Baylor College of Medicine Nephrology

Fellowship Survival Guide

(Abridged Version for Online Use)
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Congratulations and welcome! The Postdoctoral Fellowship offered by the Division of Nephrology of the Department of Medicine at the Baylor College of Medicine (BCM) provides an opportunity to pursue advanced training in clinical nephrology and to undertake training in basic science research or clinical research. The program is designed for trainees who wish to receive outstanding educational training in order to pursue a career in academic medicine (basic science, clinical research, or clinical education) or private practice.

The mission of our Nephrology Fellowship program is to produce Nephrologists who are leaders in the field of Nephrology, whether in clinical or basic science endeavors. We also aim to produce physicians who possess habits of lifelong learning in order to build upon their knowledge, skills and professionalism.

The clinical Nephrology program at BCM involves TWO years of training at affiliated site hospitals in order to integrate the 6 core competencies (patient care, medical knowledge, practice based learning and improvement, interpersonal and communication skills, professionalism and systems based learning). The trainee will participate in clinical training, research and scholarly activities. The training experience includes inpatient consultation services, procedural experience, management of end stage renal disease, basic renal pathology, transplantation nephrology, and outpatient nephrology clinical activities. The Nephrologists at Baylor have an outpatient dialysis population of approximately 500 patients including both hemodialysis and peritoneal dialysis – including one of the largest peritoneal dialysis clinics in Houston. Our patients represent a wide mix of racial and socioeconomic groups.

The 24-month curriculum consists of 14 months of general inpatient consultation, 3-4 months of primarily transplant nephrology, 3-4 months of procedures, and 3-4 months of research. The fellows have 6-8 weeks of vacation. During the procedural months, our fellows may receive additional training and experience in the areas of renal histopathology, radiology, and ultrasonography. The 14 months of general inpatient nephrology span four primary hospitals: Ben Taub General (County), Michael E. Debakey Veteran’s Affairs (Government), Houston Methodist (Private), and CHI Baylor St. Luke’s (Private). Fellows at CHI St. Luke’s frequently will have patients at the Texas Children’s Womens’ Pavilion. Outpatient experiences include several transplant clinics, a glomerulonephritis clinic, and outpatient dialysis. This breadth of experience is the cornerstone of our nephrology program and what makes Baylor College of Medicine a fantastic place to complete your training.

Following two years of clinical training, the trainee will have confidence in evaluating and managing patients with a wide variety of kidney disorders (including transplantation), and have had in-depth training in acute and chronic hemodialysis, continuous renal replacement therapy (CVVHD), renal biopsy, dialysis catheter placement, ultrasound and renal biopsies. Each fellow performs approximately 30-40 renal biopsies during his/her training period. The trainee will also have: 1) developed skills to be an effective physician, 2) an appreciation of hypothesis driven research.

WE WISH YOU ALL THE BEST AND WILL SUPPORT YOU IN ANY WAY POSSIBLE!
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<th>CHARACTERISTICS OF THE SUCCESSFUL BAYLOR NEPHROLOGY FELLOW</th>
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### SUPERVISION AND LINES OF COMMAND

The program director (PD) oversees coordinates all aspects of the nephrology fellows’ education and training, including their supervision by faculty members. Fellows are provided with responsibilities consistent with their level of training. Every patient examined, and every procedure or test performed is either done under direct supervision of a faculty member or is reviewed with a faculty member. If there are any problems with faculty members, inpatient or outpatient rotations, or educational opportunities, the program director is the first contact. The PD will hold monthly confidential meetings with the fellows collectively. The associate program director (APD) assists the program director with the operational aspects of the training program.

The program coordinator is responsible for enforcing that fellows are in compliance with program requirements including duty hours, vacations, credentialing, as well as managing orientation / graduation / interviews. The coordinator also functions as liaison between fellows, departments, attending physicians, administration and affiliated training institutions.

The section chief is responsible for setting the vision of the Nephrology division including changes to sites of health care (new clinics, hospitals, etc.) as well as supervision of the individual faculty members.

