



**DENVER HEALTH**  
**OFFICE OF EDUCATION™**



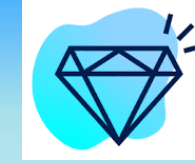
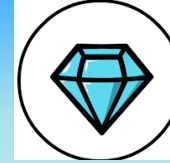
Annual Report 2021

## Vision



As an anchor institution, Denver Health will transform education to advance health equity in our community.

## Values



Through interdisciplinary and interprofessional collaboration, Denver Health educates and empowers a diverse, inclusive workforce & creates pathways for growth opportunities in the community and at all organizational levels.



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# Office of Education



**Abraham Nussbaum, MD**  
Chief Education Officer



# Denver Health-based Pipeline Programs

***The Healthcare Interest Program (HIP):*** A Denver Health pipeline that works to increase the success of underrepresented and non-traditional college students seeking careers in healthcare

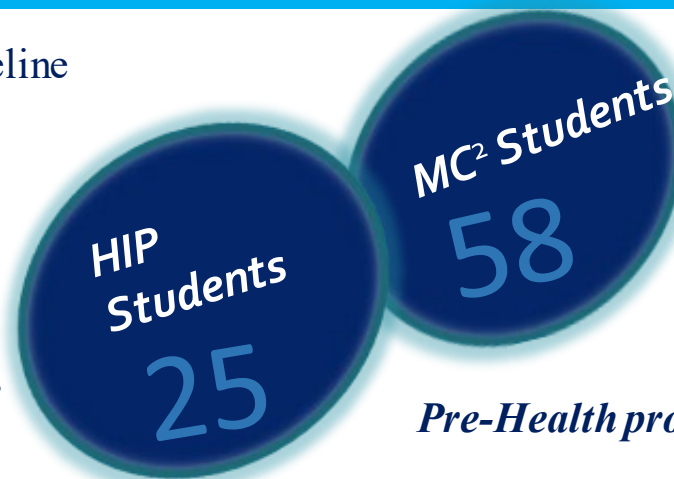
***The Medical Career Collaborative (MC2):*** A diversity pipeline program that propels students, beginning in high school, towards careers in healthcare through hands on experiences and learning opportunities. The program works primarily with students from underrepresented backgrounds and those from socio-economically disadvantaged groups from across the Denver metro area.



*In close partnership with the proposed Workforce Development Center and Center for Equity and Opportunity, we are building on the successes of the current pre-health programs & also working closely with community, hospital, and education partners to create pre-health programming to serve as on ramps to careers in the healthcare fields and eventually jobs at Denver Health.*

***New partnerships:***

- *Service learning site for CUSOM MS1 students*
- *Growing partnership with DPS*
- *Exploring partnership with Arrupe Jesuit High School*
- *Close collaboration with Ambulatory Dental Services in creating pathways to careers in dentistry*



The office of Education is pleased to announce & welcome ***Margaret Tomcho, MD*** as Medical Director of Pre-Health Programs.



## ***Pre-Health programs overview***

When the health professionals at all levels of care delivery better reflect the communities served, outcomes are improved. This leads to greater health equity and enhanced patient care. The Pre-Health programs are guided by this principle and are dedicated to creating opportunities for Denver's young people to experience all healthcare has to offer.

As an Anchor Institution, Denver Health is in a prime position to support youth educational, pipeline, and mentoring programs to impact positive development and build our own workforce.

# Healthcare Interest Program (HIP)

## Current class size: 25 students

- A DH pipeline that works to increase the success of underrepresented & non-traditional college students seeking careers in healthcare.
- Supports the academic & professional development needs of its students through a combined approach including mentorship experiences, lectures, & workshops.
- The program offers two credit hours across two semesters, bridges basic science coursework with real world application while advancing students' awareness of the regional healthcare needs addressed by the DH system.
- Partnerships with local universities, HIP invests in students that have a connection to the region served by DH.
- Often, HIP students are the first generation in their families to attend post-secondary education and come from similar socioeconomic and ethnic backgrounds as the diverse patient population at Denver Health.
- HIP serves as a connector between students and career opportunities. The goals of HIP are to increase the number of underrepresented, non-traditional students pursuing healthcare degrees within Colorado & being an investment in the regional healthcare workforce seeking to foster community representation and, ultimately, helping to close the healthcare equity gap.

## NEW LEADERSHIP INTROS

It's an exciting time for the Healthcare Interest Program! In 2021, new leadership came to the Pre-Health Programs team to oversee HIP.



**HIP Director, Vicky Rhine, MPH**

Ms. Rhine has directed programs for students at multiple academic levels, overseen successful grant applications, and designed curriculum on current and emerging healthcare issues.

Supporting students interested in the health sciences is a driving passion for Ms. Rhine, who participated in pipeline programs as a health professions student herself.

*"I have seen that in Denver Health there are solutions to connect providers to patients regardless of their background. Denver Health professionals work together to create communication and equitable healthcare experiences. [These solutions] from various professionals make healthcare accessible and practical."*

25 students with varied interests in public health, nursing, dentistry, and medical specialties including neurology, oncology, pediatrics, and more!

More than 800 shadowing hours completed by end of fall semester

3 collaborating academic institutions: Regis University, CU & Metro

## 2021-2022 Experience by the Numbers:

33 hours of seminars completed by end of fall semester

More than 35 mentors across the DH campus & community clinics

Including the 2021-2022 cohort, a total of 250 students have participated in HIP!



