

THE COLLABORATIVE

ISSUE 4: JULY 2025

A St. Luke's GME Quality Improvement Newsletter



James A. James, D.O. - Chair, Psychiatry Department

(This information is based on the presentation, "Beyond Our Four Walls: Thinking Outside our Department's Traditional Service Approaches," given by James A. James III, DO, Chair of St. Luke's Penn Foundation Mental Health Services, at the GME QI Collaborative meeting in May 2025.)

In 2018, St. Luke's Behavioral Services had locations in two hospitals and two outpatient offices in Allentown and Bethlehem. "We certainly had a great team, great quality, but we had a lot of room to grow," Dr. James recalled. In July 2021, the Penn Foundation, a non-profit, community-based behavioral health provider headquartered in Sellersville (Bucks County), merged with St. Luke's University Health Network.

"Penn Foundation has done wonderful community-based work. It doesn't feel like an acquisition. It feels like a family. It feels like they always belong with us, and we belong with

SPARKING INNOVATION AND GROWTH IN MENTAL HEALTH SERVICES

them. It's been a wonderful partnership and we've been able to grow together in some very meaningful ways," Dr. James explained. Some of this growth has been spurred by previous acquisitions, including Gnadon Huetten Memorial, Blue Mountain Health System, and Sacred Heart Health System. "We've been able to turn those into big success stories and continued growth to meet the population where they need us most," Dr. James noted.

According to Dr. James, administrators and practitioners in mental health services currently face several key challenges, including.

- **Underfunding:** Mental health services often lose money, particularly regarding outpatient care for Medicaid patients.
- **Shortage of professionals:** Demand for psychiatrists and therapists outpaces supply.
- **Barriers to innovation:** Regulatory and reimbursement issues limit the ability to innovate.
- **High demand post-COVID:** This is especially true among youth and underserved populations.

St. Luke's Penn Foundation Mental Health Services addresses these challenges by being strategic, proactive, and innovative in meeting the growing need for mental health resources. Specifically, Dr. James advocates for expanding mental health services beyond traditional clinic settings, challenging outdated regulations and promoting innovation in access and delivery of care, especially for underserved and Medicaid populations.

As an example, an outdated regulation, Dr. James mentioned the "Four Walls Rule" created by the Centers for Medicare & Medicaid Services (CMS), which mandates the following conditions:

- The patient must be in person at the licensed location.
- The clinician must be present at that location; and/or
- Both patients and clinicians must be present at the location.

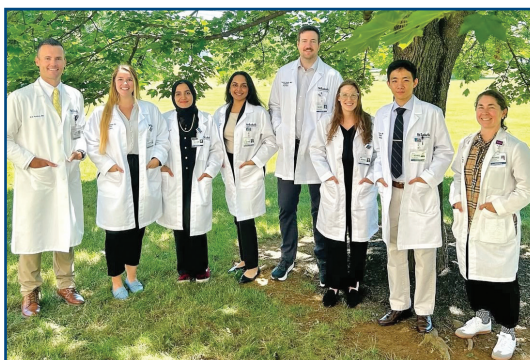
"The 'Four Walls Rule' is very antiquated, particularly as we know how much telehealth has been embraced and adopted and how important it is in improving access to services," explains Dr. James. Furthermore, patients receiving Medicaid tend to be the most disadvantaged as transportation difficulties and other complexities often impact their ability to receive in-person care. The "Four Walls Rule" also affects health professionals who prefer to work from home in a HIPAA-compliant space. To address these issues, practitioners and administrators should proactively consider and implement improvements to better optimize healthcare for everyone. This approach would help counter the generally reactive nature of healthcare, which too often focuses on getting

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Rural Psychiatry Residency



Psychiatry Residency

(article cont.)

people well when they're sick, injured, or mentally challenged, rather than focusing on promoting wellness initiatives and preventive care models.

Dr. James highlighted some directions taken by St. Luke's Penn Foundation Mental Health Services to increase patient access, allocate resources more strategically, and improve outcomes in meaningful ways. Additionally, Dr. James observed the benefits of adopting programs, services, and approaches that have demonstrated success in other settings: "Just because you may not be the creative type, you can still be engaged, be thoughtful and be well read and take things that you see out there and find ways to integrate them into your own specific spaces."

St. Luke's Penn Foundation Mental Health Services has also sought partnerships and remained open to new ideas regarding program development, adoption, and implementation in support of the Network's mission to "care for the sick and injured regardless of their ability to pay, improve our communities' overall health, and educate our health care professionals."

Several of these initiatives are as follows:

- **YESS! program:** Provides therapists in schools, improving student outcomes.
- **Silver Cloud:** Offers free digital therapy that is accessible at any time.
- **Collaborative Care Model:** Enhances primary care with behavioral health support.
- **Leighton Behavioral Health Walk-In Center:** Provides safe, accessible care for individuals ages 14 and older, thereby successfully connecting patients to resources.
- **Outpatient Psychiatric Consult Pilot:** Empowers primary care providers to manage complex psychiatric cases more efficiently.