The chief fellow is a 2nd or 3rd year fellow and this individual is selected annually by the faculty based on excellence. This individual is responsible for making the schedules and communicating pertinent issues to the internal medicine chief residents. There is a stipend for this position. Fellowship classes often select a ‘social chair’ to coordinate picnics, outings, dinners, and other events for the group.

*Clinical Training:* Fellows round and present cases in teaching rounds, continuity clinic, dialysis clinics, and receive one-on-one instruction and feedback in history taking, physical examination, and in-patient and outpatient management of nephrology patients. All such encounters are supervised by Nephrology faculty members or affiliated members. At times, dialysis treatments or fellow encounters are not directly supervised. However, in all such cases, the fellow will know the appropriate faculty to contact if and when necessary. Attending physicians must be able to come to the hospital or facility to supervise any encounter.

*Clinical Training:* Procedures such as renal biopsy, urinalysis, placement of temporary vascular access catheters and hemodialysis / peritoneal dialysis procedures are directly supervised by the attending physician. At any time during the two year training period, attending physicians must be able to come to the hospital or facility to supervise any encounter.

*Research Training:* Throughout the course of any project, fellows meet regularly with their faculty mentor to report their progress and discuss the design and content of their projects.
Commonly Asked Questions

What is my exposure to dialysis?

The BT-2 (ESRD) rotation is designed to maximize your knowledge of hemodialysis. During this block, you will only be caring for patients with ESRD or newly starting dialysis. The curriculum includes didactics (infection guidelines, management of accesses), procedures (setting up the dialyzer, cannulating fistulas), and teamwork (communicating daily with nurses, dieticians, social workers). At CHI Baylor St. Luke’s Hospital, you care for patients admitted with complications related to peritoneal dialysis.

Each 1st and 2nd year fellow will form a buddy team. This team will be responsible for a minimum of 5 patients on peritoneal and hemo- dialysis at Baylor affiliated clinics. You and/or your partner will need to see the patient each month and will follow these patients throughout your two year fellowship training. Ideally, the patient will be one that you have initiated on dialysis and you will participate in multidisciplinary hemodialysis rounds.

What is my exposure to transplantation?

Our fellows see patients at three different venues that provide transplantation: Houston Methodist, CHI Baylor St. Luke’s, and the Veteran’s Hospital. Fellows on two services (Methodist and SL-Private) typically have over 50% of their service as transplant patients. You will see pre-transplant evaluations as well as manage patients with existing or new transplants. The VA-3 fellow also has some responsibility in presenting patients to the medical review board and learning how HLA typing is done.

There are two dedicated transplant clinics. The first is a continuity clinic at Houston Methodist where each fellow spends at least 3 months per year. The second is during the SL-Private rotation and is at CHI Baylor St. Luke’s.

What is my exposure to research?

Our faculty includes some of the most respected basic science and clinical researchers in the field of Nephrology, and Baylor has other excellent research mentors in parallel fields.

Each fellow is encouraged to complete at least one research project as well as submit one abstract to the ASN meeting. The abstract can be research or patient care (case report). Each fellow presents at our city-wide renal grand rounds at least once. Typically, the fellow will select a mentor within the first few months of training and work on his/her project throughout the two-year program. The VA-3 rotation has 50% time dedicated for research. Most projects are designed to answer a clinical question using existing databases, educational research, or quality improvement.
2. Your Week at a Glance

Monday

12:00pm: Kidney Biopsy Conference at Methodist (12th Floor Smith Tower, transplant clinic)
    MUST be attended by TMH fellow. Lunch Provided. Transplant biopsy cases discussed
1:00pm: VA Clinic for fellows assigned (1st Floor, near blue elevators, specialty clinic)

Tuesday

8:30am: VA CKD Stage 5 Clinic for VA-3 fellow (1st Floor, near blue elevators, specialty clinic)
1:00pm: Methodist Transplant clinic (12th Floor Smith Tower) for fellows assigned
1:00pm: BCM Transplant Clinic (14th Floor Baylor Clinic) for SL-BCM fellow and attending only
    Typically very few patients scheduled, please call ahead before going.
1:00pm: St. Luke’s Transplant Clinic (St. Luke’s O’Quinn Tower 16th Floor) for the SLEH-Private fellow.
    The fellow on this service should attend this clinic once a week (Tuesday or Thursday)