*"Spending time each week shadowing [my mentor] has further instilled in me how great leadership creates an environment where strong ethical values and integrity work to protect these vulnerable patient populations. It is an incredible privilege to have the responsibility to care for these types of patients."*

*"What sets DH apart from other medical facilities is how Denver Health's mission intends to merge the gap in healthcare by addressing behavioral health, enhancing community engagement, and economic opportunity within the community. Providing for vulnerable populations has become one of my passions after shadowing my preceptor... I feel the most fulfilled when I am working towards a goal which serves my community."*

Strengthen Denver Health's connection to the next generation of qualified healthcare providers

Improve students' academic preparedness to advance into a health professions program

Broad Goals for HIP

Increase students' awareness of professional opportunities within healthcare and the Denver Health system

Broaden students' awareness of the root causes of common illnesses and diseases within the Denver community

- ### HIGHLIGHTS
- HIP students are back in person for seminars and shadowing!
  - HIP students completed donning and doffing training for proper safety management while on shadowing rotations
  - More than 20 healthcare professionals provided lectures on their career journeys and key emerging healthcare topics
  - Students participated in leadership, resume, and interview workshops



# Medical Career Collaborative

## Students served in 2021: 58 students

Served 58 students in 2021 (28 seniors and 30 juniors)

MC<sup>2</sup> students spent over 1900 hours interning at Denver Health

100% of students from 2021 successfully graduated from high school

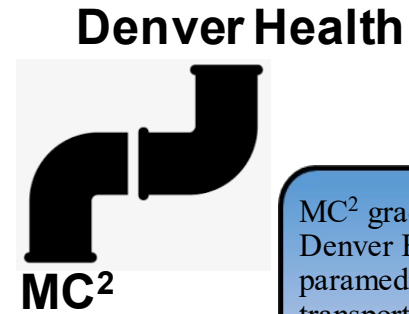
93% of graduates from 2021 are attending a 2- or 4- year college or university

79% have declared majors in something health or pre health related

The Medical Career Collaborative (MC<sup>2</sup>) is a diversity pipeline program that propels students, beginning in high school, towards careers in healthcare through hands on experiences and learning opportunities. The program works primarily with students from underrepresented backgrounds and those from socio-economically disadvantaged groups from across the Denver metro area. Students participate in 2 years of programming to gain experience and exposure to the world of healthcare, with the highlight being an internship at Denver Health. The program continues supporting students as they go on to earn their professional certifications/degrees and actively recruits these same participants to come back to work for Denver Health as they are ready.

MC<sup>2</sup> aims to:

- create a healthcare workforce that better represents the communities served
- invest in & develop talent from local communities
- increase the potential for economic upward mobility for those students coming from low-income backgrounds
- have a positive impact on health disparities on a local level by increasing the diversity of healthcare professionals in the Denver metro area



6 MC<sup>2</sup> grads were hired on at Denver Health in 2021  
To date- 26 MC<sup>2</sup> grads have been hired at Denver Health

MC<sup>2</sup> grads are now working at Denver Health as nurses, paramedics, patient transporters, screeners, CNAs, MAs and pharmacy technicians

- 25 MC<sup>2</sup> seniors obtaining an Adult Mental Health First Aid certification through the Mental Health Center of Denver
- 30 MC<sup>2</sup> students obtaining their CPR/Basic Life Support certification through Denver Health's Nursing Education team
- 42 MC<sup>2</sup> seniors completing a Bleeding Control Training Course through the Denver Health Paramedic Division EMS Education team
- 14 MC<sup>2</sup> alumni completing a Certified Nursing Assistant (CNA) certification course through a partnership with the CCD & DPS's WIOA Program
- 2 MC<sup>2</sup> alumni being accepted into and Denver Health's Healthcare Interest Program (HIP)
- 2 MC<sup>2</sup> alumni being accepted into Denver Health's Pharmacy Technician training program
- 2 MC<sup>2</sup> alumni completing a Phlebotomy certification through Denver Health's Lab Sciences School

### New Partnerships and Grants Received

In 2021- MC<sup>2</sup> developed partnerships with the Denver Youth Employment Program (DYEP) to help support students during the internship component of the program. DYEP covered the full wages of 8 MC<sup>2</sup> interns this past summer & provided additional wrap around services as needed.

MC<sup>2</sup> and HIP developed a partnership with the CCD & WIOA program through DPS to offer a tuition free CNA course to MC<sup>2</sup> and HIP alumni.

MC<sup>2</sup> and HIP were awarded a \$125,000 grant to support programming that will take place in 2022.

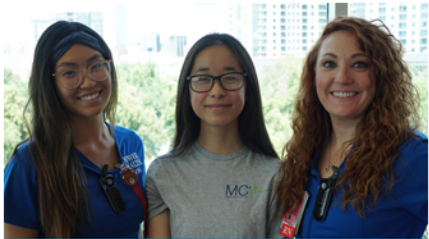
## Pre-Health Programs Put Student on Track to be Nurse



Pictured in 2019 before COVID-19 is Shelna Huynh tending to a baby in the nursery during her internship on the Mom & Baby Unit.



Pictured in 2019 before COVID-19 is Shelna Huynh during her internship on the Mom & Baby unit.



Pictured in 2019 before COVID-19 is Shelna Huynh, center, with her mentors Victoria Huynh, left, and Melissa Kunz.

Shelna Huynh didn't know what she wanted to be when she grew up until she participated in Denver Health's [Medical Career Collaboration \(MC2\)](#) program. After being exposed to several health care careers through the program in high school, she's on track to become a nurse and is back at Denver Health in the [Health Care Interest Program \(HIP\)](#). Huynh is pursuing a biology degree at the University of Colorado, Denver and taking the prerequisite courses for her Bachelor of Science in Nursing.

