



September 5, 2024

NOTICE

The Board of Directors of the Kaweah Delta Health Care District will meet in an open Academic Development Committee meeting at 4:00PM on Tuesday, September 11, 2024 in the Kaweah Health Medical Center – Support Services Building Copper Conference Room (2nd Floor) 520 West Mineral King Avenue.

All Kaweah Delta Health Care District regular board meeting and committee meeting notices and agendas are posted 72 hours prior to meetings (special meetings are posted 24 hours prior to meetings) in the Kaweah Health Medical Center, Mineral King Wing entry corridor between the Mineral King lobby and the Emergency Department waiting room.

The disclosable public records related to agendas are available for public inspection at Kaweah Health Medical Center – Acequia Wing, Executive Offices (Administration Department) {1st floor}, 400 West Mineral King Avenue, Visalia, CA and on the Kaweah Delta Health Care District web page <https://www.kaweahhealth.org>.

KAWEAH DELTA HEALTH CARE DISTRICT
David Francis, Secretary/Treasurer

A handwritten signature in black ink, appearing to read "Kelsie K. Davis".

Kelsie K. Davis
Board Clerk, Executive Assistant to CEO

DISTRIBUTION:
Governing Board
Legal Counsel
Executive Team
Chief of Staff
<http://www.kaweahhealth.org>

**KAWEAH DELTA HEALTH CARE DISTRICT BOARD OF DIRECTORS
ACADEMIC DEVELOPMENT**

Tuesday September 11, 2024

Kaweah Health Support Services Building
520 West Mineral King – Copper Conference Room (2nd floor)

ATTENDING: Directors: Ambar Rodriguez (chair) & Mike Olmos; Lori Winston, M.D., Chief of Medical Education & Designated Institutional Official; Gary Herbst, CEO; Keri Noeske, CNO; Amy Shaver, Director of GME; Krystal Guzman, Manager of GME; James McNulty, Director of Pharmacy Services, Sean Oldroyd, DO, Emergency Medicine Program Director; Mara Lawson, RN, Director of Clinical Education; Lydia Marquez, Executive Assistant to the Chief of Medical Education & Designated Institutional Official, Recording

OPEN MEETING – 4:00PM

CALL TO ORDER – Ambar Rodriguez

Public/Medical Staff participation – Members of the public may comment on agenda items before action is taken and after it is discussed by the Board. Each speaker will be allowed five minutes. Members of the public wishing to address the Board concerning items not on the agenda and within the jurisdictions of the Board are requested to identify themselves at this time. For those who are unable to attend the beginning of the Board meeting during the public participation segment but would like to address the Board, please contact the Board Clerk (Kelsie Davis 559-624-2330) or kedavis@kaweahhealth.org to make arrangements to address the Board.

- 1. MINUTES-** Approval of 7.23.2024 Meeting Minutes
- 2. HEALTHCARE PATHWAY PROGRAMS** – Review of the current programs, affiliations, and relationships to augment our future workforce – *Jaime Morales, Director of Talent Acquisition, Human Resources*
- 3. GENERAL SURGERY RESIDENCY ANNUAL PROGRAM REVIEW** – Review of the accreditation status, current citations, performance on institutional metrics, and a SWOT Analysis – *Lori Winston, MD, Chief of Medical Education & Designated Institutional Official*

ADJOURN – Ambar Rodriguez

In compliance with the Americans with Disabilities Act, if you need special assistance to participate at this meeting, please contact the Board Clerk (559) 624-2330. Notification 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Kaweah Delta Health Care District Board of Directors meeting.

*Mike Olmos – Zone I
Secretary/Treasurer*

*Lynn Havard Mirviss – Zone II
Vice President*

*Dean Levitan, MD – Zone III
Board Member*

*David Francis – Zone IV
President*

*Ambar Rodriguez – Zone V
Board Member*

MISSION: Health is our Passion. Excellence is our Focus. Compassion is our Promise.