Wednesday

12:15pm to 1:15pm Last Wednesday each Month: Confidential lunch meeting with program director
1:30 – 2:30pm: EVERY Wednesday, Renal grand rounds, attended by ALL fellows
    LOCATION: Methodist Hospital, Bluebird Auditorium (part of Jones Building)
2:30 – 4:30pm: Fellows’ didactic lectures / educational time

Thursday

12:15pm: Baylor College of Medicine Internal Medicine Grand Rounds (Medical School, M112)
12:15 – 1:00pm: Journal Club. Lunch Provided. BCM Research Building, 7th floor conference room.
1:30pm: Ben Taub Glomerulonephritis clinic for BTGH 3 fellow. 2525-A Holly Hall Street (Smith Clinic)
1:30pm: VA Transplant Medical Review Board Meeting – attended by VA-3 fellow if there is a patient to present.
1:30pm: St. Luke’s Transplant Clinic (St. Luke’s O’Quinn Tower 16th Floor) for the SLEH-Private fellow
    The fellow on this service should attend this clinic once a week (Tuesday or Thursday)

Friday

9:00am: Baylor Clinic Kidney Stone Clinic with Urology (optional for BT-3 fellow if no procedures)
1:00pm: Ben Taub General Nephrology Clinic at Smith Clinic for fellows assigned
Individual Rotations (by template)

Rotations listed as months assigned during 24 month Clinical Curriculum. Fellows have 6 weeks of vacation to be taken anytime during the year.

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<th>General Nephrology Inpatient Months: 12 months</th>
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<th>Methodist (TMH) and St. Luke’s Private - Transplant Rotations: 4 months</th>
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*For each hospital rotation, one fellow will be available in the hospital in afternoon for consults. St. Luke’s and Methodist fellows’ cross-cover if necessary.

**Procedures include non-cuffed dialysis catheter placements, cuffed catheter removals, kidney ultrasounds, and kidney biopsies. If there are no procedures scheduled for that morning, the fellow should use free time for reading. There is a curriculum folder + ultrasonography textbook + online tutorials in the Ben Taub Fellows rooms. In addition, the fellow may arrange to spend time in Interventional Radiology to observe tunneled catheter insertions or with our nephropathologists to improve their reading ability.
3. Overview of Hospital / Tips for Rounds

THE METHODIST HOSPITAL

Places to know
- Start your rounds on Dunn 4 West Transplant Unit Physician Dictation Room
  - You will find extras of your TMH template, a working copy machine and helpful clerks
- Hemodialysis Unit is on Fondren 4th Floor
- Pre-Transplant Clinic is in Smith Tower 12th Floor
- Biopsy conference is in Smith Tower 12th Floor in front of the clinic
- Physician Services Lounge is on 1st Floor Main Building near the main elevators

Rounds
1. Surgeon rounds begin at 8:30am on the 4th floor conference room
   a. Very informal rounds, but this is your chance to figure out and confirm your plan with the surgeons, the surgeon PA, the social worker, the transplant coordinator and the transplant pharmacist
   b. If you are on time, you can ask that they discuss your patients first so you can leave to finish work.
2. Dr. Adrogue formal rounds (Nila will page you when he is ready for rounds)
3. Biopsy Rounds (MONDAYS at 12pm in front of the transplant clinic)

Pre-Transplant Clinic
- Mondays-Fridays with patients scheduled anywhere between 8-12pm

Veteran Affairs Medical Center (VAMC) 2002 Holcombe Blvd, Houston, TX 77030

Places to Know
- Hemodialysis Unit 3rd Floor (near 3D)
- Fellows Room in dialysis suite
- MICU/CCU: 3rd Floor (red section). SICU: 5th Floor (red section). Human resources/badging: 4th floor (red section)

Rounds
- Typically start at 9:30 to 10am Monday-Friday (but check with your attending)

