

Welcome Interviewees

700 to 750	Morbidity and Mortality Conf	
800 to 850	Grand Rounds	
900 to 950	Resident Education	
1000 to 1200	Interviews	
1200 to 1230	QA With Residents	
1230 to 130	Lunch Break	
130 to 330	Interviews	
330 to 400	QA With Residents	
400 to 500	Debrief and Wrap-up	

2024/5 Interviewees

Mike K. Liang, MD FACS
Professor of Clinical Sciences
Program Director, Surgery

Bulent Cetindag, MD FACS
Professor of Clinical Sciences
Associate Program Director, Surgery

Lizette Bocanegra
Program Coordinator



Tilman J. Fertitta Family
College of Medicine
UNIVERSITY OF HOUSTON

CONFIDENTIAL – Contains proprietary information. Not intended for external distribution

HCA  Houston
Healthcare®
Kingwood

Welcome

<https://kingwoodsurgery.com>

PGY 5



Horeb Cano Gonzalez, MD
281-728-2096



Jose Lopez-Vera, MD
281-245-4360



Peter Yu, MD
281-245-8562

PGY 4



Ashtyn Barrientes, MD
346-573-5661



Rainna Coelho, MD
281-728-2441



Keyon Mohebzad, MD
281-731-1721



Andrew Youssef, MD
281-732-6526

PGY 3



Natalia Cavagnaro-Barba, DO
281-868-1643



Connor Hogan, DO
281-868-1653



Shinyeong Jeong, MD
281-868-1657



Ali Siddiqui, MD
281-868-1691

PGY 2



Saira Ahmed, MD



Kayla Nguyen, MD
346-552-1158



Vishal Patel, DO
954-829-7697



Shreena Patidar, MD
346-552-1163



Duyen Quach, MD
346-552-1166

PGY 1



Joseph Daodu, MD
346-477-1416



David Ortiz, MD
346-559-8621



Alexys Ramos, DO
346-559-8617



Rachel Wright, MD
346-559-8537



Tilman J. Fertitta Family
College of Medicine

UNIVERSITY OF HOUSTON

Mission

- Resident-centric culture of wellness and positivity
- Integrating simulation and video-based training with clinical practice
- Instilling patient-centeredness, quality improvement, and value into daily practice



Tilman J. Fertitta Family
College of Medicine

UNIVERSITY OF HOUSTON

CONFIDENTIAL – Contains proprietary information. Not intended for external distribution

HCA  **Houston**
Healthcare[®]
Kingwood

Training Exceptional Surgeons

- Typical cases at each level:
- PGY 1-2: Proficient at straight-forward cholecystectomy, appendectomy, small bowel, ventral hernia, inguinal hernia, and skin and soft tissue
- PGY 3-4: Independently perform PGY 1-2 cases, perform foregut surgery, endocrine, colorectal surgery, vascular. Exposure to complex hepato-biliary-pancreatic
- PGY 4-5: Teach PGY 1-2 cases, proficient at PGY 3-4 cases



Training Exceptional Surgeons

- Last year, on ITE
 - 50% scored in the top 1/3 of all surgery residents
 - 70% scored in the ½ of all surgery residents
- Last year, we were the top scoring HCA Surgery program on ITE
- In last 3 years, 65% residents have scored in the top 70th percentile



Training Exceptional Surgeons

- 2022: Second place, surgical skills round up at South Texas ACS
- 2024: First place, surgical skills round-up at South Texas ACS
- 2024: Second place, surgical jeopardy at South Texas ACS



Tilman J. Fertitta Family
College of Medicine

UNIVERSITY OF HOUSTON

CONFIDENTIAL – Contains proprietary information. Not intended for external distribution

HCA  **Houston**
Healthcare[®]
Kingwood

Training Exceptional Surgeons

- I hope this letter finds you well. Over the past 2 years, I have had the opportunity to supervise and work alongside midlevel HCA Kingwood general surgical residents at the Houston Medical Center. I was pleasantly surprised by their advanced technical abilities. Additionally, they possessed excellent surgical knowledge and demonstrated confidence in managing complex surgical patients during the postoperative period. This speaks volumes about the effectiveness of their training program's structure that you implemented.
- Associate Professor at Baylor College of Medicine and HCA Medical Center