At present, St. Luke's Network-wide mental health services include:

- 329 acute care, rehabilitation, and residential beds
- 35 mental health programs serving all ages.
- 38 locations offering mental health services.
- 60+ practices with embedded psychotherapists
- 63 schools with embedded therapists
- 4 GME programs: Psychiatry Residency, Rural Psychiatry Residency, Addiction Medicine Fellowship, and Addiction P Fellowship

In conclusion, Dr. James encouraged GME QI Collaborative attendees to embrace change, understand the resources available to them as providers for their patients, and view healthcare through a broader lens. "Don't be confined by what's worked in the past but rather think about what we want healthcare to look like. Evolve to that, and you can make a difference, not just in your respective areas of expertise, but in areas outside your expertise," he advised. Dr. James also praised St. Luke's for looking past the bottom line in emphasizing the greater community's mental health and well-being.

Message from

the Chief Graduate Medical Education Officer & DIO James P. Orlando, Ed.D



The Well-being of Our Residents and Fellows Matters!

St. Luke's University Health Network Graduate Medical Education (GME) program is dedicated to ensuring the wellness of its residents and fellows. Recognizing the importance of their health and engagement, the GME program provides a range of benefits and initiatives to enhance both professional and personal development.

Residents and fellows are offered competitive salaries with pay increases with in depth market analysis and housestaff input. Additionally, St. Luke's grants a substantial meal allowance and educational allowance per academic year to assist housestaff in managing daily expenses and advancing their medical education. Also, this year St Luke's included an annual stipend to the package.

The GME program prioritizes health and wellness through comprehensive insurance coverage, including health, dental, vision, life, and medical professional liability insurances. Housestaff also benefit from a leave of absence program that includes fully paid medical, parental, and caregiver leave. Vacation and holiday time is allocated at the start of each residency year to ensure ample opportunities for rest and rejuvenation.

Support for scholarly activities is provided by an allowance for transportation, meals, lodging, and registration fees when presenting accepted papers at regional and national conferences. Senior residents and fellows receive an additional conference allowance to support continued scholarly pursuits beyond educational requirements. Furthermore, a wellness credit is available upon participation in an annual health risk assessment.

These benefits and initiatives reflect St. Luke's Graduate Medical Education program's consistent commitment to the well-being of its housestaff. This investment fosters an environment conducive to thriving both professionally and personally.

Benefit and Allowance details can be viewed on the subsequent page.



Addiction Medicine Fellowship

"The Network at large and its leadership have made it possible for us to do the incredible things we've been able to accomplish so far," Dr. James added. "We're being fiscally responsible. We're trying to make things sustainable in the best way



possible. But there's also this recognition of need and, as a not-for-profit organization, I want to recognize St. Luke's for all the great things they've been able to provide to the community and to support our vision."

Understanding Your Benefits!

Housestaff 2025

1

New Salaries

PGY1: \$70,966 PGY3: \$76,775 PGY5: \$83,269 PGY7: \$89,566
PGY2: \$73,815 PGY4: \$80,048 PGY6: \$86,958



*Each resident and fellow will receive a stipend in the total gross amount of \$2,500 payable in equal installments quarterly over the academic year.

2

Health, Wellness, and Educational Benefits

- Health, Dental, Vision, Life, Reproductive Health and Medical Professional Liability insurances.
- Leave of Absence program for approved medical, parental, and caregiver leave(s) - six weeks total, 100% salary coverage during residency training., Return to work courses for new parents.
- Vacation time - 120 hours frontloaded vacation/personal time at the beginning of each year.
- Holiday time - 48 hours frontloaded holiday time at the beginning of each year.
- Sick time - 3.13 hours of sick time accrued on a per pay basis.
- \$2,000 to cover transportation, meals, lodging, and registration cost for presenting scholarly activity.
- \$2,000 board review courses (for senior residents/fellows only)
- \$750 device allowance for incoming residents and fellows.
- \$700 educational allowance per journals, subscriptions, and minor equipment, including mobile phones.
- \$650 wellness credit for participating in an annual health risk assessment.
- \$400 base meal allowance with additional allowance depending on call schedule.
- \$360 membership at a St. Luke's Health & Fitness Center.
- Discounts for Day Care Centers, Back-up Daycare, Plum Benefits (<https://mynet.slhn.org/Quick-Links/Employee-Discounts/Plum-Benefits>) credit union, and free parking, and site-to-site mileage reimbursement.
- Numerous resident/fellows wellness/behavioral health services and social activities throughout the year.
- Tuition Assistance Program for Primary Care ^ Psychiatry Residents.