Academic Development Committee

Tuesday, July 23, 2024

Kaweah Health Medical Center SSB Copper Room (2nd Floor)

ATTENDING: Directors: Ambar Rodriguez (chair) & Mike Olmos; Lori Winston, MD, Chief of Medical Education & Designated Institutional Official; Gary Herbst, CEO; Krystal Guzman, Manager of GME; Mara Lawson RN, Director of Clinical Education, Nursing Professional Development Practitioner ; Mandeep Bagga, MD, Psychiatry Program Director; Mario Martinez, MD, Family Medicine Director and JEDI Committee Chair; Michelle Phillips, Psychiatry Residency Program Coordinator; Lydia Marquez, Executive Assistant, Recording

Called to order at 4:00PM

Public Participation – none

PSYCHIATRY RESIDENCY ANNUAL PROGRAM REVIEW – Review of the accreditation status, current citations, performance on institutional metrics, and a SWOT Analysis (copy of the attached to the original of these minutes and considered a part thereof) – *Mandeep Bagga, MD, Psychiatry Program Director and Michelle Phillips, Psychiatry Residency Program Director*

- *The Psychiatry Residency Program is training 26 residents and 6 fellows (CAP Fellowship Program directed by Cory Jaques). The program has a 100% performance rate in all categories on institutional indicators. We celebrate their 100% Board Pass Rates and its reputation as the best Psychiatry Residency in the Central Valley. The program highlighted two challenges. 1. Retaining residents after 2-years because of compensation that is not competitive and 2. Difficulty recruiting Spanish-Speaking residents who are highly sought after.*

JEDI (JUSTICE EQUITY DIVERSITY AND INCLUSION) SUBCOMMITTEE OF GMEC – Review of the AAMC Holistic Review Recommendations and Analysis of Trends in Self-Identified Demographic Recruitment Data for the Kaweah Health GME Programs (copy attached to the original of these minutes and considered a part thereof) – *Mario Martinez, MD, Family Medicine Program Director and JEDI Committee Chair*

- *Diversity incorporates different thoughts, ideology, opinions and viewpoints. All major organizations focus on diversity, equity and inclusion, which is vital for sustainability, especially within healthcare organizations. The approximate number of annual applicants per program ranges between 470- 1000. Only 1% of all applicants will come to Kaweah and only 8% of those interviewed will come to Kaweah. California is very competitive. The goal is to encourage more people to come*

to the Kaweah Residency Programs through audition rotations and attendance of recruitment events that support our strategic processes to target diverse individuals. There were some discussions surrounding challenges to create an inclusive environment for Kaweah residents. The Board Members requested MIDAS reports related to these issues (Mara Lawson offered to bring this information back to the board members) and to meet with some residents to gain a better understanding of the concerns (Dr. Winston will arrange a meeting).