Training Exceptional Surgeons

- Where do our residents go:
 - Inaugural graduation class: University of Indiana transplant surgery, private practice (2)
 - Current Chiefs:
 - Breast surgery
 - Head and neck surgery
 - Vascular surgery
 - Surgical oncology
 - Current PGY-4
 - MIS (2), Vascular (2)



How do we do it? Culture

- Resident-centric culture of **wellness and positivity**
- Integrating **simulation and video-based training** with clinical practice
- Instilling patient-centeredness, quality improvement, and value into **daily practice**



Tilman J. Fertitta Family
College of Medicine

UNIVERSITY OF HOUSTON

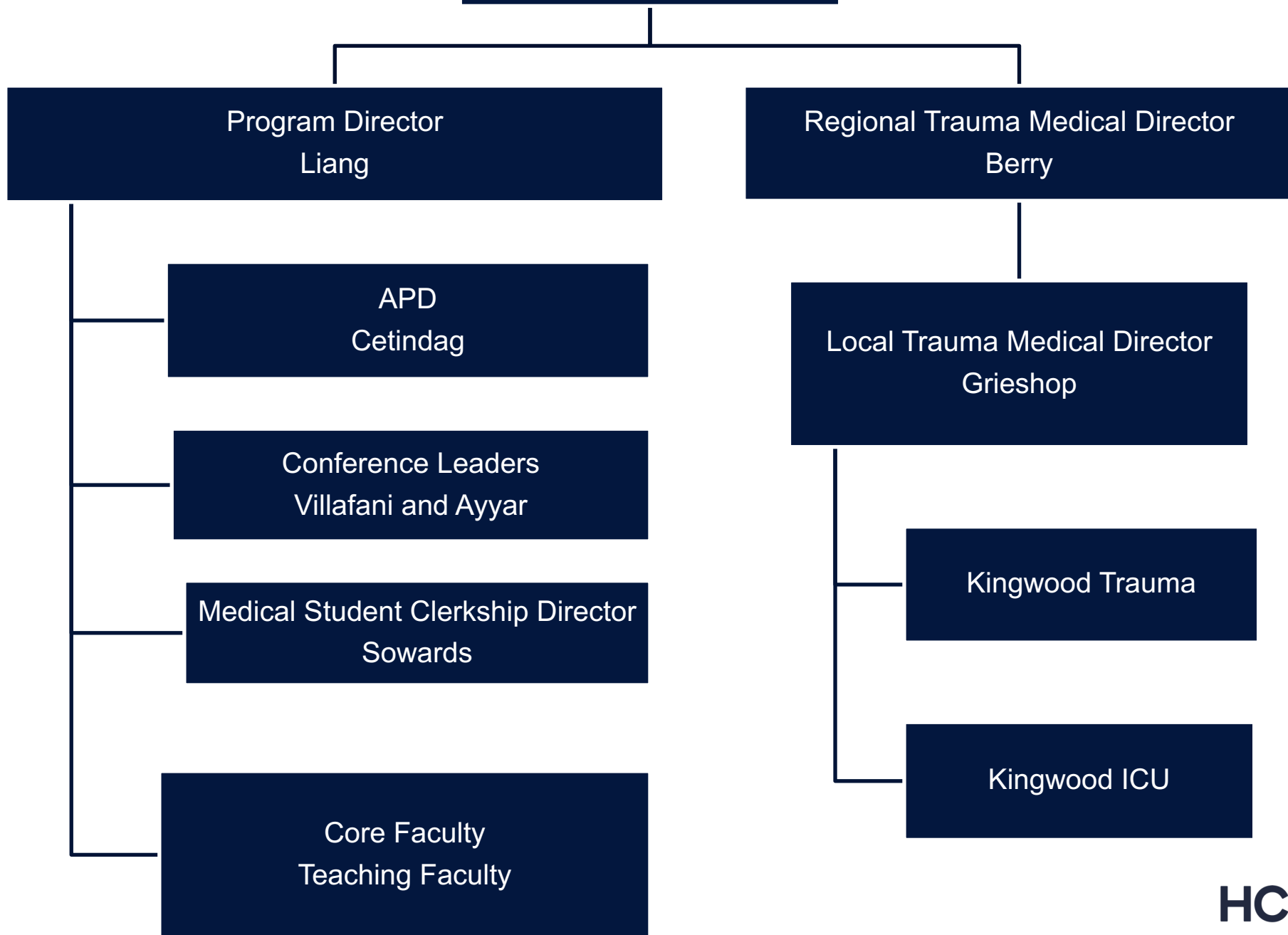
CONFIDENTIAL – Contains proprietary information. Not intended for external distribution

