



Dr. Grover Teaching

THE COMMUNITY

Located in the heart of California's Central Valley, Stanislaus is blessed with mild weather year-round and a strong agricultural economy.

With a population exceeding 500,000, Stanislaus County is proud of its vibrant citizenry, great traditions, educational opportunities, and multicultural lifestyles.

Modesto, the largest city and seat of Stanislaus County, offers the diversity and facilities of a metropolitan city while maintaining an atmosphere of old-fashioned hospitality.

West of the Valley and over the coastal mountains lies the San Francisco Bay Area, a 90-minute drive from Modesto. Eastward are the foothills of the famed Mother Lode gold country that leads to the majestic Sierra Nevada mountain range, Yosemite National Park, and Lake Tahoe.

Stanislaus County is home to California State University, Stanislaus and Modesto Junior College. Stanislaus County is a general law County established in 1854, governed by a five-member Board of Supervisors with assistance from the County Chief Executive Officer, elected officials and appointed department heads.



Stanislaus County has a current year total budget of \$959 million and 3,990 full-time positions within 26 agencies and departments.

ABOUT THE DEPARTMENT

The Health Services Agency (HSA) is a network of outpatient medical programs and services. The HSA includes: medical offices in six locations throughout Stanislaus County; Community Health Services (offering traditional public health services to the community); a family medicine residency program in partnership with the Valley Consortium for Medical Education, a 501(c)3 community-benefit corporation and health education programs.

The HSA holds strongly its vision of "healthy people in a healthy Stanislaus" by developing its services with the community, in ways that support community need.

THE PROGRAM

The Residency Program is one of California's oldest Family Medicine Residency Programs. It was founded in 1973, comprising one of the five original UC Davis programs in their Family Medicine Network. This community-based program began in the Stanislaus County Hospital, and then transferred to Doctors Medical Center in 1997 when the County inpatient facility closed. In 2010, the training program will be known as the Valley Family Medicine Residency Program

of Modesto, and expanding its training capacity and venues in response to our growing community.

We train 30 residents (10-10-10) within the newly designated Federally Qualified Health Center "Look-Alike" system managed by the Stanislaus County Health Services Agency. The principal training hospitals, Doctors Medical Center and Memorial Medical Center, are state-of-the-art tertiary centers, with robust medical services, including Level II Trauma Center designation and referral cardiovascular, neurosurgical and neonatology departments. The community is preparing for an increased role in undergraduate and graduate medical education as UC Merced plans its new Medical School.

THE ASSOCIATE DIRECTOR

The Associate Director will report to the Director of the Residency Program.

The Associate Director of the Residency Program is a new HSA position that will provide comprehensive and longitudinal oversight. This position will provide leadership within and external to the Program by influencing major ongoing advances in the strategic direction of continuing medical education and continuing professional development of the residents in the program. The intent of the further development of our program is to place an emphasis on diversity and advocate for diversity in the training with special attention given to cross cultural experiences. The successful candidate will see patients within the HSA system while providing clinical training experiences and supervising the residents in both inpatient (at local hospitals) and outpatient (at the Resident's Family Medicine Clinic) settings. The position will participate in recruiting top candidates and assessing and documenting the residents' competency throughout their involvement in the program.



Paradise Medical Office Residency Training Facility

RESPONSIBILITIES INCLUDE, BUT ARE NOT LIMITED TO:

- Design and organize curriculums and assign educational activities for residents pertaining to their continuity practice;
- Develop evaluation and feedback mechanism to ensure program design and implementation requirements are met and program is successful in objectives;
- Create, implement, and review periodically program-specific policies consistent with institutional policies for trainee selection, evaluation, promotion, dismissal, duty hours, and monitoring duty hours that include emergency coverage in coordination with the Program Director;
- Teach in the Family Medicine Clinic minimally once per week;
- Participate in key administrative decisions affecting the program's development and management;
- Foster psychosocial emphasis is incorporated in daily routines and provide didactic teachings in lecture programs that focus on preventive health care;
- Promote practice-based learning projects and recommend clinic education conferences and workshops;
- Provide preceptor training and oversight for faculty teaching in the Family Medicine clinic;
- Attend director workshops which are designed as professional development opportunities;
- Ensure program maintains compliance with ACGME standards;
- Conducts and directs studies or evaluations of new and existing

programs and special projects to determine feasibility, resolve problems, increase efficiency, which includes organizational, technical and fiscal research and analysis. Consultation with other HSA departmental staff, management, and community groups to develop recommendations for implementing new activity;

- Ensure that the program provides effective educational experiences for residents that lead to measurable achievement of educational outcomes in the ACGME competencies (patient care, medical knowledge, practice-based learning and improvements, interpersonal and communication skills, professionalism, and systems-based practice) as outlined in the common and specialty/subspecialty-specific Program requirements;
- Ensure that the residents' required clinical experiences are consistent with program requirements and that appropriate faculty members are selected to teach the residents;
- Assist in implementing a process that links educational outcomes with program improvement;
- Respond to data requests and surveys from various institutions and external agencies providing documentation of compliance with various requirements;
- Participate in any periodic program reviews by institutional review committees;
- Participate in the development of action plans for correction or areas on noncompliance as identified by an RRC site visit; and other HSA compliance obligations as may be applicable;
- Provide written responses or follow up to accreditation letters or inquiries;
- Continually collect, tabulate, and analyze performance and productivity data for key measurements of the residents' Family Medicine Clinic;
- Participates in the preparation of the Residency Program's annual budget, including analysis and estimates of expenditures, analysis and projection of revenue, anticipates impact of any new program needs, actively works to ensure efficiency, appropriateness and quality improvement;

- Reviews and keeps abreast of existing and proposed trends in Family Medicine training specifically related to innovation;
- Supervise Resident Physicians and residency program's support staff;
- Ensure that residents achieve competence in teaching and supervising other residents and Family Medicine Clinic personnel;
- Participate in the annual selection process of candidates for admission to the residency program;
- Provides coverage for temporary staffing conflicts of the Residency Program and assists in resolving resident staffing conflicts, including on-call schedule and daily schedule;
- Provide administrative support to the Program Director during his absence;
- Performs such duties as assigned by the Residency Program Director or Health Services Agency Managing Director, to the best of his/her ability and under the highest personal bond of professional morals and ethics.