The MC2 program is for high school juniors and seniors interested in exploring medical careers. During the two-year program, students visit different clinical and non-clinical areas and participate in seminars on how to apply for college and financial aid, write a resume and transition from high school to college. Juniors are eligible for a paid internship at Denver Health to get hands-on experience. Huynh interned on the Mom & Baby unit where she shadowed nursing staff and made beds, changed diapers and fed babies.

"I don't think I would be who I am today without MC2. It gave me a push to get out of my comfort zone as I interacted with my peers, my mentors and patients. It also gave me other opportunities such as volunteering at Denver Health, becoming a certified nursing assistant, and participating in CU Denver Pre-Health Learning Community and HIP," Huynh said.

She is one of 25 students from CU Denver, Metropolitan State University and Regis University participating in HIP this year. The year-long program is a blend of classroom, practical experience and job shadowing. Students can earn one credit per semester. So far, Huynh has followed nurses in Labor & Delivery, Oasis Transitional Unit, Outpatient Cardiology, Pediatric Emergency Department and Anesthesiology. "It's been fun to make connections, see different things and get more experience to help me narrow down my decision on what I want to do," Huynh said.

The two programs are examples of Denver Health's role as an Anchor Institution. They help Denver Health diversify its workforce by giving students from underrepresented and under-resourced communities an opportunity to learn about and engage in health care careers. MC2 has had more than 94 graduates since it began at Denver Health six years ago, and we have hired 26 graduates. Many of the 250 HIP graduates have gone on to pursue health professions in medicine, dentistry, nursing and pharmacy. Interested in working with these high school and college students? You can find several opportunities to get involved with the [MC2 program here](#) and [HIP here](#).



# DENVER HEALTH SPOTLIGHT



# At-Risk Intervention and Mentoring (AIM)



At-risk Intervention and Mentoring (AIM) is the Rocky Mountain region's only Hospital-based Violence Intervention Program (HVIP) and uses best practices from the national network of HVIPs, the Heath Alliance for Violence Intervention (HAVI), including trauma-informed care, and a public health approach to interrupt the cycle of violence among Denver's at-risk youth and young adults ages 14-28 years old. AIM partners with community organization, Gang Rescue and Support Project (GRASP) to promote client wellness and encourages transformational healing by addressing the emotional, psychological, cultural, and spiritual impact of acute physical trauma. AIM believes that *healed people heal people* and seeks to change the culture of medicine to include transformational healing for hospital patients and staff, individuals in crisis, and our communities.



Pictured above from left to right: Jerry Morgan, Erica Green, Jose Palacios-Casillas, Johnnie Williams, Jesus Ramirez, Michelle McDaniel, & Aurora UCH outreach worker Josh Ford,



<p>615 Bedside Interventions @ Denver Health</p>	<p>920 Individuals served in the Community</p>
<p>Jan-Oct 2021 Data &amp; Updates</p>	
<p>25 Trauma Informed Care trainings provided to hospital staff (medical students, educators, &amp; frontline workers)</p>	<p>37- Critical Crisis Interventions</p>

AIM is pleased to announce and welcome **Dr. Ben Li** as its **new Medical Director**. Dr. Li has worked closely with the AIM program for years, recently completed a research fellowship, and is honored and humbled to be working with the frontline workers of the ongoing epidemic of violence, in a truly innovative, evidence-based, multi-disciplinary preventive approach toward healing our communities.



## Special Recognition

- Johnnie Williams was awarded the Livingston Fellowship from Bonfils-Stanton Foundation.
- AIM was featured on Kyle Clark's Word of Thanks campaign <https://www.coloradogives.org/GRASPwordofthanks?step=&fbclid=IwAR05RBG-w93IWWOQ7KsGkONqLziBvF2WIAcnyAAAsZqB1g9zffypbWYhNg>



## *AIM in the Hospitals*

- ❖ Continued to provide services to DH patients & clients in the Denver community during pandemic.
- ❖ Expanded, outreach workers, Lawrence Goshon & Josh Ford, have provided intervention & mentoring services to violently injured patients at UCH & the Aurora Community.
- ❖ Program Manager, Michelle McDaniel, continues expansion discussions with other hospitals (Children's Hospital of Colorado, and SCL Health) & was invited to present at this year's Rocky Mountain Trauma and Emergency Medicine Conference.

- ❖ Continued to respond to multiple mass shootings in Denver and Aurora emergency departments and communities.
- ❖ Provided Gang Training & Violence Intervention Education to over 75 staff & students from the DH Residency in Emergency Medicine, UCH Department of Pediatrics, DH School-based Health Clinics, CU Medicine-Pediatrics Residents, Emergency Medical Technicians Committee & Leadership in Medicine.
- ❖ Facilitated regularly scheduled healing circles for DH's Adolescent Psychiatry Unit, the OOE pre-health programs (MC<sup>2</sup> & HIP), & for staff from Child Life and Pena Clinics.

## *AIM in the Community*

- Presented around Youth Violence & Cultura Cura to over 100 individuals from the community, (staff & students from Metro, DU, Department of Recreation & Human Services, Colorado Youth Detention Continuum, Jefferson County Public Schools & DPS)
- AIM Program Manager, Michelle McDaniel was invited to speak about Girls In Gangs for a national conference hosted by Criminal Justice Solutions.
- Piloted a Youth Wellness Leadership program, 3 youth graduated from an intense 6-week wellness training that included the study of Yoga, Tai Chi, nutrition, and certification in the Wellness Recover Action Planning (WRAP) curriculum. One of these three youth leaders continues her leadership internship with AIM/Gang Rescue And Support Project (GRASP).
- Outreach worker Jesus Ramirez continues to work closely with DPD's Outreach Case Coordinator to develop a stronger referral process for preventive services provided to youth at risk of system involvement.
- Outreach worker Erica Green continues to support GRASP's Greater Outdoors Colorado (GOCO) initiative by supporting youth who learned to support, facilitate, and lead interpretive outdoor programs.