Adjourned at 5:10PM

Kaweah Health Career Pathways

September 11, 2024

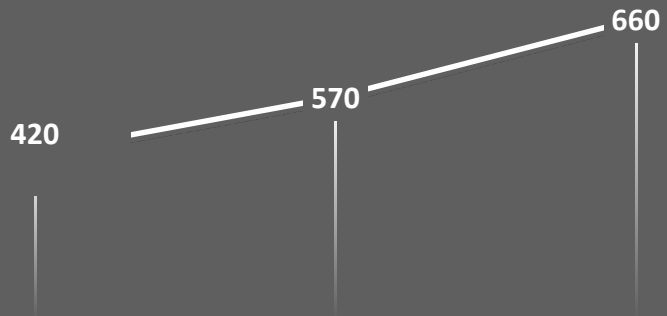


kaweahhealth.org

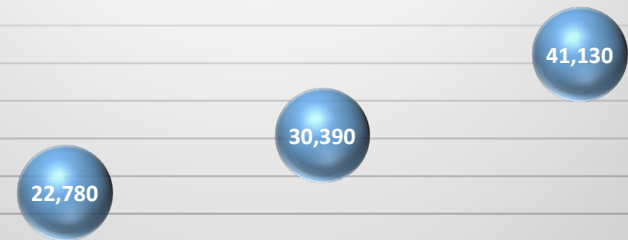


Volunteer Pipeline

NUMBER OF VOLUNTEERS
LAST THREE FISCAL YEARS



Volunteer Hours Given Last 3 Fiscal
Years



Volunteers Fiscal Year 2024

- 41,130 Total hours - valued at over \$1.5M
- 75 Kaweah Health Departments hosted volunteers
- 660 total number of volunteers that gave hours
 - 40% were under 18, from 24 different High Schools in Tulare and Kings Counties
 - 40% were 18-30
 - 20% were over the age of 30



RN Pipeline

In Region

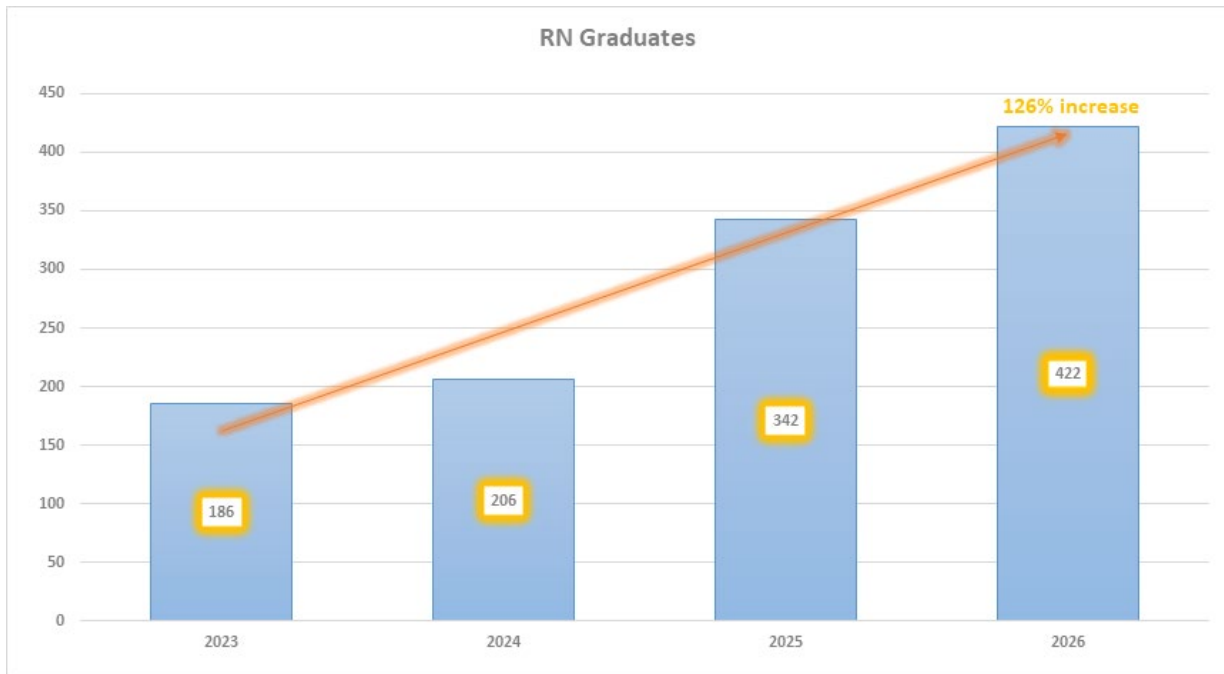
	1x a year	2x a year	ANNUAL RN GRADS
*COS			
LVN to RN		10	20
RN Traditional		40	80
New RN Year Round (5/2022, 5/2023, every other year)	20		Grads starting 7/2024 20
New RN Traditional Cohort (8/2023)		40	Grads starting 5/2025 80
Fresno City			
RN		110	220
Fresno State			
RN		57	114
Gurnick Academy			
RN		30	60
National University (Fresno)			
RN		20	40
*Porterville College			
RN	20		20
New RN Cohort (1/2023)	20		Grads starting 12/2025 20
*San Joaquin Valley College			
LVN to RN	30		30
RN	36		36
New RN Cohort (8/2023)	36		Grads starting 4/2025 36
*Unitek College			
New RN at Kaweah Health (3/2023)		25	Grads starting 1/2026 50
New RN at Sierra View (3/2023)		15	Grads starting 3/2026 30
New RN at CRMC (1/2024)			Grads starting in 1/2027 50
West Hills			
RN	30		30