3

Financial, Debt Management, and Retirement Benefits

- Debt Management Services: To ensure you understand repayment options, position for cost-saving programs like Public Service Loan Forgiveness. St. Luke's subsidizes 50% of the cost. Use the code **"STLUKES50"**
- Financial and Investment Workshops: Wealthscope Financial provides financial services and strategies to GME housestaff.
- Retirement Plan and Consultation: Residents and fellows are eligible to participate in the St. Luke's
- Defined Contribution Plan through Transamerica. **St. Luke's makes a contribution on your behalf based on years of credited service, starting at 2.5% of your salary.**



The benefits we provide to you are valued more than \$35,000 annually per resident/fellow.

ROBERT L. WAX:

Navigating Healthcare with Passion and Dedication

On April 14, 2025, Dania Mosquera engaged in a conversation with Robby Wax, Senior Vice President and General Counsel, to discuss various aspects of leadership in healthcare and personal anecdotes that illuminate his journey and philosophy at St. Luke's. Robby shared the narrative that shaped him as both an individual and a leader, and why he believes St. Luke's is an exemplary institution for establishing a career, retaining quality physicians, building relationships, and supporting community partnerships in both education and research.

Robby is a native of the Lehigh Valley, where he attended William Allen High School. He fondly recalled the influential teachers who shaped his education and inspired his return to the area—in fact, Robby remains in contact with some of those teachers. His parents were born and raised in Brooklyn, New York, and both played significant roles in his development. His mother was a former schoolteacher, and his father, a self-made businessman, helped shape Robby's decision to pursue a career in law.

Robby earned an undergraduate business degree from Emory University, and he planned to make a career on Wall Street after graduation. However, his career took an interesting turn when he decided to attend Temple Law School based on his father's advice. Robby discovered a passion for law and combined it with his finance background, leading to a successful career in the corporate legal field. His informal mentor throughout the early part of his career was Seymour Traub, Esquire, a highly accomplished lawyer and the father of one of his childhood friends, Dr. Darren Traub.

After working for a large international law firm, Robby received a call from Seymour Traub in 2004 inquiring about his interest in working at St. Luke's and eventually becoming his successor as General Counsel. Robby accepted the position, and during the 21 years he has been with St. Luke's, his roles have expanded beyond legal work to include involvement in operations, government relations, human resources, education, research, and clinical trials.



ROBERT L. WAX - Senior Vice President and General Counsel

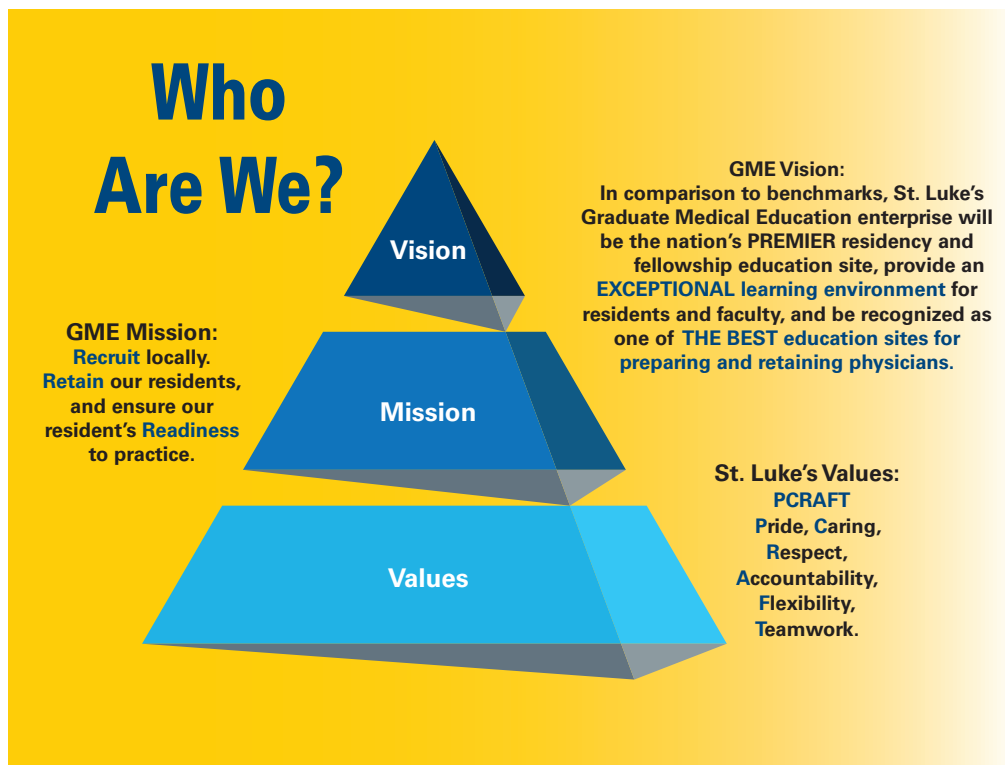
Leadership Philosophy and Impact

Richard Anderson, President & CEO of St. Luke's, noted the following in his recent holiday message: "St. Luke's became the sole remaining independent healthcare network in the Lehigh Valley. This is a testament to the longstanding successful collaboration of a wonderfully diverse group of individuals who comprise our St. Luke's family and understand the meaning of true teamwork." In this regard, Robby emphasizes the importance of finding exceptional talent and removing barriers so that they can succeed. He credited Mr. Anderson for providing opportunities and fostering a culture of collaboration and support within St. Luke's.

