. How often is time a barrier to executing quality improvement activities?

	Pre	Post	One Year
A	4	4	4
B	4		
C	3	3	n/a
D	5	4	1
E	4	4	4
F	5	5	3

1= Almost Never
2= Once in awhile
3= Sometimes
4= Often
5= Almost always

3. How confident are you identifying quality problems in your office?

	Pre	Post	One Year
A	3	3	3
B	4		
C	5	5	4
D	2	4	4
E	4	4	4
F	3	5	5

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

4. What quality improvement tools have you used in your practice? [check all that apply]

	Audit			Process Maps			Healthcare Matrix			Fishbone Diagrams			Systems analysis			Rapid cycle change methodology		
	Pre	Post	One Year	Pre	Post	One Year	Pre	Post	One Year	Pre	Post	One Year	Pre	Post	One Year	Pre	Post	One Year
A	Y	Y	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
B	Y			N			N			N			N			N		
C	Y	N	N	Y	Y	N	N	N	N	N	N	N	N	N	N	N	N	N
D	N	N	Y	N	N	Y	N	N	N	N	Y	N	N	N	N	N	N	N
E	N	Y	Y	Y	Y	Y	N	N	N	N	N	Y	N	N	N	N	Y	Y
F	N	Y	Y	N	N	Y	N	N	N	Y	N	N	Y	N	N	N	Y	Y

## Quality Improvement, Continued

5. How confident are you with each of the following steps involved in implementing a QI project?

	Data Collection			Designing an intervention			Evaluating Outcomes		
	Pre	Post	One Year	Pre	Post	One Year	Pre	Post	One Year
A	3	4		3	4		3	4	
B	3			3			3		
C	4	5		4	5		4	4	
D	2	4		2	4		2	4	
E	3	4		4	4		3	4	
F	3	4		2	5		2	4	

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

**ONE YEAR:** Please describe an example of a QI project you have been involved with since exiting fellowship where you have used the tools/skills above.

A: Used process map to help improve and standardize COVID test ordering and guidance given across my health center (by providers and nurses). Developed order sets with correct testing and counseling embedded with prompts to change guidance if positive test.

B: Improving blood pressure results

C: I have not been involved in any QI projects since exiting the fellowship

D: I have not been involved with any QI projects in the past year.

E: -improving documentation of Medicare Wellness visits by streamlining the template used -adding alerts that prompt when a patient is due for a preventative care item to the "home" screen on our EMR chart

6. How confident are you working in interprofessional teams to provide patient care?

	Pre	Post	One Year
A	4	5	5
B	5		
C	4	5	3
D	4	4	4
E	3	4	4
F	4	5	5

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

## Social Determinants of Health

1. How confident do you feel creating a plan for the health-related social needs of your patients?

	Pre	Post	One Year
A	3	3	3
B	3		
C	4	3	3
D	3	4	4
E	2	3	3
F	3	4	4

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

2. How knowledgeable are you about community resources for patient referrals?

	Pre	Post	One Year
A	2	2	2
B	4		
C	3	4	3
D	3	4	5
E	2	3	3
F	3	4	4

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

3. How knowledgeable are you about the needs of your office's surrounding community such as social determinants of health (SDH), health inequities and community resources?

	Pre	Post
A	2	3
B	3	
C	4	3
D	3	4
E	2	3
F	3	4

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

4. How knowledgeable are you about public policy (at local, state or national level) regarding the practice of primary care?

	Pre	Post	One Year
A	2	3	3
B	2		
C	2	2	3
D	2	4	2
E	2	3	4
F	1	3	3

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

5. How confident are you being an advocate for policy change?

	Pre	Post	One Year
A	4	3	3
B	4		
C	1	2	3
D	2	3	4
E	2	3	3
F	1	3	3

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

**Substance Use Disorder**

1. How comfortable are you having opioid dependent patients come to your practice?

	Pre	Post	One Year
A	3	4	3
B	5		
C	4	4	4
D	2	4	4
E	2	3	3
F	2	3	2

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

2. Are you currently licensed to provide Medication Assisted Treatment (MAT) for opioid dependence (such as with buprenorphine and/or Suboxone)?