*Local Visalia/Porterville area:
COS, SJVC, Porterville College

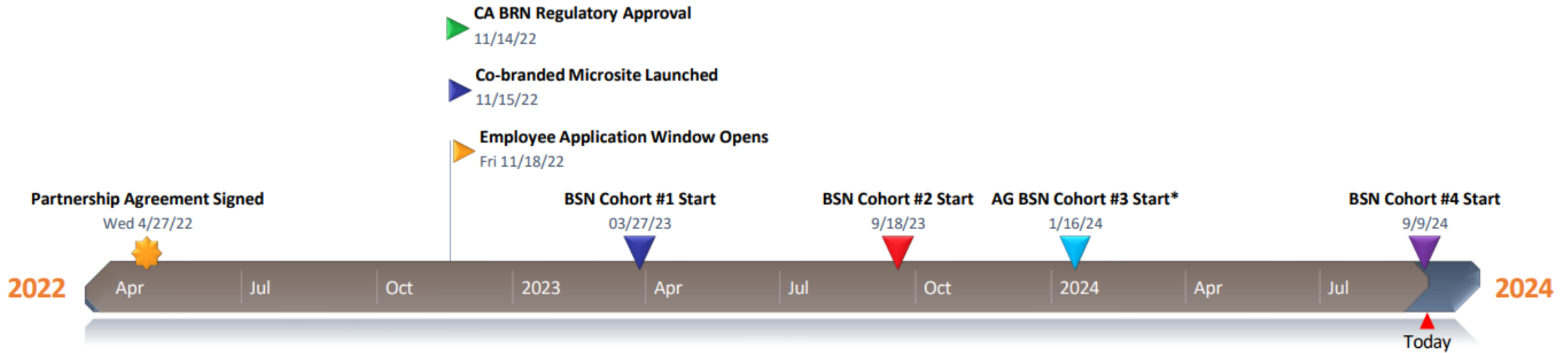
Current Overall Region Grads: 650
 Current *Local* Grads: 186
 New Local Seats Added: 236
 Local Grads in 2026: 422

The Future

Local RN Graduates



Kaweah Health Unitek Learning Partnership Major Milestones



*All cohort starts consisted of 100% employees with one exception. 1/16/2024 Advanced Generic – 2 non-employee students.

Kaweah Health Unitek Learning Partnership

Major Milestones



Keri Noeske, CNO, Kaweah Health



Cohort #1
March 2023



Cohort #2
September 2023



Cohort #3
January 2024

Kaweah Health Employee Position Data for BSN Starts

3/27/2023 0:00 23

Certified Hemodialysis Tech	1
CNA	9
CVICCU	1
ED Tech	2
ED Tech II	1
LVN	1
Medical Assistant	2
Mental Health Worker and HUC	1
Office Assistant	1
Pharm Tech/Biller	1
Phlebotomist	1
Secretary- Dialysis Center	1
SPD Tech	1

