



DME Workshop

Susan C. Zonia, Ph.D.
Associate Director Med Ed
Oakwood Southshore Med. Center





Role of DME



- ★ Recruit housestaff and faculty
- ★ Retain housestaff and faculty
- ★ “Fighting” for resources and overseeing allocation
- ★ Program and trainee evaluations
- ★ Dealing with difficult housestaff and attendings



Reality



- ★ Likely to find yourself involved in issues it never occurred to you would happen in *your program!!!!*



Previous Sessions



- ★ Attendings trying to date housestaff
- ★ Housestaff trying to date patients
- ★ Housestaff presenting false receipts to pocket their educational stipend
- ★ Abusing provision of meals
- ★ Attendings publically criticizing resident's weight gain or other personal issues



What we have learned



- ★ Don't act unilaterally – enlist as many others in the review/decision as possible
- ★ Be sure to include HR to ensure you are not violating policies
- ★ Talk to legal counsel
- ★ Document and have witnesses whenever possible



Perhaps most important



★ Don't avoid situation!



One of those cases where things only get worse if you ignore it and hope it will go away.





Today's Presenters



★ David Dora, D.O, DME

Mercy General Health Partners; Muskegon, MI



★ Linda Kinsey, ADME,

Samaritan Med. Center; Watertown, NY



★ John Kaufman, D.O., DME

Richmond Heights Hospital; Ohio