Robby also commented on the expertise and dedication of Dr. JP Orlando, Chief Graduate Medical Education Officer, and Dr. Eldakar-Hein, Dean of the Temple/St. Luke's School of Medicine, in helping advance St. Luke's medical education. Robby observed the tremendous growth of residency programs and the medical school, in addition to primary care expansion and the continued recruitment of talented individuals, that align with St. Luke's mission to recruit and retain residents, as well as ensure their readiness to practice upon graduation. Robby further highlighted St. Luke's exceptional Human Resources Department in helping maintain the organization's culture and providing support to employees.

Conclusion

Robby's transition from a college business degree to a leader in healthcare demonstrates the impact of mentorship, collaboration, and dedication, as well as the value of building and maintaining relationships. Additionally, his approachable demeanor and willingness to connect with people from diverse backgrounds underscores the importance of fostering a supportive environment within St. Luke's.



52nd Annual LMSA-Northeast Regional Conference Bethlehem, PA from March 7 to March 9, 2025



"Inspired by the spirit of giving back, we recognize the help we received and now it's our turn to extend that support to others. As we look to the future, the growth of our communities and the importance of representation highlight the need for continued support to our latin community and its aspiring future."
~Dr. Israel Zighelboim



MARCOS GOMEZ AMBRIZ: Conference Co-Chair, MSIII Lewis Katz School of Medicine at Temple University - St. Luke's Campus

The Latino Medical Student Association – Northeast (LMSA-NE) is a distinguished group representing health professions students from the northeast region of the United States. The association is dedicated to recruiting Latinos into higher education, educating the public and members about Latino health issues, advocating for increased Latino representation in health-related fields, and promoting awareness about social, political, and economic matters as they pertain to Latino health.

The 52nd Annual LMSA-Northeast Regional conference was held at Wind Creek event center in Bethlehem, Pa from March 7th – 9th. The conference featured an enriching experience, insightful workshops, and meaningful connections. The LMSA-Northeast regional chapter successfully raised over \$130K in revenue, welcomed more than 500 students, hosted over 50 workshops, and showcased more than 70 research posters and live podium presentations. Additionally, the conference had the honor of hosting the Honorable Xavier Becerra. The conference received overwhelming praise, thanks to the dedication of our leadership team and the unwavering support of our St. Luke's community. The team embodied what it means to be St. Luke's Proud.

Dr. Shaden Eldakar-Hein, Senior Associate Dean of Temple/St. Luke's School of Medicine, shared, "We are immensely proud

of our students' efforts in planning an event that empowered attendees to excel as trainees and healthcare professionals for the benefit of their patients and communities. Their dedication culminated in a weekend where peers from across the country came together to promote the success of future healthcare workers, critically examine pressing issues facing Hispanic patients and providers, and engage in programming and networking opportunities that can influence their career development."

Dr. Ikemefuna Akusoba, Director of Student Advocacy and Community Engagement, stated, "For the better part of a year, our medical students at Temple/St. Luke's School of Medicine collaborated with numerous individuals and organizations to host the LMSA-NE regional conference in the Lehigh Valley. This event brought together over 500 students, residents, physicians, and staff from across the region. Attendees expressed that this was one of the most impactful conferences yet, reflecting the dedication and hard work of our medical students and the entire St. Luke's community."

Graduate Medical Education also participated through various workshops, faculty presentations, resident involvement, and recruitment efforts.



For more information, please contact Dania Mosquera, MS at daniamosquera@sluhn.org

NATIONAL RECOGNITION AWARDED to St. Luke's GME Team at AIAMC



On March 21st, five St. Luke's-led quality improvement (QI) projects culminated in presentations and awards at the Alliance of Independent Academic Medical Centers (AIAMC) National Initiative IX Meeting 4 in New Orleans, LA. Each project took place over 18 months and included residents as team members.

The AIAMC National Initiative IX: Addressing the Social and Moral Determinants of Health included several

projects implemented at three St. Luke's campuses that impacted thousands of patients in the greater Lehigh Valley:

St. Luke's was also honored to be recognized as an Innovation Award Finalist for St. Luke'sYESS! Program: A Model for School-Based Mental Health (Anderson Psychiatry Residency). In addition to the project awards, J.P. Orlando, EdD, was presented with the Ethel Weinberg Award in recognition

of his excellent service to the AIAMC, including his involvement as a board officer or director, committee member, leadership within academic medicine (both locally and nationally), advocacy for independent academic medical centers, and vision for the future of academic medicine in the AIAMC.