Ben Taub General Hospital

Places to Know
- 6th Floor (6C) Hemodialysis Unit
- Renal Office in the HD Unit. Medical ICU (6E). Surgical ICU (4E).
- Emergency Center: 1st floor behind the main elevators
- Interventional Radiology: 1st floor near the ER

Rounds/Overview
- 3 teams (each with 1 fellow and 1 attending):
  o BTGH 1: AKI/ACUTE Renal Fellow
- BTGH 2: ESRD/ER HD patients
- BTGH 3: Procedure
  - Rounding starts ~9:30 to 10AM
  - 100% computer notes & orders
  - No primary patients, even if for kidney biopsies

**St. Luke’s Episcopal Hospital**

Places to know

- Orient yourself to the elevators first
  - Yellow = “Towers” (i.e. Floors 7 Tower – 25 Tower)
  - Purple = “ICU/CCU” (i.e. 7 South 1-6, 6 S 1-2)
  - Green = CV Recovery/Cooley Building (2nd Floor CVR, 7 Cooley A/B)
- Hemodialysis Unit (purple) 7 South 6
- CV Recovery (green): where the sickest patients in the hospital are
- 7 South 1-5 (purple): Medical ICUs

Two Nephrology Services (that we rotate on)

- St. Luke’s Baylor Nephrology
- St. Luke’s Renal Specialists of Houston (largest group in Houston)
- Multiple other nephrologists that round there (>70 on staff!) so please check that a patient is ‘ours’ before seeing!

Women’s Pavilion and Texas Children’s Hospital West Pavilion

- Occasionally will have patients to see here (1-2 / month).
- Typically interesting cases; all pregnant patients!
- Please communicate very well with the OB/GYN department.
- Staffed by BCM St. Luke’s attending

Discharges to SNF / Communication with Faculty

- Please notify Nila if any patient is discharged to a SNF as often times our BCM Nephrology faculty (Without fellow!) will continue to see the patient
- Please call or text the BCM faculty if their patient is admitted so they are aware and possibly can give you additional information about the patient
Continuity Clinics. Each fellow will spend a block of time each year at the VA, BTGH, and Transplant Continuity Clinics

Smith Clinic (2525-A Holly Hall St, Houston, TX 77054)
- NOT located in Ben Taub, it is located nearby but off site (Smith Clinic)

VA Clinic (1st floor Specialty Clinics at VA Hospital 2002 Holcombe)
- You will each be assigned either “Renal Fellow A, B, C, or D”

Methodist transplant clinic
- Each fellow will have 4 months of transplant clinic
- Tuesdays at 1pm sharp, 12th floor of TMH Smith Tower (not to be confused with Smith Clinic)

Satellite Wellbound Peritoneal Dialysis Clinic
- 7505 Main St, Houston, TX 77030     713-799-9344
- Prosperity Bank Building. Park in the parking garage. Parking is validated.
- 3rd Thursdays – each fellow pair must see their patient at least once month

Baylor College of Medicine Scott St Hemodialysis Clinic
- 6120 Scott St Suite F, 713-741-7059
- MWF or TTS 3rd shift patient – each fellow pair must see their patient at least once month and write note

Additional “Non-continuity” Clinics (only during specific rotations)

St. Luke’s Private Transplant Clinic (SL – Private)
- St. Luke’s O’Quinn Tower 16th floor (Kidney and pancreas transplant signs)

Smith Glomerulonephritis Clinic (BT-3 – Procedure)
- 2525-A Holly Hall St, Houston, TX 77054
- One attending, one fellow, 2-3 students/residents

VA CKD-5 Clinic (VA-3 Research)
- 1st floor VA near Specialty Clinics
- Make sure you address:
  - Types of dialysis and mode they would be interested in
  - Referral for that type of access to be placed
  - When patient needs to return to clinic and what lab need to be ordered
- Multidisciplinary; discuss case with vascular surgery, dietician, social worker, pharmacist.