- Certified in WRAP and Mindfulness Substance
- Resumed facilitating Healing Circles and the Joven Noble Curriculum in 4 different DPS.
- Provided services to DH's Violence Prevention Committee, Denver's Child Fatality Review Board, the Southwest Denver Coalition, the Mayor's Youth Violence Prevention Action Team, The HAVI's Workforce Development Team and Research Committee & partnered with local community organizations (Servicios De La Raza, Words of Power, D3 Arts, Apprentice Of Peace Youth Organization, From the Heart, Struggle of Love, Casa Milagro, Black Ministry Alliance, National Compadres Network, Mile High Youth Thrive, GRASP Enterprises as well as, Public Safety Youth Programs & the Office of Behavioral Health)
- Outreach worker Jose Palacios-Casillas serves as treasurer to Words To Power as well as planning Committee member for the La Raza Youth Leadership Program.
- Outreach Worker Jerry Morgan continued to serve as logistics and security advisor for the Black Arts Festival along with the Epworth Foundation's Daddy Bruce Thanksgiving Distribution

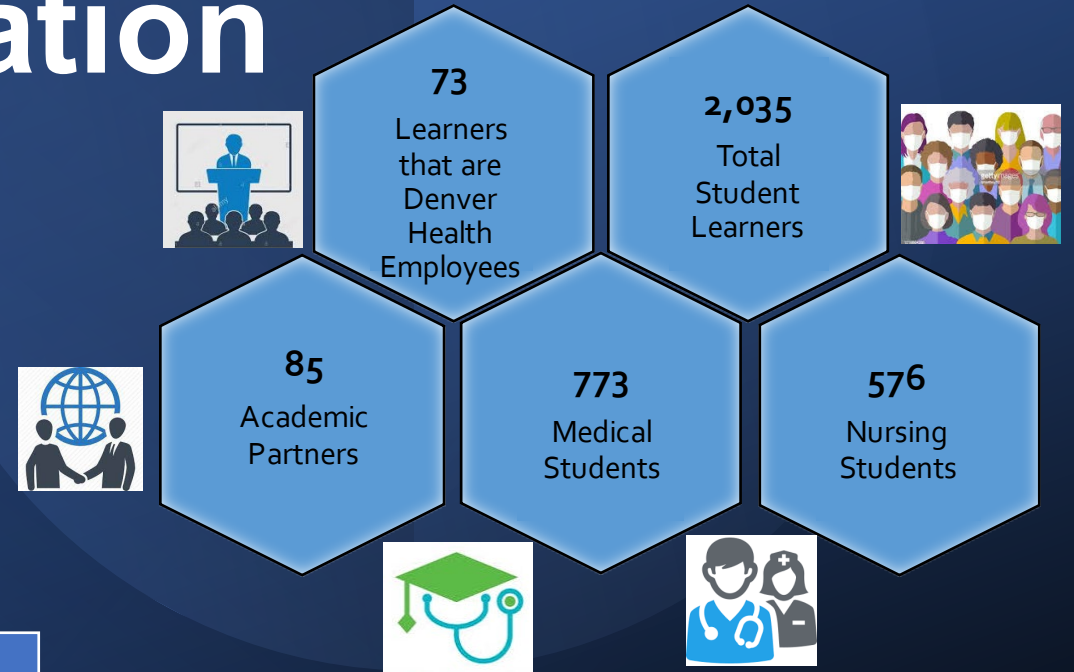
## *AIM & the HAVI*

- Continued to provide training to candidate HVIPs for the HAVI.
- AIM program manager Michelle continues as a Certified Trainer for the HAVI, and member of the HAVI Advisory Board.

- AIM team was certified by the HAVI's as Violence Prevention Professionals.
- AIM Program Manager, Michelle was an opening panelist for this year's HAVI Annual Conference, while outreach worker Johnnie Williams hosted a workshop about law enforcement in the ER.

# Undergraduate Education

Undergraduate Education at Denver Health includes all learners enrolled in an entry-level health profession program who receive academic credit for their experiences at Denver Health. The Undergraduate Education Coordinator oversees the onboarding of all health profession students to create an infrastructure and increase efficiency in the student experience.



LaToya Hammons, Undergraduate Education Coordinator worked to ensure Learners are compliant with the COVID-19 Vaccination policy by requiring student to provide proof of their vaccination, medical exemption, or medical declination during the rotation onboarding process.

The Office of Education participated in a RIE with the Security Team on the Learner, Resident, and Fellow badging process.

Alicia Calderon-Bencomo and Stephanie Williams were awarded the Florence Sabin Scholarship in Nursing Education. Jose Avila and Ruby Kwansah were awarded the John Mortensen Burman Scholarship in Nursing Education.

Yesenia Aguirre, Hanna Caress, Amy Moore, and Celine Turner were awarded the Carol Prisjatschew Scholarship in Nursing Education.