9/18/2023 0:00 25

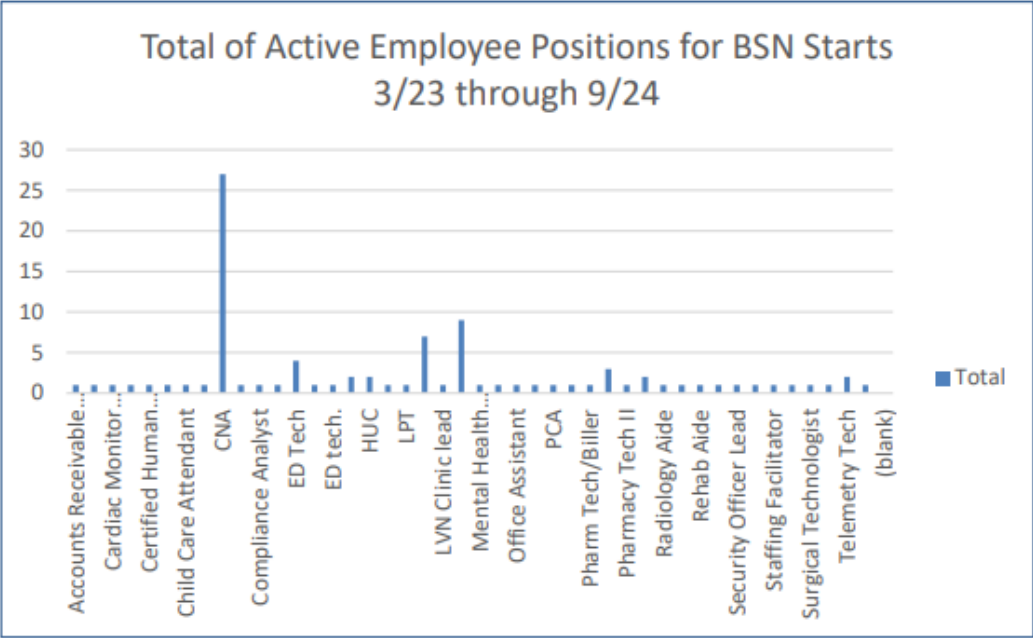
CHT	1
CNA	6
CNA/Telesitter	1
Compliance Analyst	1
ED Tech	2
HUC	2
LPT	1
LVN	5
Medical Assistant	3
Patient Transport	1
Pharmacy Tech	1

1/16/2024 0:00 20

Cardiac Monitor Technician	1
Child Care Attendant	1
CNA	4
ED tech.	1
Health Unit Coordinator	1
LVN	1
Medical Assistant	1
Nutrition Associate	1
PCA	1
Personal Care Aide	1
Pharmacy Tech	2
Phlebotomist	1
Security Officer Lead	1
Surgical Technologist	1
Telemetry	1
Telemetry Tech	1

9/9/2024 0:00 25

Accounts Receivable Clerk	1
Business Services Manager	1
Certified Human Tech (CHT)	1
Charge Posting Specialist	1
CNA	8
Health Unit Coordinator	1
Licensed Vocational Nurse	1
LVN Clinic lead	1
Medical Assistant	3
Pharmacy Tech II	1
Radiology Aide	1
Radiology Tech	1
Rehab Aide	1
Staffing Facilitator	1
Sterile Processing Tech	1
transporter	1



Kaweah Health's Nursing Education Pathway – The Pipeline Plan

BSN Cohort Start		Graduation by Month					
		Jan-26	Mar-26	Sep-26	Sep-27	Jan-28	Sep-28
March 2023 FG	27		26				
September 2023 FG	26			27			
January 2024 AG	20	20					
September 2024 FG	25				25		
January 2025 FG	25					25	
September 2025 FG	25						25
		73 New RNs 2026		25 New RNs 2027		50 New RNs 2028	

BSN Program

❖ Launch to date – 11/16/2022

❖ 722 employee leads

- 2022 – 175
- 2023 – 220
- 2024- 327

❖ 414 employees attended information sessions

- 2022- 99
- 2023-149
- 2024-166

❖ 160 Completed the BSN application

- March 2023 - 35
- Sep 2023 - conditionally accepted 22 from March. Additional 17 ranked = 39
- Jan 2024 AG- 23
- Sep 2024 – 33
- Jan 2025 – 30 (building waitlist)
- Sep 2025

