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**Fwd: Important announcement about GME**

1 message

**From:** "Hamm, L. Lee" <lhamm@tulane.edu>**Tulane University School of Medicine**

Dear School of Medicine Community:

Yesterday afternoon, we received notification from the Accreditation Council for Graduate Medical Education (ACGME) that it has placed the Tulane School of Medicine, in its role as sponsor of our Graduate Medical Education (GME) programs, on probation. The School of Medicine takes the ACGME's decision very seriously. On behalf of myself and the entire Tulane School of Medicine administration, we respect this decision and pledge to do everything necessary to resolve the issues in a timely manner.

ACGME's decision applies to our institutional sponsorship of residency and fellowship programs and not to our MD program. The School of Medicine and all of its programs remain accredited and the School will continue its extensive educational, clinical and research missions.

The clear message from the ACGME is that we can and must do more to improve the oversight of our GME programs while also improving our learning and working environments, including enhancing equity, diversity, and inclusion for everyone in our community. Although we have made progress in these areas in recent years, we recognize the need to expand and accelerate our existing efforts and, with the help of our community and outside experts, simultaneously embark on a broad spectrum of new initiatives.

Given issues of confidentiality, we are limited in the information we can share about the ACGME's decision. What we promise, however, is that we will carefully examine every concern raised and dedicate the resources necessary to resolve them. In doing so, we will strive to demonstrate, to the ACGME and to you, that we have the right institutional priorities and oversight systems in place and that we are building a more equitable, diverse and inclusive culture.

As we go forward, we understand it will be actions, not promises, that matter most. In recent months, we have engaged with our community through multiple avenues, and have retained independent, outside experts to review our practices and guide us on needed improvements. Our goal is to make rapid, but lasting, systemic changes to exceed ACGME's standards. Here are steps we already have underway or will start soon:

- We will improve our processes to ensure that your voices are heard, and your concerns addressed. We have established a Professionalism Task Force with a diverse cross-section of faculty, residents, students and staff. This Task Force has been charged with evaluating our reporting systems and structures to respond to reports of mistreatment and unprofessionalism of any kind.
- We are implementing new policies and initiatives to enhance the monitoring of our GME programs, including strengthening our institutional oversight and our commitment to equity, diversity, and inclusion.
- To improve the learning and working environment, where we are experiencing high patient volumes, we are taking steps to reduce our resident inpatient clinical service commitments and resident workloads on hospital inpatient rotations. This will include institution of non-teaching clinical services.
- We are increasing resources, including additional staff, to further support the GME office and our residency and fellowship programs.
- We have retained the firm of Norton Rose Fulbright to conduct an evaluation of the operation, oversight and supervision of graduate medical education at the School of Medicine and to make specific recommendations for improvement.
- We have engaged Sensei Change Associates to assist us in better understanding individual experiences related to equity, diversity, and inclusion. Over the past several months, Sensei has been conducting focus groups and individual meetings with hundreds of students, residents, faculty, and staff. They will soon be making specific recommendations to help us better meet the needs of our community.
- The Graduate Medical Education Committee will conduct more frequent internal reviews of our residency programs to identify and address areas of needed improvement.

The ACGME's decision represents significant work that must be done but presents an opportunity to enhance our educational programs and become a stronger academic community. As the actions above suggest, we have a host of important initiatives underway. In the coming months, we will communicate additional plans based on our ongoing evaluations. Consistent with our values and history as a leading medical school, we will seize this opportunity and, with the help of all of you, advance our graduate medical education mission.

Respectfully,

L. Lee Hamm, M.D.  
Senior Vice President & Dean of the School of Medicine