Pictured above from left to right Stephanie Williams, Alicia Calderon-Bencomo, Jose Avila, Ruby Kwansah, and Celine Turner

# Longitudinal Integrated Clerkship (LIC)

*The DH LIC is a one-year integrated clerkship for 10 CU School of Medicine third-year students launched in April of 2014. This longitudinal clerkship provides clinical training to address mastery of core competencies for Medicine, Surgery, Family Medicine, Pediatrics, Obstetrics and Gynecology, Emergency Medicine, and Psychiatry. There will be additional focus on clinical areas including public and community health, quality and safety, health equity, social justice, advocacy, and caring for an urban underserved population.*

## MISSION:

Foster a supportive learning environment with strong mentorship, individualized feedback, developmentally progressive learning goals, and provision of authentic and longitudinal roles in patient care.

Support personal and professional development through minimization of the negative hidden curriculum, peer group support, positive role-modeling and elimination of student mistreatment.

Provide an immersive experience caring for vulnerable populations, practicing quality improvement and patient safety, and active community engagement.

Develop a pipeline of physician leaders strongly committed to the care of and advocacy for urban underserved populations thereby aligning the needs of learners, communities and health care systems.

Please welcome **Kate Adkins** as our *new Director of the Public and Population Health LIC*. Kate brings a wealth of experience to the job as a medical educator and leader in her current role as the OB/GYN liaison for the LIC, the site director for the OB/GYN clerkship, & the chair of the academic success committee for the OB/GYN residency program. She served as chief resident in education before joining the faculty at DH & won numerous teaching awards. Most importantly, she is simply beloved by our students & our leadership team. Kate has the experience to jump into this role with success and grow our LIC in new and exciting ways.

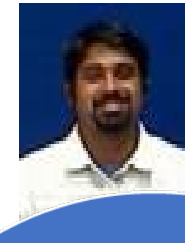


**Dr. Kate Adkins**

The office of Education is pleased to announce & welcome **Kaley Batley** as our Education Coordinator for the Equity LIC, **Dr. Vishnu Kulasekaran** as the Director of the Equity LIC & **Dr. Anne Frank** as the Director of the Advocacy LIC.



**Kaley Batley**



**Dr. Vishnu Kulasekaran**



**Dr. Anne Frank**

In January 2022, 20 additional students in two separate tracks will matriculate to DH for their clinical year

**Fall 2021**  
Significant planning is underway for the expansion of LIC programs at DH

As part of the larger University of Colorado School of Medicine Curriculum Reform to all LICs during the clinical year

# April 2021

# May 2021

Cohort 7: 35 students applied for 10 spots

Cohort 8: 37 students applied for 10 spots

Cohort 7 began their year in June 2020 and finished in April 2021. After the students completed their program year, they moved onto their final year of medical school.

Cohort 8 began their year in May 2021 and anticipate completing their program in April 2022. This the final cohort to self-select/interview for acceptance into the LIC program and in future years student selection will happen via a lottery system.



- ☞ The cohort reported that the clinical preceptors were dedicated mentors who actively sought out ways to include the students in their daily workflow & give them authentic roles in patient care.
- ☞ Preceptors were passionate about engaging students with patients, & regularly provided students with inspiration and enthusiasm for clinical work.
- ☞ Students reported the longitudinal nature of their coursework resulted in the reinforcement of key concepts in different clinical settings throughout the year, resulting in exponential growth in medical knowledge across all specialties.
- ☞ Most students noted that upon entering the LIC they knew that they were excited to work at DH. By the end of the program year, students reported increased commitment to the care of underserved populations. They also expressed a desire to return to DH for residency as well as hopes to work here in the future as practicing physicians.
- ☞ DHLIC Didactic sessions were again highly rated. These sessions were largely delivered by DH Faculty considered experts on the topics they covered and were focused on the patient population at Denver Health. The team-based learning format is being increasingly adopted by faculty.

- Sarah Bardwell – Family Medicine, Family medicine residency of Idaho, Nampa, ID
- Max Cabrera – Internal Medicine transitional year, Emory University
- Mackenzie Garcia – Internal Medicine, primary care, Emory University
- Kira Grush – Internal Medicine, University of Colorado
- Katie Havranek – Internal Medicine, New York University
- Laxmi Karamsetty – Psychiatry, Mt. Sinai/Beth Israel, NY
- Alex Lauren – Emergency Medicine, Denver Health
- Mike Levy – Internal Medicine, primary care, San Francisco General Hospital
- Carley Little – Internal Medicine, Oregon Health and Sciences University
- Fili Morales – Family Medicine, Scripps Mercy Chula Vista
- Kristina Sandquist – Family Medicine, Tacoma Family Medicine
- Amanda Tompkins – Internal Medicine, global health/underserved, University of Pittsburgh Medical Center

# Medical Laboratory Science (MLS)

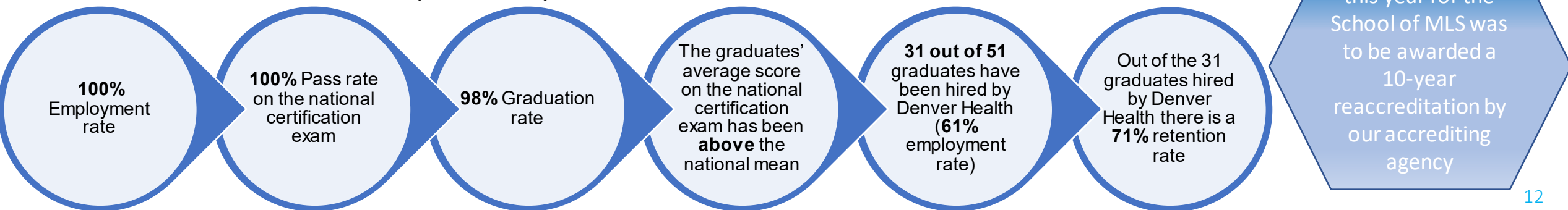
**Current class size: 8 students**

The Denver Health School of Medical Laboratory Science is an 11-month hospital-based education program offering a post baccalaureate certificate. The School, established in 2015, is accredited by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) and was awarded the maximum 10 years of reaccreditation by NAACLS in 2021.