❖ Starts

❖ March 2023 – 25

❖ Sep 2023 – 25

❖ Jan 2024 AG – 23 (2 community members)

❖ Sep 2024 – 25

2025

❖ Jan 2025 – 25

❖ Sep 2025 – Application deadline of March 2025

Kaweah Health's Nursing Education Pathway Powered by Unitek College SPRING 2023 Class



Kayla Jacobo
MA, KH MAHCC Clinic



Jasmine Bucknell
CNA, Float Pool



Allison Morales
CHT, Chronic Dialysis



Jessica Scoville
MA, Urgent Care



Samuel Cox
US/MHW, Acute Psych



Rebecca Hobbs
ED Tech II



Tiana Sul
CNA, 5T



Marisa Manriquez
Pharmacy
Tech/Biller



Hannah Pasillas
Phlebotomist,
Dinuba



Yulisa Rodriguez
Secretary III,
Dialysis



Kelsey Duvall
ED Tech I



Vanessa Lopez-Lozano
MBOA, KH Cardiology
Center



Ana Zavala
LVN, 5T

Kaweah Health's Nursing Education Pathway Powered by Unitek College SPRING 2023 Class



Grayson Angioli
CNA, 2N



Jennifer Gomez
CNA, 5T



Jorje Solorzano
CNA, ICU



Jeanette Lopez-Ramos
SP Tech I Non Certified



Alexandra Rightmeier
ED Tech I



Jose Silva
CNA, 5T



Kimberly Eggleston
Pharmacy Tech II



Alexia Rios
CNA, Skilled Nursing-
Short Stay



Christina Llamas
CNA, 5T



Ivan Alvarez
CNA, 3W



Sandra Sanchez
Office Assistant,
Lifestyles



Nicole Graham
CNA, Subacute

Kaweah Health's Nursing Education Pathway Powered by Unitek College Fall 2023 Class



Nancy Cuevas
MA, Woodlake



Crystal Solis
MA, Exeter



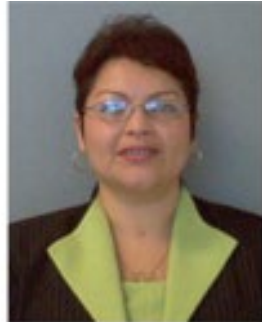
Madonna Mesa
CHT, Dialysis



Valerie Masiel
LVN Lead,
Urgent Care



Tamara Bonilla
Compliance Contract
Analyst



Laura Gonzalez Saenz
CNA, CVICU



Arianna Myrick
LVN, OB Postpartum



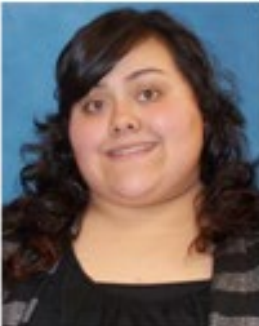
Fallon Costa
LPT, Emergency



Ashley Correia
Respiratory Therapist



Mayra Salas
LVN, 2N



Reyna Williams
HUC, 3W



Erica Stephens
CNA, 2N



Judith Kampitak
HUC, 3N



Christina Denney
LVN-Lead, Woodlake

Kaweah Health's Nursing Education Pathway Powered by Unitek College Fall 2023 Class