Baylor St. Luke’s Transplant Clinic (6620 Main St, Suite 1475)
- During St. Luke’s BCM month, you may see post-transplant patients or pre-transplant evaluations here
Faculty Clinics (only during specific rotations)

Baylor Clinic (6620 Main St, Suite 1375)
- Most of our clinical faculty have general nephrology clinic here, typically ½ day per week in the afternoon
- Dr. Mandayam has kidney stone clinic on Friday mornings with urology
- Fellows are NOT required to attend (optional but often interesting cases!); many clinics have students or residents.
- Baylor Nephrology section wins the Press-Ganey Award for Outstanding Service nearly every year!
- This is where hospital patients will follow-up after discharge (713-798-8350; Nila or Rebecca)

Other Dialysis Clinics
- Most of our clinical faculty round at other dialysis units around Houston and hold medical directorships
- Fellows are encouraged to attend rounds and monthly QAPI meetings to learn private practice nephrology
5. Overnight and Weekend Call

Weekdays (Monday – Friday) are ALL HOSPITAL (4 hospital) CALL

Weekends (Saturday – Sunday) are YOUR HOSPITAL CALL
  o Each weekend will be split between 3 fellows, 1st years generally doing 2 weekends, and 2nd years doing 1 weekend a month (on average!)
  o Sign-outs are mandatory. Please call attending or fellow from that week if there are any questions about patient care. Remember, we do not want patients’ to feel as though you are just covering.


“…From the physician’s perspective, weekends in the hospital are all about coverage. I remember, during residency, feeling that the attendings brought in doughnuts for weekend rounds because the world owed us something for being there, holding the fort. I came to take it for granted that hospital life slows on the weekend. And I remember a moment in my early years of doing primary care when it suddenly seemed vital to get an MRI and a neurology consult and a psych evaluation for a child as the clock ticked down to Memorial Day weekend. I called in favors, begged and borrowed, boasted about having managed it, as if I had personally evaluated, treated, and cured the problem, against impossible odds. I guess I assumed that patients and families must understand the hurdles: weekends are harder and slower, things don’t necessarily get done.

But when you’re sick and scared, or when your parent or child is sick and scared, it can be shocking to hear, over and over, about the ways that weekends are slower and things don’t get done. The sick person’s calendar is marked out in difficult days and sleepless nights, or in agonizing hours, but it takes no notice of days of the week, makes no distinction between time and overtime. Yet you find yourself being told, as a matter of course, that there’s no physical therapy on weekends because there’s no one here to do it or, on a Friday, that the psychiatry service — or the pain service, or the surgical subspecialty attending — will be in on Monday.

...My mother was just as sick on Saturday as on Thursday; physical therapy or wound care or pain management was not some frivolous extra. Why should we have to hear over and over again that it was the weekend, that there was only one person here to do whatever for the whole hospital or that someone was just cross-covering, didn’t want to make any changes to the plan, the attending would be in next week? It seemed callous on the hospital’s part — expecting very sick patients and very worried family members to understand that the doctors’ convenience had to come first. They need the weekend off, so you’ll have to wait till Monday. Even in good hospitals, weekends had a decidedly makeshift feel, with a constant refrain of “I’m just cross-covering, we’re short-staffed, the person you need will be here Monday.”

Well, it doesn’t feel that way from the patient’s side. From over there, it feels like every time the weekend comes around, you relearn that the hospital is not actually about patients. It’s about doctors and nurses, physical therapists and nutritionists — people who are busily living their normal lives, when from the patient’s side, nothing is normal.”
6. Educational Enrichment

Reading / Textbooks
- Journal club articles and faculty presentation slidesets are available to download at: http://baylornephrology.pbworks.com/w/page/95246480/FrontPage

Formal Didactics - Required
- Foundations of Clinical Investigation (FCI): One month course in July or August with evening lectures https://www.bcm.edu/education/programs/clinical-scientist-training/courses/fundamentals-of-clinical-investigation
- Journal Club: Thursdays at 12:15pm at ABBR 7th Floor
- Renal Grand Rounds (RGR): Wednesdays at 1:30pm at Methodist Bluebird
- Biopsy Conferences: 1st Wednesday of RGR AND 2nd Wednesday at 12:15pm at UT-Houston Medical School
- Ultrasound Workshop: Bi-annual workshop given by ultrasound technicians and Baylor Faculty
- Fellow didactic lectures: Wednesdays at 2:30pm. Organized into blocks so that an entire curriculum can be covered over a two-year fellowship period. Sample schedule below (subject to change!). Key ‘landmark’ lectures are given annually (e.g., Principles of Transplantation or Introduction to Glomerular Disease). Topics during the miscellaneous months include Pregnancy, Billing / Finances, Kidney Stones, Cardiovascular Disease, etc.