	Pre	Post
A	N	Y
B	N	
C	Y	Y
D	N	N
E	N	N
F	N	N

3. Are you currently prescribing buprenorphine (and/or Suboxone)?

	Pre	Post
A	N	
B	N	
C	Y	N
D	N	
E	N	
F		

4. Please estimate the number of unique patients you have prescribed MAT in the past 30 days:

	Pre	Post
A		
B		
C	1	
D		
E		
F		

**Substance Use Disorder**

5. Within the next year, how likely are you to pursue offering Medication Assisted Treatment services (such as with buprenorphine and/or Suboxone)?

	Pre	Post
A	4	2
B	5	
C	5	N/A
D	3	4
E	3	4
F	4	3

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

6. How confident are you diagnosing substance use disorders?

	Pre	Post	One Year
A	4	4	4
B	5		
C	4	5	5
D	3	4	4
E	2	5	4
F	3	4	4

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

7. How knowledgeable are you about local treatment services and community resources for patient with substance use disorders?

	Pre	Post	One Year
A	1	3	3
B	5		
C	3	3	3
D	4	4	4
E	3	4	3
F	3	3	3

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

8. How likely is it that increased public access to naloxone will increase risky opioid use?

	Pre	Post
A	3	1
B	1	
C	1	1
D	1	1
E	1	1
F	1	1

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

9. In the past 30 days, how many prescriptions for naloxone (Narcan) have you provided to patients using opioids or their family members?

A, B, C, D: 0

E: 10-12

## Mental Health

1. How knowledgeable are you about the Collaborative Care Model for the care of patients with mental illness?

	Pre	Post	One Year
A	1	3	3
B	3		
C	5	5	5
D	2	4	4
E	2	4	4
F	3	4	4

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

2. How confident are you in your ability to assess suicide risk of your patients?

	Pre	Post	One Year
A	3	4	4
B	3		
C	3	3	4
D	3	4	5
E	3	4	5
F	3	3	4

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

3. How many of your patients have died by suicide?

	Pre	Post
A	0	N/A
B	0	
C	0	0
D	0	0
E	1	1
F	Unknown	None that I know of

1= Almost never
2= Once in awhile
3= Sometimes
4= Often
5= Almost always

4. How often do you refer patients to use mental health apps?

	Pre	Post	One Year
A	1	3	3
B	4		
C	2	1	2
D	4	3	4
E	4	4	3
F	4	4	4

5. Are you currently performing pharmacogenomics testing on your patients?

	Pre	Post
A	N	Y
B	Y	
C	Y	N
D	N	Y
E	Y	Y
F	Y	Y



**Mental Health, Continued**

6. How many times have you ordered the test or interpreted the results with a patient (if ordered by a colleague)?

	Pre	Post
A	0	
B	20	
C	50	
D	0	3
E	8	20
F	10	20

7. How familiar are you with different models which integrate behavioral health services into the primary care setting?

	Pre	Post
A	1	3
B	3	
C	4	4
D	2	4
E	1	4
F	2	4

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

8. How knowledgeable are you about screening tools for psychiatric illness?

	Pre	Post
A	2	3
B	4	
C	4	4
D	3	5
E	3	5
F	3	4

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

9. How confident are you in your ability to form a treatment plan for individuals with mild-moderate psychiatric illness?