Kaytlyn Lenai Nebre
ED Tech I



Chris Chambers
ED Tech 1



Irene Moreno
CNA, EKG



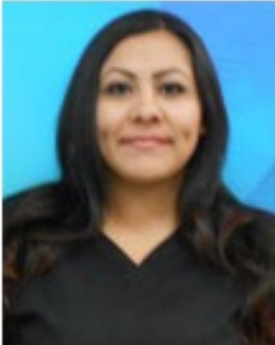
Yasmine Lazcano
Telemetry Monitor Tech



Adrienne Santos
CNA, 2N



Veronica Balanza Abdon
Unit Secretary, NICU



Bianca Martinez
LVN- Urgent Care Court



Adriana Ibarra
Telesitter



Koy Saechao
Pharmacy Tech II



Jezelle Alcala
LVN- Urgent Care Court



Carmen Coria
Patient Transport

Kaweah Health's Nursing Education Pathway

Powered by Unitek College

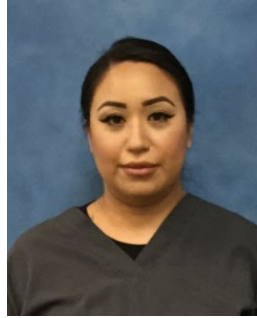
SPRING 2024 Class



Reina Alvarez Cortez
Personal Care Aide,
PHC



Zitlali Alvarez
C.N.A, 3S



Marisol Andrade
MA, Urology Clinic



Esmeralda Angulo
C.N.A, 2S



William Burns
Security Officer Lead



Melissa Cisneros
HUC, 2S



Miranda Figueroa
Child Care Attendant,
TLC



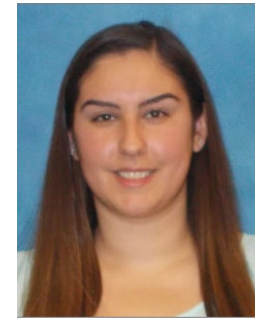
Amber Garza
Phlebotomist I



Isabella Gonzalez
NICU Nutrition Associate



Kennalee
Tapia-Ramirez
Telemetry Monitor Tech



Anyssa Wall
C.N.A, 4T

Kaweah Health's Nursing Education Pathway

Powered by Unitek College

SPRING 2024 Class



Alexandra Gamboa
ED Tech II



Lyndin Jensen
C.N.A, Acute Rehab



David James
Telemetry Monitor Tech



Ali Kennedy
LVN, Acute Psych



Morghan Nixon
Pharmacy Tech/Biller



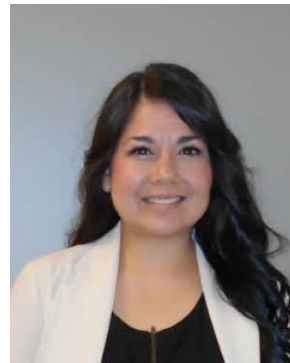
Evelyn Saesee
Personal Care Aide,
PHC



Hannah Saesee-Noi
C.N.A, 3E



Magdalena San Miguel
Surgical Tech,
Surgery Cardiac



LeeAnn Souza
Pharmacy Tech/Biller



Hector Munoz Valdivia
Telemetry Monitor Tech

Kaweah Health's Nursing Education Pathway

Powered by Unitek College

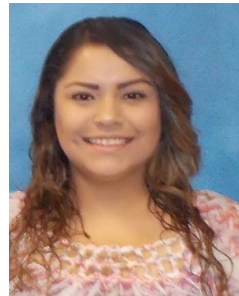
FALL 2024 Class



Brianna Abney
Imaging Services Aide
Radiology



Mariela Andrade
Jimenez
CNA 2 North



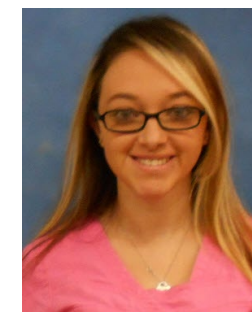
Angelica Anguiano
Staff Facilitator
Float Pool