Congratulations to J.P. and the AIAMC teams on their accomplishments!
For more information on this article, please contact Beth Adams, MPH at Elizabeth.adams1@sluhn.org



Anderson:

- Improving SDOH Screening in ER Study by EM Anderson Program
- ACE in Chronic Diseases- Anderson Psychiatry Program

Bethlehem:

- FQHC-LA Screening patients of SDOH through an external community organization database: Focusing on Communities Needs and Insecurities

Miners:

- Improving Adult Immunizations Rates in Ethnic and Minority Populations
- Acceptance of psychiatric care in rural Eastern PA: Challenges and Strategies

For more information on AIAMC National Initiative participation, please contact Dania Mosquera, MS at daniamosquera@sluhn.org

PREMIER'S 100 TOP HOSPITALS® Congratulations to our Top 100 Hospitals!!

The 100 Top Hospitals® Program utilizes an objective methodology to recognize hospitals with the highest performing quality metrics across the country. The 2025 Top 100 Hospital List is based on an analysis of key measures of hospital performance across various facets of care, including inpatient quality, operational efficiency, financial health, and customer experience. To maintain integrity within the 100 Top Hospitals® study, only publicly available data sources and measures are included when determining hospital performance.

Hospitals are grouped into five categories based on type of hospital and size and analyzed across four measure domains:

- Clinical Measures: (1) risk-adjusted IP mortality; (2) risk-adjusted complications;

- (3) health care associated infections (except Small Community Category); (4) 30-day mortality; and (5) 30-day readmissions.
- Operational Efficiency Measures: (1) severity adjusted length of stay and (2) adjusted inpatient expense per discharge.
- Patient Experience Measure reflects the overall patient rating from the Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) survey tool.
- Financial Health Measure reflects the adjusted operating profit margin.

The top hospitals outperformed their peers in key performance indicators. If all hospitals performed in line with the top 100 hospitals,

more than 331,000 additional patients would be saved, more than 611,000 individuals would not have in-hospital complications, and over 13,000 fewer discharged patients would be readmitted within 30 days. All of these outcomes could amount to more than \$15.1 billion in savings.

This is the 11th time in a row and the 13th time overall that St. Luke's hospitals have been recognized among the Nation's 100 Top Hospitals®.

St. Luke's is the only health network in the greater Lehigh Valley region to receive this recognition. As has been the case since the beginning of the Top Hospitals Program, organizations do not apply for the award or pay to market the honor.

Category	Number of Hospitals	Number of Winners	St Luke's 2025 Winners
Major Teaching	223	20	
Teaching	394	20	Anderson Campus (#4 in category) – 7-time winner
Large Community	394	20	
Medium Community	200	20	
Small Community	788	20	Upper Bucks Campus (#16 in category) – 3-time winner Warren Campus (#14 in category) – first time winner!
Total	2599	100	

LEAPFROG SAFETY GRADE

Twice a year, The Leapfrog Group analyzes hospital performance and assigns a safety grade to nearly 3,000 hospitals across the United States. Criteria used to determine this **Leapfrog Hospital Safety Grade** come from 30 distinct national quality and patient safety measures taken from publicly reported data sources, such as the Centers for Medicare and Medicaid Services (CMS), Agency for Healthcare Research and Quality (AHRQ), Centers for Disease Control and Prevention (CDC), Joint Commission (TJC), and the American Hospital Association. Leapfrog uses these **objective** measures to assign a letter grade, “A” to “F”, based on a hospital’s overall performance in keeping patients safe from preventable harm and medical errors.

In the Spring 2025 report, all 11 eligible St. Luke’s University Health Network hospitals received an “A” for patient safety, and 8 were awarded the “Straight A” designation for having earned As at least 5 times in a row. This amazing and consistent performance is the result of your hard work and commitment to providing quality and safe care to our patients.

Whether it is the extra attention given to patient engagement, efforts to reduce device days and avoid infections, involvement in safe surgery checklist and the time-out process, a just-in-time hand hygiene reminder to someone else on the team, patient safety event reporting, or some other way you contribute to our patient safety program... Thank you for everything you do to keep our patients safe. Congratulations and keep up the great work!



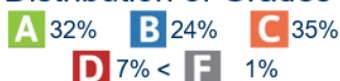
Leapfrog Safety Grade – Spring 2025

30 National Performance Measures

Data Sources & Measures

- Leapfrog Hospital Survey
 - HCAHPS
 - Outcomes
 - SSI, PSI, & HAC
- NQF Safe Practices
- CPOE
- ICU Staffing
- Surgical Volumes
- Surgical Appropriateness