Upon successful completion of the School, students are eligible to take the Medical Laboratory Scientist (MLS) Board of Certification (BOC) exam. The program is designed to provide the student with theoretical knowledge and clinical experiences in all laboratory disciplines. The program is a 4+1 model; students must have a baccalaureate degree, and specific pre-requisite course work, to be admitted.

All classroom, student lab and clinical rotation teaching is done at Denver Health. The first 5-1/2 months are spent in the classroom and student lab covering all major scientific disciplines (safety, phlebotomy, immunology, molecular diagnostics, hematology, coagulation, clinical chemistry, urinalysis, immunohematology, microbiology, parasitology, mycology as well as management, education and research topics). The next 5 months are spent in each department of the clinical lab. Rotation experiences vary from 1 week up to 4 weeks, depending upon the area/discipline.

Part of the mission of Denver Health is to participate in the education of the next generation of health care professionals. The laboratory professionals of Denver Health are committed to offering a quality education that will provide highly qualified Medical Laboratory Scientists for the future needs of healthcare services locally and nationally.



# ANCHOR INSTITUTION

HIRE LOCAL | BUY LOCAL | INVEST LOCAL

## Denver Health Hires Lab School Graduates



Congratulations to the eight students (pictured left) who graduated from Denver Health's School of Medical Laboratory Science on November 17. Denver Health hired five of them to work as medical laboratory scientists in the Pavilion A main lab and Outpatient Medical Center lab. The students completed the 11-month certification program and are eligible to take the Medical Laboratory Scientist (MLS) certification exam. Once they become certified, they will be eligible to work in any hospital lab in the U.S. The school teaches students how to perform testing in the areas of blood bank (transfusion services), chemistry, coagulation, hematology, immunology, microbiology, molecular diagnostics and urinalysis. Students also are trained in phlebotomy to collect blood samples.

"I'm really proud of the caliber of the students and the lab staff who have helped to build a successful program with 100% of students passing the national certification exam and finding employment," said Joan Polancic, director of the schools of Medical Laboratory Science and Phlebotomy.

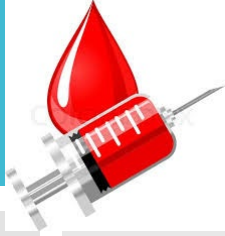
Denver Health created the school in 2015 to develop a pathway of qualified employees to work in our labs. It's part of our commitment as an Anchor Institution to develop and hire local talent. This past year, the school received the maximum 10 years of accreditation from the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS).

Interested employees who have a bachelor's degree and meet all admission requirements may apply by June 15 for the class which begins the following January. For more information, visit the [Denver Health School of Medical Laboratory Science web page](#).

## MLS Graduates pictured above in one of DH 411 E-newsletters

# Phlebotomy

Current class size: 8 students



The Phlebotomy School began in the summer of 2017; an idea conceived to build a pipeline for employment at Denver Health for interested Healthcare Interest Program (HIP) students. In 2018, the Phlebotomy School expanded to 8 students and also enrolled Denver Health (DH) employees and 1 MC2 student (Medical Career Collaborative).

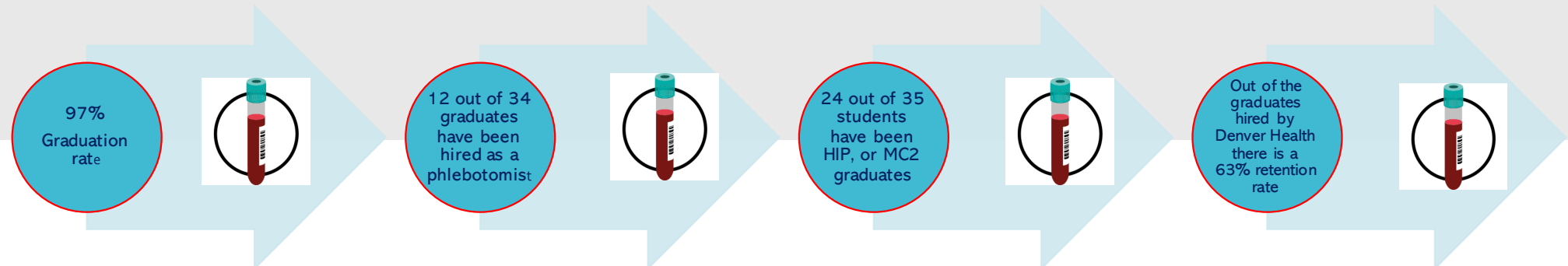
The decision to expand the applicant pool to DH employees was to provide an opportunity for upward mobility to current employees. Those who have been selected were previously employed in either Environmental Services (EVS) or Food Services. Those hired were able to change jobs to earn a higher hourly wage.

The Phlebotomy School is a 7-week program designed to provide the student with theoretical knowledge and clinical experience in both in-patient and out-patient settings to become a competent phlebotomist. The program begins in late-June and concludes in early August. A certificate of completion is given to those who successfully complete the program.

The first 3 weeks are 4 hour blocks of class Monday through Thursday (1100-1500) on the Denver Health Campus (40 hours). During these weeks students learn the basics of hospital and laboratory safety, phlebotomy skills, how to assure quality, and more. Sessions are taught by experienced phlebotomy staff.

