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Are There Advantages to Hiring In-House Training Program Graduates?

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Determining the Incidence and Factors of Cardiotoxicity in Breast Cancer Patients Treated With Anthracycline and/or Trastuzumab-Containing Regimen at Aurora Health Care

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Background: Anthracycline and trastuzumab are common breast cancer treatments. While improving survival, they elevate risk of congestive heart failure. The incidence of cardiotoxicity (CTx) with these therapies varies in the literature from 10% to 59%, higher than those reported in clinical trials (4%–10%) that excluded patients with preexisting cardiovascular comorbidities. Studies have failed to establish consensus on the risk factors for CTx associated with these therapies.

Methods: We included 9 patients with typical atrial flutter for whom mapping and ablation of the CTI was done using Carto mapping as the sole guiding modality. Zero fluoroscopy was achieved in all of them. Another group of 9 matched patients whose ablations were done using the traditional method (i.e. fluoroscopy and Carto guidance) were included as a control.

Results: Both groups had similar baseline characteristics. The total fluoroscopy time and radiation dose in the control group were 12.8 ± 4.8 minutes, 230.2 ± 131.9 mGy, respectively. The zero-fluoroscopy group were done while wearing no lead aprons. The average total procedure time was 114.8 ± 16.9 minutes in the zero-fluoroscopy group, significantly less than that of the control group (138.6 ± 24.3 minutes; P=0.0286). The total radiofrequency time was similar in both groups (15.2 ± 7.4 minutes in zero-fluoroscopy group vs 16 ± 2.9 minutes in control group; P=0.9294). Bidirectional block was achieved in all patients of both groups. No complications were encountered in either group.

Conclusion: To our knowledge, this is the first study of a zero-fluoroscopic approach using the Carto mapping system for ablation of the cavotricuspid isthmus in the United States. The approach is feasible and effective in achieving bidirectional block with less average total procedure time.

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Background: Several studies have compared international graduates on measures of performance, quality and satisfaction. No studies have compared internally versus externally hired graduates in relation to these measures.

Purpose: To identify if there is a difference in hiring patterns and care management (CM)/patient satisfaction (PS) scores between internal and external graduate hires.

Methods: We conducted a quality improvement study on graduates hired by Aurora Health Care from Jan. 1, 2006, to Dec. 14, 2015. CM scores were determined based on hire date. PS scores were calculated based on the calendar year, regardless of exact hire date. PS scales for scoring changed in mid-2010. Hired graduates with no CM and PS scores, as well as those with less than one year of employment, were excluded. Means were compared using two-sample t-tests and regression analysis. Categorical variables were analyzed using chi-squared and Fisher’s exact test, as appropriate.

Results: Study population (N=108) characteristics included: mean age 38.0 years, 62.0% female gender and 56.5%
white race. The majority of those hired (mean starting FTE 0.99) were external graduates (70.4%) and family medicine physicians (50.9%). Of those hired since 2006, 71.3% are still employed (mean longevity 3.5 years). There was no difference in age, sex, race or employment status between internally and externally hired graduates. Family medicine hires were significantly more likely to be internal graduates compared to internal medicine (40.0% vs 13.6%, P=0.03) and all other physician specialties combined (40.0% vs 18.9%, P=0.03). First-year CM scores did not differ by age, sex, race, year offer accepted, or external versus internal residency. Family medicine hires had significantly lower initial CM scores (2.76 vs 3.14, P=0.009) when compared to other physician specialties. However, second-year CM scores showed no difference between family medicine and other physicians. First-year PS (scale one) scores were significantly higher with younger age (P=0.03), female sex (P=0.04) and internal graduates (P=0.04). Younger age and female sex remained predictors of higher PS for second-year scores. No statistical difference was noted with use of scale two for PS scoring.

**Conclusion:** Care management scores do not differ between internally and externally hired graduates; patient satisfaction scores differed based on scale used. Further study is needed to determine internal hiring disparities between specialties and if CM scores are lower in those hires with more items to be scored.

**Additional Presentations**

The following citations reflect the remaining 2016 Aurora Scientific Day presentations, some of which have been published as abstracts or articles in scientific journals.


Flores K, McDearmon S, Phelps B, Kram JJ, Baumgardner DJ, Kotovicz F. FP059: Understanding providers’ emotions and thoughts regarding opioid use for the management of chronic non-cancer pain in a family medicine residency program. Presented at Society of