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<td>Cysts</td>
<td>Introductory</td>
<td>Dialysis</td>
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<td>Nephsap</td>
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<td>Glomeruloneph</td>
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Other Didactic Opportunities – Not Required
- Educational development courses offered by Department of Faculty Education (free). Many are open to residents / fellows. Topics include: Incorporating technology to education, Improve your power point skills
- Quality Assessment Process Improvement (QAPI) meetings. Several Baylor faculty hold a medical directorship at local dialysis units. QAPI meetings are held monthly.
- Clinical Scientist Training Program (CSTP). 1- or 2-year course geared towards fellows and junior faculty interested in an academic career. Includes coursework at the graduate schools (such as biostatistics)

Formal Teaching Opportunities
- Physician Assistant (PA) Renal Pathophysiology Course. Each fellow is assigned one lecture per year
- Each fellow gives one renal grand rounds (June) prior to graduation as well as presents at select didactic sessions including biopsy conference and all journal clubs (above)

Conferences – Fellows have $1200 stipend per year to use for conferences
- National Kidney Foundation in March (1st year fellows)
- American Society Nephrology in November (2nd year fellows). Submit an abstract by June the previous year
- Peritoneal Dialysis University (2nd year fellows) – free conference. Plan ahead, there are limited spots!
- Other conferences are out there... Search out if a conference you want to attend or present your research
Form to give Residents / Students to expose them to the breadth of Nephrology

**Additional Opportunities to Master Nephrology…**

Thank you for registering for a renal elective. We want this to be a very educational month for all of you. For that reason, I encourage you to round with our faculty on any of the following activities – outside of the inpatient service. You will be exposed to patients who are typically not hospitalized and learn what a Nephrologist really does!

- **Glomerulonephritis Clinic** at Smith Clinic. Thursday Afternoon 1:30 - 5pm.
  - Patients with active glomerular diseases (membranous, lupus, FSGS, etc.) are seen in a unique, small 12-patient clinic with plenty of teaching opportunities.
  - Contact: Drs. Raghavan (rajeevr@bcm.edu) or Perez (jp134089@bcm.edu)

- **Outpatient Hemodialysis (HD) Rounds** at US Renal Baylor (Scott St and OST). Variable, time: 1 hour
  - Ever wonder where your patients go after discharge? Spend 1 on 1 time with the attending and learn the nuances of outpatient hemodialysis.
  - Contact: Drs. Saridey (saridey@bcm.edu), Mandayam (mandayam@bcm.edu), Raghavan (rajeevr@bcm.edu) or Perez (jp134089@bcm.edu)

- **Outpatient Peritoneal Dialysis (PD) Rounds** at Wellbound Clinic. Variable, time: 1 afternoon
  - A growing number of patients are choosing peritoneal dialysis. BCM has the largest PD clinic in Houston. Learn how patients are able to dialyze at home and the complications associated with PD.
  - Contact: Dr. Workeneh (bworkene@bcm.edu)

- **Kidney Transplant Clinic** at VAMC (Monday 1 pm to 4 pm) or Methodist Hospital (Tue 1 – 5 pm).
  - Learn how to manage immunosuppressive medications, screen for opportunistic infections.
  - Contact: Drs. Ramanathan (ramanath@bcm.edu) or Mandayam (mandayam@bcm.edu)

- **Renal Grand Rounds**. Wednesday Afternoon. Methodist Bluebird Auditorium. 1:30 - 2:30pm
  - City-wide conference attended by Nephrologists. Interesting topics, invited speakers.