The last 4 weeks (100 hours) are assigned 8 hour days or evenings at in-patient settings on the Denver Health Campus, the Outpatient Medical Center (OMC), and at the Ambulatory Care Services (ACS) laboratories to practice performing phlebotomy on actual patients. Students must complete 100 hours and 100 successful venipunctures using proper protocol.

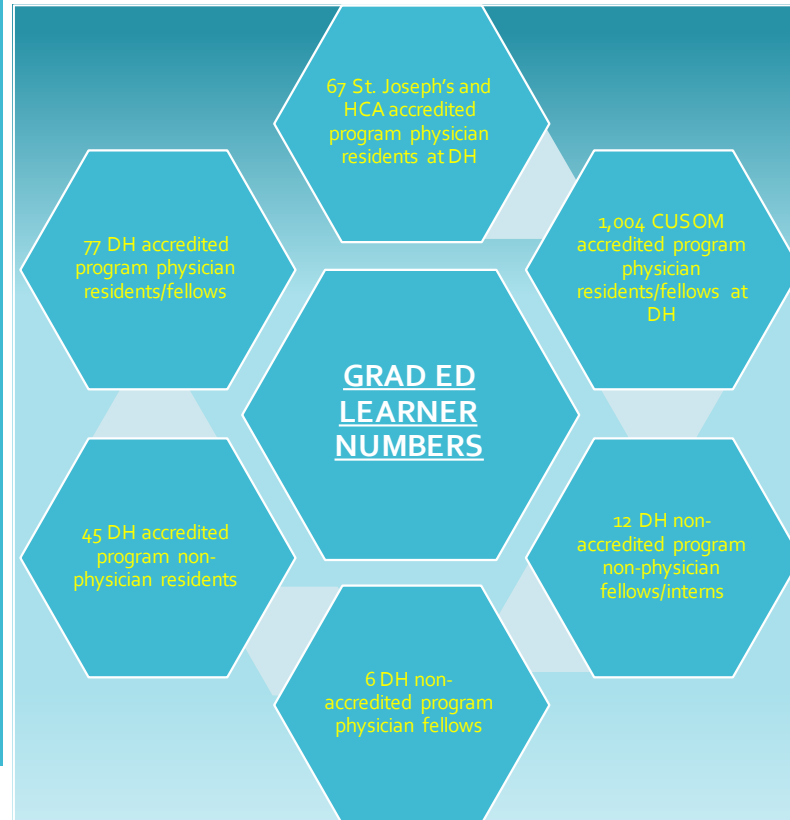
Pictured above: Phlebotomy students who graduated in August 2021



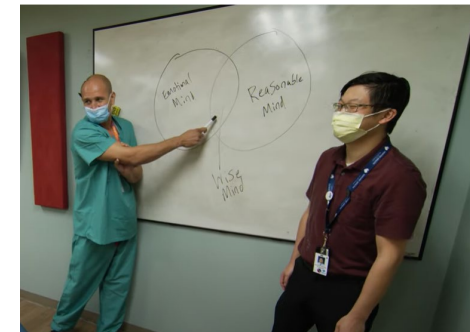
Denver Health is Colorado's second largest graduate medical education training site. As an affiliate of the University of Colorado School of Medicine (CUSOM), Denver Health welcomes CUSOM medical students, physician assistant students, interns, residents, and fellows from a wide variety of clinical specialties. Denver Health sponsors its own accredited residencies and fellowships in general and pediatric dentistry, emergency medicine (EM), emergency medical services (EMS), oral and maxillofacial surgery, pharmacy, psychology, and toxicology. We also sponsor fellowship programs in areas such as EM ultrasound and research, integrated behavioral health, emergency psychiatry.

The Graduate Education program collaborates with residency and fellowship program leadership to ensure program compliance, identify opportunities for growth and engagement, and strengthen partnerships.

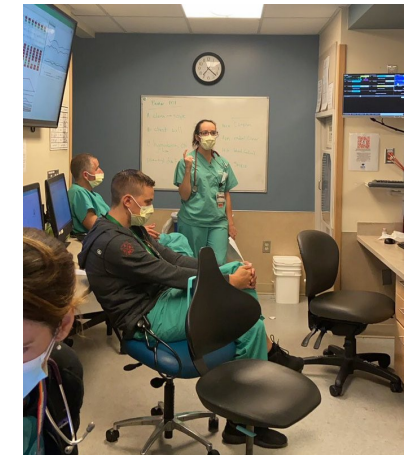
# Graduate Education



Psychology residents



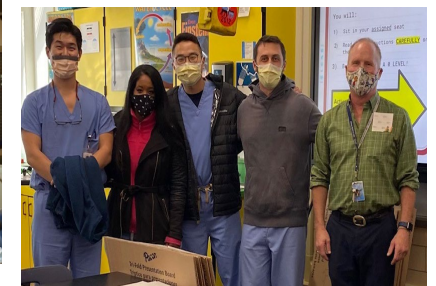
EM residents



Pharmacy residents



Dental residents



# 2021 HIGHLIGHTS

January -  
December

- In response to COVID-19, wellness resources were increased for residents, including mental health support, professional development coaching, & provision of light meals stocked in resident call room spaces

January

- Our EM, EMS, and toxicology residency/fellowship programs, & DH as sponsoring institution, received continued accreditation for demonstrating substantial compliance with the Accreditation Council for Graduate Medical Education requirements.