HCA  **Houston**
Healthcare[®]
Kingwood

Relationships - Mentorship

- Mentor act as guide and “chief resident”
- Primary mentor: Faculty of choice
- Secondary mentor: Core faculty (if primary mentor is not a core faculty OR if secondary need)
- Resident mentor
- Meet with mentor(s) 2-4 times per year





Rotations/Hospitals

- **Kingwood Hospital**
- Blue Surgery (Elective and emergency general, pediatric, thoracic)
- Orange Surgery (Trauma/Critical Care)
- White Surgery (Vascular)
- Red (Endoscopy, Gen Surg)
- Yellow (Surgical oncology, Endoscopy)
- Black (Night float)
- **North Cypress Hospital**
- Green Surgery (General, vascular, thoracic)
- **HCA Med Center**
- Gray Surgery (General surgery, vascular, head and neck, thoracic)
- **HCA Methodist (San Antonio)**
- Purple (Transplant, Hepatobiliary)
- **MD Anderson (Houston)**
- Surgical oncology

Kingwood General Surgery: Blue

- Elective and emergency general surgery
- Liang, Cetindag, Sowards
- Peds: Liang/Kreit, Thoracic: Encarnacion

Kingwood Trauma Surgery: Orange

- Trauma and Critical Care
- Extant Trauma: Berry (Division), Grieshop (TMD)*, Johnson, Smith, Extant Staff



Kingwood Vascular/Thoracic Surgery: White

- Vascular
- HCA Vascular (Foteh*, Trestman, Ray), Encarnacion

Kingwood Surgical Oncology: Yellow

- Surgical Oncology Kingwood, Endoscopy at Humble Endoscopy Center
- Villafani* (Breast and general surgery), HCA Colorectal (Haas, LeFave, Edgcomb), Hardaway



Kingwood Endoscopy/GS: Red

- Endoscopy: Elias*, Ramireddy, Rance
- General surgery: Paek

North Cypress General Surgery: Green

- General surgery
- Ayyar*, Amr, Leiva, Krishnankutty, Encarnacion, Desai



HCA Medical Center: Gray

- General, Vascular, Head and Neck, Thoracic
- Karni A, Charlton-Ouw*, Karni R, Encarnacion
- GI: Barrientos

HCA Methodist: Purple, Transplant

MD Anderson: Surgical Oncology



Tilman J. Fertitta Family
College of Medicine

UNIVERSITY OF HOUSTON

CONFIDENTIAL – Contains proprietary information. Not intended for external distribution

HCA  **Houston**
Healthcare[®]
Kingwood

Educational Program

- Wednesdays
 - MM: Education, Quality improvement, Process improvement (resident driven)
 - Grand rounds
 - Education/Admin
 - Quarterly: Journal Club
 - Simulation

Educational Program

- Wednesdays - Simulation
 - First Tuesday: Bowel resection and anastomosis
 - Second Tuesday: Robotic simulation
 - Third Tuesday: FLS/Open/FES
 - Fourth Tuesday: Video Based Education/Board Review
 - Fifth Tuesday: Vascular



Tilman J. Fertitta Family
College of Medicine

UNIVERSITY OF HOUSTON

CONFIDENTIAL – Contains proprietary information. Not intended for external distribution