- **CKD Clinics**. Bread and butter outpatient nephrology in a variety of settings. Afternoons, 1 – 5pm
  - Smith Clinic (Friday – Dr. Hamad), VA Clinic (Monday – Dr. Ramanathan), Baylor Clinic (Monday – Drs. Saridey or Workeneh, Tuesday – Drs. Raghavan or Perez, Thursday – Dr. Mandayam, Friday – Dr. Mitch)
  - CKD 5 Clinic. Tuesday AM (VA, Dr. Dolson)

- **Kidney Stone Clinic**. Unique clinic run in tandem with Urology (Dr. Link). Alternate Friday Mornings, Baylor Clinic.
  - Contact: Dr. Mandayam (mandayam@bcm.edu)

- **Ultrasound Guided Kidney Biopsies**. Ben Taub. Variable time. Contact: Dr. Raghavan (rajeevr@bcm.edu)

- **Interested in Nephrology?** Meet with Program or Associate Program Director to discuss further opportunities for research or shadowing, as well as answer any questions. Contact: Venkat Ramanathan or Rajeev Raghavan
### 9. Evaluations and Awards

**E-value (monthly)**
Fellows and faculty will evaluate one another on e-value. The program coordinator will provide you with further instructions on how to do this on a monthly and timely manner. Please begin by selecting all faculty that you spent at least two weeks with from the drop down menu. The more evaluations you have, the more data we will have to advise you on your progress through the fellowship.

**Semi-Annual Meeting with PD**
Every 6 months, you will meet one-on-one with the section chief, program director, and program coordinator to discuss your evaluations, progress, research projects, and future plans.

**Semi-Annual Evaluation of the Program + Faculty**
Every 6 months, you will meet with your fellows and the program coordinator (no faculty) to anonymously evaluate the program and each individual faculty. This information will be provided to the section chief who will discuss the report with individual faculty. You will be asked to evaluate items like: relationship with trainees, teaching skills, expectations, enthusiasm, clinical judgment, collegial responsibility, and role modeling.

**Milestones (ACGME)**
A committee of faculty (excluding the program director) meets on a semi-annual basis to assess your progress in the following six domains: patient care, medical knowledge, problem based learning, Interpersonal skills, professionalism, and systems-based practice. The report will be transmitted to the ACGME and will ‘map’ to your progress over a two-year period. The evalue reports you receive each month are tailored to the milestones format.

**In-Training Examination & Highest Score Award**
Each fellow at our institution takes the in-training exam in April. This is a mock board examination administered to fellows’ nationally at the same time. Results are tallied such that our institution’s scores are compared to the nation. The highest scoring fellow each year receive an award

**Outstanding Educator Award**
Teaching is not easy; it is a skill we want you to develop during your fellowship. The fellows and faculty select one fellow annually for this award. This individual makes the extra effort to teach students / residents during clinics and inpatient rotations, gives high quality presentations at journal club or grand rounds, and stimulates peers to learn Nephrology.
10. Maps

- Hermann Hospital
- HAM/TMC Library
- UT-Houston Medical School
- Baylor College of Medicine
- Ben Taub General Hospital
- Houston Department of Health and Human Services
- UH College of Pharmacy
- TIRR-The Institute for Rehabilitation and Research

- Children's Nutrition Research Center
- Diagnostic Center Hospital
- St. Luke's Episcopal Hospital
- Texas Children's Hospital
- Texas Heart Institute
- Texas Women's University
- The Institute of Religion
- The Methodist Hospital

- Albert B. Alkek Institute of Biosciences (Texas A&M)
- Houston Community College
- Shriners Hospital for Children
- TMC/Edwin Hornberger Conference Center
- UT-Houston Health Science Center
  - Houston Main Building
  - School of Nursing

- Ronald McDonald House
- Rotary House International
- The Hospice at the Texas Medical Center
- UT-Houston Health Science Center
  - Dental Branch
  - Graduate School of Biomedical Sciences
  - Houston School of Public Health
  - Mental Sciences Institute

- University of Texas M.D. Anderson Cancer Center
Baylor College of Medicine – ABBR 7th floor houses the bench research laboratories, conference rooms