Distribution of Grades



St. Luke's Hospitals	Spring 2025	Fall 2024	Regional Comparisons	Spring 2025	Fall 2024
Allentown	A ★	A ☺	LVH Carbon	C	B
Anderson	A ★	A	LVH Cedar Crest	B	B
Bethlehem	A ★	A ☺	LVH Hazleton	B	C
Carbon	A	A	LVH Hecktown Oaks	A	A
Easton	A ★	A ☺	LVH Muhlenberg	B	B
Miners	A	A	LVH Pocono	A	A
Monroe	A ★	A ☺	LVH Schuylkill	A	B
Sacred Heart	A ★	A	Geisinger Danville	B	A
Upper Bucks	A	A	Grand View	B	A
Warren	A ★	A ☺	Reading	C	B
Geisinger St. Luke's	A ★	A	Temple Main Campus	A	A
			Thomas Jefferson Univ.	A	B
			Doylestown	A ★	A
			Univ. of Pennsylvania	C	C
			Penn Presbyterian	C	C
			Hackettstown	C	B
			Hunterdon	A ★	A

www.hospitalsafetygrade.org

★ = Leapfrog Straight A's Hospital

☺ = Leapfrog Top Hospital 2024

St. Luke's University Health Network

THE PILLARS OF ST. LUKE'S RESIDENCY PROGRAMS:

Addressing Burnout in Graduate Medical Education (GME) Specialists

Program Specialists are integral to residency training programs. Although managing the responsibilities of a residency program is often fulfilling, it may also contribute to burnout. The multifactorial role encompasses handling daily administrative tasks and operations; ensuring compliance with ACGME standards; and supporting residents, fellows, and program directors.

As the Accreditation Council for Graduate Medical Education (ACGME) influences in regulating residency programs increases, the role of a Program Specialist becomes more significant. One key duty is to enforce the frequently changing rules and regulations to ensure a smoother and more efficient residency experience. Given that Program Specialists are responsible for managing deadlines, helping resolve issues, and otherwise assisting trainees during challenging years, it is important to recognize and address the signs of burnout that may occur over time.

If not attended to, burnout can negatively impact a residency program by detracting from the wellbeing of everyone involved. Strategies for reducing the risk of burnout include:

- Setting boundaries on after-hours communication.
- Delegating tasks when feasible.
- Advocating professional development and wellness resources.
- Prioritizing self-care, including rest, exercise, reflection, and time management.

GME programs depend on the individuals who support them, including the Program Specialists who work diligently “behind the scenes”. Therefore, addressing staff wellbeing proactively is essential to promote healthier lifestyles, increase productivity, enhance engagement, and foster a positive work environment.



For more information, please contact Erin Arnold at erin.arnold@sluhn.org

What's New?

INTENSE ANALYSIS WORKSHOP: Enhancing Understanding of Patient Safety

An Intense Analysis Workshop (in-person) led by Walter (Chip) Harrison, Senior Director Clinical Risk Management, and Dania Mosquera, GME QI Program Manager, was conducted across various campuses. Sessions were held at the Bethlehem and Miners campuses, where the team facilitated educational activities, role-playing exercises, and interactive Q&A sessions. The workshop focused on illustrating interprofessional roles and responsibilities in the Intense Analysis process, reinforcing a culture of safety, and promoting effective communication and coordination.

Feedback from housestaff, nursing, and other attendees was overwhelmingly positive. Participants remarked, *“The simulators performed exceptionally well. At one point, it felt as though we were retracing an actual event. The structured process and simulation provided valuable insights. This workshop is crucial for personnel at all levels.”* Forty-five participants expressed appreciation for the hands-on approach and the opportunity to engage with real-world scenarios, thereby deepening their understanding of patient safety and quality improvement. The workshop's success is evidenced by its significant impact on healthcare education and practice, with 100% of participants indicating that the workshop motivated them to report events going forward. In addition to our St. Luke's staff and providers, a team from the Agency for Healthcare Research and Quality (AHRQ) also participated in the workshop held at Miners. The AHRQ representatives specifically remarked about GME integration in and engagement in quality, emphasis on safety culture, and use of simulation to promote learning.



For more information, please contact Dania Mosquera, MS at dania.mosquera@sluhn.org or Walter “Chip” Harrison at walter.harrison@sluhn.org



GOOD NEWS

Gyn Oncology Fellowship: Newly signed contract

Dr. Stefanie Chen, our very first Fellow and graduate of our program, will stay at St. Luke's as an attending in our Gyn Onc department.

OB/GYN Residency:

We are pleased to welcome Meaghan Kiernan to our PGY3 class starting May 2025 from Crozier.

Endocrinology Fellowship:

Dr. Maham Malik's abstract has been selected and awarded for Outstanding Abstract, which will be presented at the Endocrine Society annual meeting in San Francisco this upcoming July.

Limb Preservation Fellowship:

Two abstract presentations involving skin grafting Dr. Bryce Kruman presented two abstracts at the national foot and ankle surgery conference in Phoenix. He will also be joining St. Luke's Podiatry in 2025 as an attending at the Warren Campus.

Bethlehem Emergency Medicine

CPC at PACEP: Dr. Ashley Schultz (PGY-2) won 1st place for her CPC at PACEP, while Dr. Brian Kelly secured second place for his faculty discussion presentation at PACEP.