Francisca Castillo
Certified Dialysis Tech
Dialysis-Visalia Clinic



Yadira Alessandra
Castro
CNA 4 North



Lisa Marie Cunha
LVN Clinics Lead
Ben Maddox Clinic



Virginia Duran Camacho
Accounts Receivable Clerk
Credit and Collections



McKenzie Ferreira
HUC
OB Postpartum



Rochelle Galindo
Medical Assistant
Lindsay Clinic



Adieva Garza
Rehab Aide
Therapies Akers



Sara Gentner
CNA
2 North



Adriana Davin
Licensed Psych Tech
Mental Health Hospital



Jorge Gutierrez
CNA
3 South



Anita Jara
Pharmacy Tech II
Pharmacy-Primary Operations

Kaweah Health's Nursing Education Pathway

Powered by Unitek College

FALL 2024 Class



Yonana Aguilar Magana
Medical Assistant
Exeter Clinic



Tyler Malone
Business Services Manager
ICU (2 West)



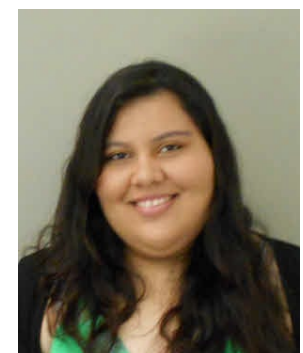
Brittany McGarrah
Staff Facilitator
Float Pool



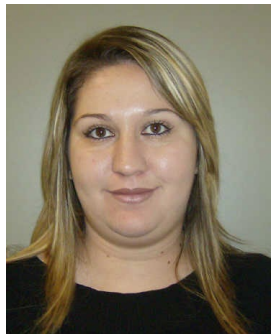
Milan Patel
CNA
CVICCU (5 Tower)



Ana Pena
Medical Assistant
Urology Clinic



Eva Romero
CNA
Float Pool



Tia Salazar
Certified Sterile Processing Tech
Sterile Processing



Sarah Saephan
CNA
Float Pool



Jessica Stryd
CNA
4 South



Alex Weatherford
Charge Posting Specialist
HIM



Sarah Weldon
LVN
Labor Delivery



Academic Development Committee

Sept 24

General Surgery - Continued Accreditation Jan 4, 2024

5-3-3-3-3 = 17

NEW CITATION

The qualifying exam first time pass rate in the preceding three years is 66.67%, which is below the fifth percentile (75%) for programs. The Review Committee advises the program to implement measures (i.e., curriculum, mock examinations, etc.) to ensure all graduates are adequately prepared to take and pass the qualifying examination on the first attempt

Mission

To provide a broad-based educational and clinical experience in the wider scope of the specialty, to train compassionate, competent and professional general surgeons with the skills and confidence needed to enter the unsupervised practice of surgery in a community setting or to succeed in fellowship training in a subspecialty area of surgery. The program emphasizes the knowledge, skills and attitudes residents need to work collaboratively in the healthcare delivery system and have a positive impact on their patients' lives and on their communities.



Surgery Performance on Institutional Indicators



Case logs



Step 3 Pass rates



Resident Survey



Faculty Survey

Information lost during hand-off process

Participated in efforts to recruit diverse: med
studs and other staff



In-training exam scores



Boards Pass Rate

General Surgery

Major changes: PGY4 & 5 residents took written board exam in April 2024

Strengths

1. Early exposure to surgical cases & procedures
2. Substantial trauma volume, including a significant number of penetrating injuries.
3. Reasonable work hours, and support for a culture of work life balance.
4. Flexible / customizable curriculum

S

Weaknesses

1. No dedicated surgical critical care service
2. Lack of some subspecialty volume

W

Opportunities

1. Create more opportunities for surgical specialties such as thoracic surgery, foregut/bariatric surgery, and others
2. New service lines
3. Hire grads and increase volume w/ improved medi-Cal reimbursement

O

Threats

1. Financial challenges leading to cost containment measures impacting resident education (intentional restrictions of surgical volume)
2. Outmigration of voluntary faculty
3. System inefficiencies

T

GRADUATES

15 Surgery Residency Graduates Career Paths

- 4 Returned Locally
 - Adventist/Dignity/VA Hospital
- 1 Considering Return
 - Kaweah
- 10 Graduates went into Fellowships

Board Pass Rate

- Improvement in Written Board Exam Pass Rate for all senior residents this year = 100%

The End

