

East Valley Internal Medicine Residency Program Newsletter

Feb 28, 2022

To combine in due measure the altruistic, the scientific, and the business side of our work is not an easy task. In the three great professions, the lawyer has to consider only his head and pocket, the parson, the head and the heart, while with us the head, heart, and pocket are all engaged.

- **Sir William Osler**

New Faculty Member joins the Ambulatory Faculty

The Dignity Health East Valley welcomes Dr. Murari who will be joining our Internal Medicine residency faculty starting in August of 2022. Dr. Murari is a resident of the Valley who is currently working as a hospitalist in Olympia, WA. He is a board-certified

Internist who has worked in both inpatient and outpatient settings since 2004. Dr. Murari plans to use his passion for patient lifestyle modification education to help patients manage their diabetes, hypertension, and other conditions in the outpatient setting.

Dr. Murari received his MBBS from B. J. Medical College, completed a surgical residency in India before moving to the United Kingdom and was a resident in cardiothoracic surgery. He subsequently became a Clinical Fellow of Cardiovascular Surgery at the Mayo Clinic. Following his time training in CV surgery, he attended residency at Cook County Hospital and Mayo Clinic, Rochester in Internal Medicine.

He is a diplomate of multiple boards including American Board of Clinical Lipidology, American Board of Obesity Medicine and has a waiver to practice opioid-addiction therapy.



As an educator, Dr. Murari was honored to receive the Excellence in Education Award from the residents of Providence St. Peter Family Medicine program.

UPCOMING INTERNAL MEDICINE GRAND ROUNDS SCHEDULE

NOTE the change in topics for March and April!!

SAVE THE DATES First Tuesday of each month from 1-2 pm in the Morrison Auditorium and Via Zoom [Link through Zoom](#) Passcode 390203
CME and MOC Credit available for attendees

March 1, 2022- ECMO... Here...Now...at CRMC Let's Talk About It F. Mike Maguire DO and Jesse Shriki DO

April 5, 2022- Non-Invasive Ventilation- The When, What, and Hows of Using NIV- Jill Gualdoni MD

May 3, 2022- Higher Serum Creatinine the Better, Fact or Fiction- Clyde Mendonca MD

June 7, 2022- Coccidiomycosis- More than Just a Blood Test and Fluconazole- Michael Amoa-Asare MD

July 5, 2022- Avoiding Hospital Readmissions- A Comprehensive Approach- Amit Waghray MD

August 2, 2022- Talk Nerdy to Me: The Best Papers of 2021-22- Andi Wolff MD FACEP FAAEM

September 6, 2022- Covid-19 and Cancer Outcomes- Azam Farooqui MD

October 4, 2022- Bedside Manner: The Other Side of Medicine- Anthony Salibi DO

Program Coordinator's Corner (Common Evaluation Biases)

Valerie Hill

Resident Evaluations- Rater Error and Implicit Bias – The Problem Facing Our Clinical Competency Committees

One of my key roles as program coordinator will be the collection of timely evaluations of resident performance from our faculty and support of the the Clinical Competency Committee (CCC). The CCC is one of the most important components of a GME residency program. In fact, it is an ACGME-accredited requirement for all residency programs. The faculty in our Clinical Competency Committees (who are appointed by the Program Director) have extensive contact with their program residents during their rotations. In their work the CCC depends on the evaluations from all of our faculty to create summative resident evaluations at least semi-annually; to assess the residents' progress in achievement of the Milestones; and to advise the Program Director as to the resident's progress.

The Association of Program Directors in Internal Medicine (APDIM) in their resources on Clinical Competency Committees describes four types of Rater Error:

1. Halo: One general performance rating influences all other ratings.
2. Leniency: Consistently giving ratings that are higher or lower than performance warrants.
3. Undifferentiation: Ratings not to the domains being rated.
4. Range Restriction: Ratings restricted to a very few clusters on rating scale – typically at midpoint.

Causes of rater error can include untrained members, lack of rating criteria provided, no frame of reference, and ratings based on global impression, or on comparison rather than standards, and can be influenced by emotion, mood, and fatigue.

In addition, rater error can be influenced by cognitive, social, and contextual unconscious, or implicit, biases which also negatively impact accurate rating. With all of these factors that can decrease objectivity and lead to rater error, what can be done mitigate the problems?

The following are effective strategies to consider to combat these biases when completing evaluations for our residents here at Dignity Health East Valley Internal Medicine :

- 1) Know and understand the milestones
- 2) Know and try to reduce your own unconscious biases
- 3) Use observation and objective data when possible
- 4) CCC's can discuss their ratings as a group
- 5) Conduct trainings on rater error and implicit bias

To specifically address the training issue, the DHEV IM Residency Program will be holding a faculty development retreat this Fall for all of our subspecialty faculty coordinators and core faculty members to discuss evaluation and address these biases. The future of our residents and medical community are counting on it.

To learn more about the topic of Rater Error and Biases in medical education Evaluation, please go to our Google Shared Drive Education Folder where we have put links to the articles and presentations.

A specific thanks to our own Dr. Jaya Raj Program Director of the Creighton Alliance Residency Program at St. Joseph's Hospital who was one of the key authors of the APDIM presentation.

Are you potentially interested in becoming faculty at Creighton University School of Medicine?

Do you like to teach medical students?

If you said yes to either of these questions, please contact Program Coordinator Valerie Hill (Valerie.Hill900@commonspirit.org) or Dr. Markus (allan.markus900@commonspirit.org) to learn how you can become faculty and get the opportunity to teach Creighton students.

Faculty Spotlight

Dr. Naga Nalini Tirumalasetty



Dr. Naga Nalini Tirumalasetty, was born in Southern part of India and is a graduate of Gandhi

Medical College, one of the top medical schools in the state of Andhra Pradesh, India. Her Internal Medicine residency was at University of Arizona, Tucson, AZ and completed her Fellowship training in Diabetes and Endocrinology at Ochsner Medical center in New Orleans, LA.

Dr. Tirumalasetty has over 14 years of experience in medicine. She worked as Endocrinologist at Cox Medical Center in Branson, MO for 4 years as part of commitment to an under-served area before she moved to Chandler, Arizona.

Dr. Tirumalasetty was recognized as top Endocrinologist in Branson in the 417 magazine for 2018. She received additional Endocrine certification in Neck Ultrasound and thyroid biopsies. She is a Fellow of American College of Endocrinology as well as a member of American Association of Clinical Endocrinologists. She is board certified in both Endocrinology and Internal Medicine. She contributed in several presentations and publications in research during her residency and fellowship.

Dr. Tirumalasetty resides in Chandler, AZ, with her husband and enjoys life with their two sons. She is passionate in building bonds with her patients over the course of their lives and finds enjoyment in keeping them healthy and well.

Q: What are you most excited about with the new residency

A: Interaction with residents

Q: What is your favorite thing to do when you are not working?

A: Spending time with kids; meeting new people and learn about their life

Q: Where is your favorite place to go out to eat in Chandler or Gilbert?

A: Korean BBQ/Kimche, Chinese Dim Sum

Q: Other than being a physician, what other careers interested you when growing up?

A: Horticulture

Q: Something you would like to do on your life "Bucket List" that you have not already done

A: Work one time as "Doctors without Borders"

Faculty News & Info

Dr. Markus was recently appointed Vice Chair of Internal Medicine for Education East Valley

Dr. Shriki was recently appointed Vice Chair of Internal Medicine for Quality