	Pre	Post
A	3	3
B	4	
C	5	5
D	4	5
E	4	5
F	4	5

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

## Medical Educator

1. What is your current level of mastery as a medical educator?

	Pre	Post
A	1	2
B	3	
C	2	3
D	1	4
E	2	4
F	1	4

1= Novice
2= Advanced beginner
3= Competent
4= Proficient
5= Expert

2. How confident are you teaching adult learners in the clinical setting?

	Pre	Post	One Year
A	2	3	3
B	3		
C	3	4	n/a
D	3	4	4
E	3	4	4
F	2	4	4

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

3. How confident are you teaching adult learners (such as residents, students, or peers) in the classroom setting?

	Pre	Post	One Year
A	3	3	2
B	2		
C	4	3	3
D	3	4	4
E	1	2	3
F	3	4	4

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

4. How many presentations have you given to learners (students, residents, or peers) in the past one year?

	Pre	Post	One Year
A	0	1	1
B	0		
C	0		0
D	1	0	3
E	0	2	2
F	1	1	2

**Medical Educator, Continued**

5. How confident are you creating an individualized learning plan?

	Pre	Post
A	1	3
B	2	
C	1	4
D	2	3
E	1	3
F	1	4

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

6. How knowledgeable are you in creating a welcoming and safe learning climate?

	Pre	Post
A	2	4
B	3	
C	3	5
D	2	4
E	2	4
F	2	5

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

**Wellness & Burnout**

1. How important is provider wellness or well-being to your continued development as a primary care provider?

	Pre	Post	One Year
A	5	5	4
B	5		
C	5	5	5
D	5	5	5
E	5	5	5
F	5	5	5

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

2. How often do you assess your wellbeing in the following ways:

	Signs/Symptoms of Burnout			Work Satisfaction/ Engagement			Level of stress		
	Pre	Post	One Year	Pre	Post	One Year	Pre	Post	One Year
A	4	5	4	4	5	4	4	5	4
B	2			4			4		
C	3	3	4	4	4	3	4	5	3
D	4	4	4	4	4	4	4	4	4
E	3	4	4	3	4	4	4	4	4
F	3	3	3	3	3	3	4	3	3

1= Almost never
2= Once in awhile
3= Sometimes
4= Often
5= Almost always

**Wellness & Burnout, Continued**

3. How satisfied are you with your current work-home boundaries?

	Pre	Post	One Year
A	4	3	4
B	3		
C	1	5	4
D	2	3	4
E	3	3	4
F	2	2	2

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

4. How knowledgeable are you about resources to improve your personal wellness?

	Pre	Post
A	4	4
B	3	
C	3	3
D	4	4
E	3	4
F	2	2

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

5. How knowledgeable are you about resources to improve the wellness of your organization (such as your clinical practice site)?

	Pre	Post
A	3	3
B	3	
C	1	3
D	4	4
E	1	3
F	1	2

1= Not at all
2= Slightly
3= Moderately
4= Quite
5= Extremely

**ONE YEAR:** 6. How often do you use any tools (e.g. apps) and resources to improve your personal well-being that you learned about during the fellowship?

	One Year
A	5
B	2
C	4
D	2
E	2
F	

1= Almost never
2= Once in awhile
3= Sometimes
4= Often
5= Almost always

**Wellness & Burnout, Continued**

6. Do you currently have a personal wellness goal?

	Pre	Post
A	Y	Y
B	N	
C	Y	N
D	Y	Y
E	N	Y
F	Y	Y

7. Have you had a personal wellness goal in the past?

	Pre	Post
A		
B	Y	
C		Y
D		
E	Y	
F		

7a.. Did you accomplish your goal?

	Pre	Post
A		
B	Y	
C		Y
D		
E	Y	
F		

**ONE YEAR:** What has been the most important takeaway, skill, tool, etc. learned during the fellowship that you currently use in practice/advocacy?

**A:** QI training

**B:** Creating effective learning objectives

**C:** Well-being strategies

**D:** As I think about returning to practice, prioritizing my well-being as a way to make primary care sustainable for me long-term. That wasn't really something I placed a huge emphasis on in interviewing for my first job but will make it a top priority when it's time to start looking again.

**E:** My confidence in treating mental health diagnosis and identifying the social determinants of health have impacted my practice the most. Learning the proper language and questions to ask patients has been so helpful-for example, I hesitated to ever ask anyone about their access to food, living situations, etc because I was fearful of insulting them. Now, I ask with confidence knowing that those factors influence their health just as much as medication compliance.

**ONE YEAR:** Please describe any new leadership or advocacy positions since exiting the fellowship.

**A:** Created a QI provider champion role at my workplace which I currently fill

**B:** Became associate program director of the UC West Chester Family medicine residency program.

**C:** I applied for (but was not chosen) to be lead of our APP fellowship, but I am on the fellowship committee with specific emphasis on the clinical/psychosocial simulations.

**D:** Teaching-I have been giving lectures on the pathophysiology of stress and stress reduction techniques to Marietta College undergrad students. I continue to precept PA students.