April

- The DH pharmacy residency received an 8-year accreditation term from the American Society of Health-System Pharmacists in April for our ambulatory care specialty track, & a 4-year accreditation term for our infectious disease specialty track.

June

- DH Resident and Fellow Survey for academic year 20-21 was conducted in June, resulting in 64 responses from residents & fellows across 7 training programs. Over half of survey respondents rated 7 areas very positively, including interdisciplinary team collaboration opportunities, responsive program directors and faculty/staff, & overall satisfaction with their programs & educational experiences.
- The CUSOM Housestaff Survey for academic year 20-21 included 518 responses from residents & fellows across 31 programs that rated DH as a training site. 88% of survey items were rated 4.0 or greater out of 5.0. The highest ratings were indicated for our electronic medical record, commitment to patient care, measures to reduce health disparities, outpatient educational experience, and availability of supervision.

August

- Additional grant funding allowed the psychology residency to expand from 18 to 20 residents in August.
- In collaboration with CUSOM Graduate Medical Education Office, a patient safety and quality incentive program for residents was developed & launched. The program metrics focus on submission of safety occurrence reports in the DH Safety Intelligence system. Resident reporting tripled from August to November, anticipated to increase throughout the academic year, helping to promote a culture of safety reporting.

September

- Denver Health received initial accreditation from the Commission on Dental Accreditation in September for a pediatric dental residency. We will welcome a first class of 4 residents in 2022 and a full complement of 8 residents in 2023.

November

- Denver Health was awarded a 2-year Teaching Health Center Planning and Development grant in November to build and advance family medicine graduate education training in the Denver Community Health Centers.

December

- Residency and fellowship program leader focus on diversity, equity, and inclusion were included in a Denver Health institutional scorecard metric measuring underrepresented minority recruitment to our graduate education programs. Data gathered in December revealed 39% underrepresented minority learners were matched in 2021.



# Continuing Education & Simulation

**August 2021:**  
Received 4-year CME Accreditation from Colorado Medical Society (CMS) after completing 2-year provisional period

**November 2021:**  
Purchased SimMan 3G Plus and additional simulators with funds received from a 2018 COPIC grant to aide in building a simulation program at DH

**December 2021:**  
Requests for CME certified activities have increased 50% from program's inception in 2018. Dollars remaining within DH for CME estimated to be \$21,481.25

**2022:** Launch certifying external activities for CME with local community partners

**January 2022:**  
Introduce joint CME/CNE application for educational activities

**January 2022:**  
Open dedicated education space for continuing education and simulation

2021

## Continuing Education:

Certified 11 different activities (5 of these activities are repeating series either repeated weekly or monthly)

Obtained Re-accreditation for the continuing medical education program for 4 years

Developed a joint CNE/CME application

## Simulation:

OB simulation for Emergency Medicine Residents

OB simulation for Paramedic School

Simulation day for Health Interest Program Students

Medical Student Simulations for students rotating in Emergency Medicine

Simulation Competition for Rocky Mountain Trauma & Emergency Medicine Conference – interdisciplinary and interprofessional

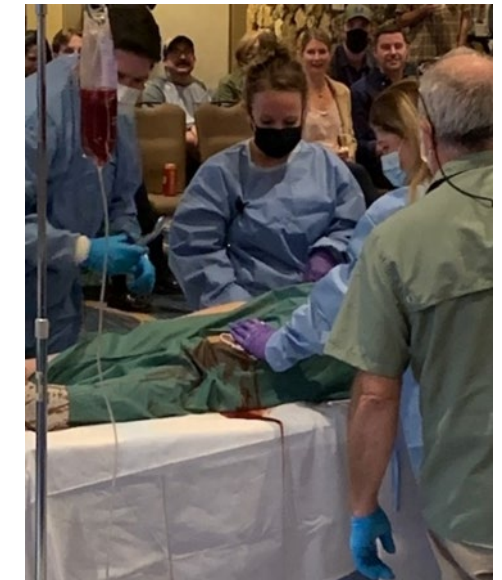
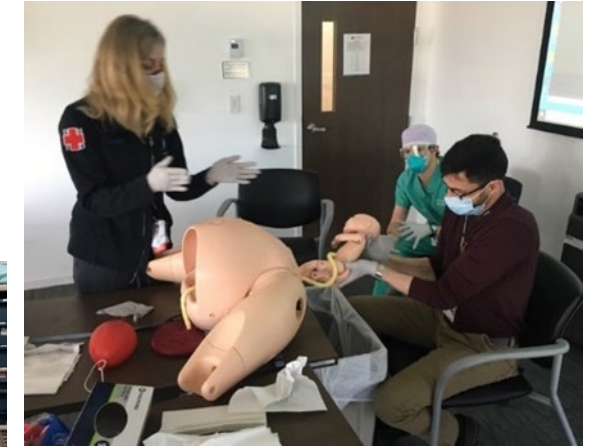
Procedure Labs for Emergency Medicine Residency

PPE training for Psychology, pre-health programs, and Emergency Medicine

Procured space and developed plans for Simulation Program

Trained on new simulators purchased with COPID grant

Trained on new Simulation IQ software



# Annual Report 2021



**DENVER HEALTH  
OFFICE OF EDUCATION™**

## *What's Next for OOE?*

- Office of Education Team is relocating & moving into Davis Pavilion
- New centralized space- combined with Nursing education
- Designated SIM space for students
- New CE/SIM coordinator
- New partnerships for our Prehealth programs

*Thank you for your support in our continued effort to build pipelines & pathways for the next generation of health professionals at Denver Health!*

*-Office of Education*