PERSONALITY/ MANAGEMENT STYLE

Other skills and traits that are required include:

- Facilitate excellent customer service and satisfaction while meeting facility specific financial goals and the County's mission;
- Manage the budgets and expenditures of all programs in a cost effective manner;
- Recruit and retain outstanding professional staff to promote optimal patient care that meets all mandated requirements and integrity of County;
- Exhibit and encourage a professional communication style, both with verbal and written skills;
- Build and maintain strong working relationships with patients, employees, medical staff, and the public;
- Exercise a high degree of initiative, judgment, discretion and decision-making to achieve organizational objectives;
- Determine key issues and develop appropriate action plans for multi-disciplinary perspectives in resolving potential or actual problems;
- Lead by example; encourage and support innovation and promote personal responsibility, integrity and accountability;

- Serve as a visionary, focusing on the big picture and not just today's concerns.

MINIMUM QUALIFICATIONS

Skills and Knowledge

- Proven communication and interpersonal skills;
- Flexibility to oversee multiple responsibilities;
- Exceptional organization and prioritization skills;
- Ability to guide and influence others in a manner that allows them to work productively in a complex, dynamic environment;
- Detailed and extensive knowledge of the principles and practices of both the ACGME accredited programs;
- Prior exposure to aspects of participation, preparation, and execution of an accreditation site audit as directed by the site visitor and ACGME requirements;
- Demonstrated leadership ability and experience in innovative curricular programs;
- Familiarity with current management theories and approaches in quality improvements;
- Build and maintain effective working relationships with residents, medical faculty, administrative staff, attending physicians, patients, families, and the public;
- Demonstrates awareness and applies knowledge of legal issues in all aspects of patient care, incorporating risk management skills and quality control measures;
- Ability to identify and develop problem resolution as well as independent judgment.



**Peter W. Broderick, M.D.,
M.Ed. Program Director**

Education/Experience:

- ABFM/ABOBFM BC/BE in Family Medicine
- Valid California Medical License;
- Hospital privileges in assigned teaching hospitals
- Clinical practice for a minimum of five (5) years;
- Minimum of five (5) years experience in graduate education in Family Medicine, with significant administrative roles;
- Familiarity with the National Resident Matching Program requirements relevant to Allopathic residents;
- Experience as a clinical educator with in depth knowledge of graduate medical education and meeting the accreditation requirements of the ACGME;
- Teaching and administrative experience in a Family Medicine Residency Program.

CLASSIFICATION INFORMATION

Unless otherwise provided, the Assistant Residency Director classification is part of the unclassified service of the County. This position is considered "at-will" and is designated Management for labor relations purposes.

COMPENSATION AND BENEFITS

- Total compensation may be based on salary plus productivity based practice income

Retirement:

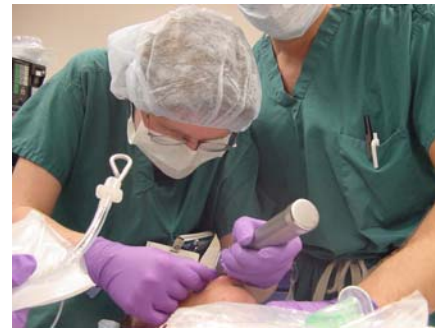
- Defined benefit retirement plan (1937 Act Retirement System)
- 1.5% County paid deferred compensation
- Participates in Social Security

Annual Leave Program:

- 80 hours vacation accruals starting year one
- 32 additional vacation "floating" hours per year
- 40 hours administrative/management leave annually
- 96 hours sick leave annually
- 10 paid holidays

Insurance:

- Health – Choice of three health plans with at least one fully paid for employee and dependents
- Dental/Vision – annual flexible spending allowance to purchase dental, vision and supplemental life insurance
- \$30,000 of basic life insurance, supplemental insurance available
- Long and short term disability insurance plans



APPLICATION AND/OR EXAMINATION APPEALS RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Office within seven days after the results are mailed.

EQUAL EMPLOYMENT OPPORTUNITY

The County of Stanislaus is an Equal Opportunity Employer. All qualified applicants are encouraged to apply for positions



Stanislaus County is seeking an Associate Director of Family Medicine Residency

(Assistant Residency Director)

Salary: \$124,508 – \$186,784 Annually

TO APPLY

Applications may be submitted online@ www.stanjobs.org

STANISLAUS COUNTY PERSONNEL

1010 10th Street, Suite 2300

Modesto, CA 95354

County Personnel: 209-525-6341

County Job Line: 209-525-4339

Web Page: www.stanjobs.org



Abilene Enriquez, MD
2009 Alumni



Part of the University of California, Davis Network of Affiliated Family Practice Residency Programs



HEALTH SERVICES AGENCY