In Flight Emergencies at Newark Airport: Our residency program visited Newark Airport and spent a morning with United Airlines learning about in-flight emergencies. We boarded an empty plane with flight attendants and participated in simulation cases to understand how to handle in-flight emergencies.

Leadership and Advocacy Conference: Three attendings and two residents from our program attended a leadership and advocacy conference in Washington, DC, where they met with politicians on Capitol Hill to discuss issues affecting emergency medicine.

PACEP Executive Board: Dr. Holly Stankewicz was named Vice President of the Pennsylvania chapter of the American College of Emergency Physicians (PACEP).

ST. LUKE'S UNIVERSITY HEALTH NETWORK

Nursing Grand Rounds

St. Luke's University Health Network introduced Nursing Grand Rounds in January 2025 as a platform for nurses to share knowledge, evidence-based best practices, and innovations aimed at improving patient outcomes and experiences. This initiative fosters collaboration across the Network, ensuring the delivery of high-quality patient care at all campuses.

Nursing Grand Rounds aligns with St. Luke's commitment to nursing professional development by offering nurses the opportunity to give both in-person and virtual presentations. Sessions are held on the second Monday of each month at 8:00 am. The in-person location rotates to ensure accessibility for all campuses, with a virtual attendance available.

"Since presenting at Nursing Grand Rounds, the dynamic within the hospital has noticeably shifted. The nurses who participated expressed a profound sense of pride in their accomplishments, further reinforcing the value of professional development and knowledge sharing. As a result, nursing units across the network have been inspired to initiate meaningful changes to enhance the quality of patient care. Additionally, there is a growing interest among these units to present their own initiatives on the Grand Rounds platform, fostering a culture of continuous improvement and collaboration." - Gisele Commins MSN, RN, nurse educator and planning committee member for the inaugural Nursing Grand Rounds at the Allentown Campus.

"Preparing for Nursing Grand Rounds has been incredibly empowering. Developing my Quality Improvement project has reminded me that we can also spark change as bedside nurses. Grand Rounds provides a platform for nurses to display their ideas, which boosts confidence and motivates nurses to continue to grow personally and professionally. I am grateful for the opportunity!" - Meaghan Dwyer BSN, RN, Emergency Department at the Anderson Campus.



Meaghan during the Anderson Campus Grand Rounds

For those interested in receiving an emailed invitation for virtual attendance, please email Bridget.Ramsden@sluhn.org.



Expansion of Star Community Health into Rural Health Sites

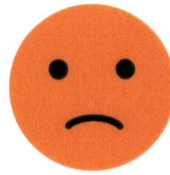
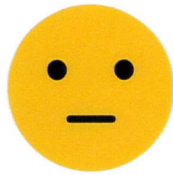
We are pleased to announce the expansion of Star Community Health, which will soon include three additional practice sites that are currently designated as Rural Health sites. These new locations in Schuylkill and Carbon Counties serve a patient population similar to that of our existing practices.

This transition will enhance patient support by integrating Star's current services, including Care Managers, Financial Counselors, and Referral Specialists— into these offices. By embedding these essential services, we aim to provide a more seamless and comprehensive patient experience.

The planned go-live date for this expansion is August 4th, 2025. We look forward to continuing our commitment to accessible, high-quality healthcare for our communities.

For more information on this topic, please contact Karen Hepworth at Karen.Hepworth@starcommunityhealth.org





ST. LUKE'S EMPLOYEE, HOW ARE YOU FEELING?



THOUGHTS

Things are going pretty good.	I'm getting by.	I'm not doing well.	Every task feels impossible and pointless.
I don't have many complaints.	Easy things are becoming more difficult though.	My mental health is impacting my daily life.	I feel incredibly irritable and angry.
I do, at times, feel a bit sad, frustrated, or overwhelmed, but I easily get over it.	I feel anxious and unsettled.	I have difficulty sleeping, eating, working, and concentrating.	I can't take care of myself.
I can cope.	I'd like to be better, but I'm not miserable.	I avoid social situations and isolate.	I've thought about suicide or hurting myself or others.

ACTIONS

Keep doing what you're doing. Check in with your PCP annually.	Talk with your PCP. Consider therapy appointment.	Talk with your PCP. Visit St. Luke's Penn Foundation Mental Health Walk-In Center.	Call 988 Suicide and Crisis Lifeline.
			
Scan for a list of employee mental health resources.	Scan for a list of employee mental health resources.	Scan to learn more about the SLPF Mental Health Walk-In Center.	Scan for a list of crisis numbers and resources.

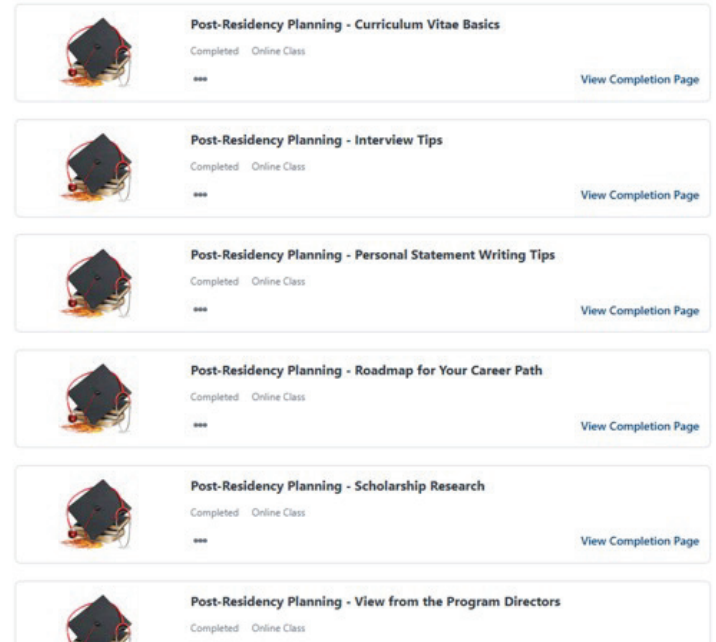
**Mental health resources for employees only.*

Housestaff Fellowship Planning!

NEW!




Fellowship Application Courses via MEL: A Formal Guide for Resident Physicians

- **Six MELs. Search under “Post Residency Planning”**
- **Each stand alone, are read-only slides, and should be done in <25mins**
- **You can assign one or all to your residents**



☀️ Preparing for Your Future Workshop ☀️

Join us for an insightful and empowering workshop designed to help you navigate your professional journey with confidence and success.

 **Date:** September 30, 2025
 **Time:** 8:00 AM - 2:30 PM
 **Location:** Microsoft Teams (**Virtual Event**)

Topics Covered:

- **The Job Search & Professionalism**
 - **Preparing for Transition**
 - **Emotional Well-being**
 - **Physician Practice and EPIC Charting**
 - **Contracts and Contract Negotiations**
 - **Credentialing & Enrollment Process**
 - **RVU's:** Learn about Relative Value Units (RVUs) and their significance.
 - **Meet with Practice Management**
 - **RETAINS Program:** Discover the RETAINS program and how it can benefit your career.
- Don't miss this opportunity to prepare for your future and take your career to the next level!



We look forward to seeing you there! 😊

For more information, please contact Dania Mosquera, MS at daniamosquera@sluhn.org



Chief Leadership Retreat - May 30, 2025

GME
QI Collaborative
Meetings
AY: 2025 - 2026

“Artificial Intelligence Revolution: Transforming Healthcare with Expert Insights”

For further information contact
Dania Mosquera, MS at
daniamosquera@sluhn.org



St Luke's
Graduate Medical Education

<p>Monday, August 11, 2025 (1-2pm)</p> <p>“How is Artificial Intelligence brought to the organization?”</p> <p>Charles “Charlie” Sonday, DNP, ACNP-BC - Associate Chief Medical Information Officer</p>	<p>Monday, November 10, 2025 (1-2pm)</p> <p>“Understanding AI uses in Healthcare.”</p> <p>Julie Tanhauser, M.S, RN BSN IT Strategic Planner, Clinical Imaging</p>
<p>February 10, 2026 (1-2pm)</p> <p>“How to initiate a network initiative QI project via analytic self-service?”</p> <p>Charles “Charlie” Sonday, DNP, ACNP-BC Associate, Chief Medical Information Officer</p> <p>Douglas Corwin, MD Director of Research Informatics</p>	<p>May 18, 2026 (1-2pm)</p> <p>“Premier Inc., What are we doing with AI in Senior Leadership?”</p> <p>Donna Sabol, RN, MSN, CPHQ Senior Vice President, Chief Quality Officer</p> <p>Charles “Charlie” Sonday, DNP, ACNP-BC Associate Chief Medical Information Officer</p>

AMERICAN MEDICAL ASSOCIATION (AMA)

Transition to Residency Curriculum

NEW



St. Luke's Graduate Medical Education prepare medical graduates transition to residency programs with a well-rounded curriculum. Starting September 1, 2025, first-year residents will join the AMA Clinical Learning Environment curriculum online. Each 30-minute course runs once a month (except December) until April 2026. For details, contact Dania Mosquera, MS, Transitional Year Program Administrator.

For more information, please contact Dania Mosquera, MS at daniamosquera@sluhn.org



Curriculum Content:

- Thriving Through Residency: The Resilient Resident
- Basics of Quality Improvement
- Applying PDSA Cycles in Quality Improvement
- Conducting a Root Cause Analysis
- Social Determinants of Health
- Improving Population Health
- Introduction of Artificial Intelligence (AI) in Health Care

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Call for Collaboration!

We welcome submissions from all departments for spotlights, features and other upcoming events to be included in our next quarterly Collaboration newsletter. Please send all submissions to Dania Mosquera at daniamosquera@sluhn.org.