HCA  **Houston**
Healthcare[®]
Kingwood

Resident Scholarly Activity

- All residents participate in one of four scholarly domains:
 - Research
 - QI/PI
 - Administrative
 - Education



Tilman J. Fertitta Family
College of Medicine

UNIVERSITY OF HOUSTON

CONFIDENTIAL – Contains proprietary information. Not intended for external distribution

HCA  **Houston**
Healthcare[®]
Kingwood

Resident Scholarly Activity

- In past 3 years, on Pubmed, we have over 50 peer review publications (based on search of “HCA Kingwood” and “surgery”)
 - Publications in Annals of Surgery, JACS, Surgery, J Surgical Research
 - Awards
 - Clinical trials at ACS
 - Presidential session at STACS
 - Top oral presentation(s) and poster(s) at HCA research symposium
 - Top presentation(s) at the HCA interdivisional symposium

Resident Scholarly Activity

- QI/PI
 - Surgical floors quality improvement (patient experience, pain management, tubes/drains)
- Administration
 - Resident supervision policy
 - Committees: pharmacy, GMEC, QI/PI
- Education
 - Help create education schedule
 - Run intern boot camp
 - Run journal club



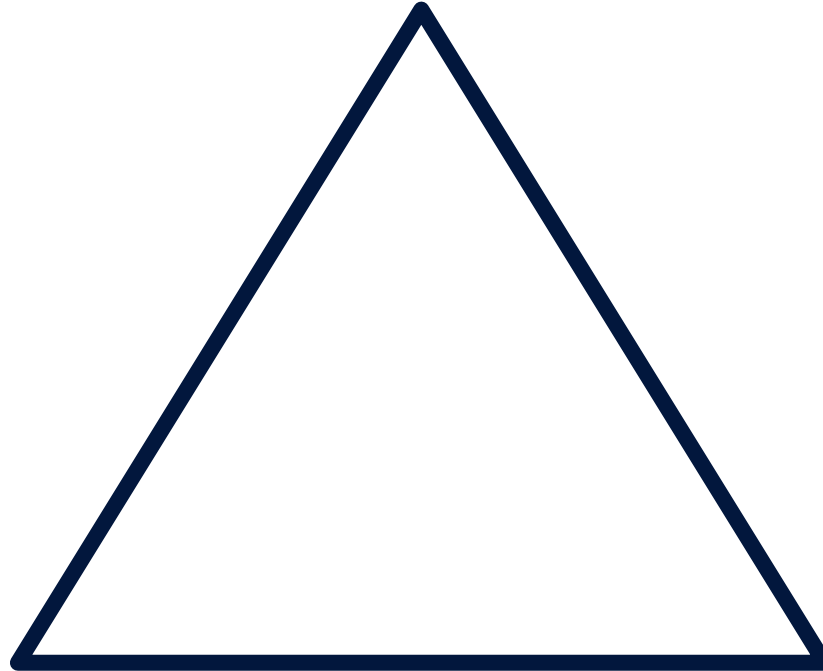
Resident Administrative Exposure

- Administrative residents (paid position)
- Education/Didactic committee
- International medicine committee
- QI-patient safety committee
- Research committee
- Resident council
- Simulation lab committee
- Social media account managers
- Wellness committee
- Medical student oversight



Right candidate

?



Right culture

Evidence-based teaching
Positive learning environment
Constructive feedback

Right system/program

Case exposure and complexity
Graduated independence
Focus on education and learning over service



Tilman J. Fertitta Family
College of Medicine

UNIVERSITY OF HOUSTON

CONFIDENTIAL – Contains proprietary information. Not intended for external distribution

HCA  **Houston
Healthcare®
Kingwood**

Right Candidate: Grit, Gratitude, Grace

- Grit: Resilient
- Gratitude: Appreciative
- Grace: Kindness and professionalism



Tilman J. Fertitta Family
College of Medicine

UNIVERSITY OF HOUSTON

CONFIDENTIAL – Contains proprietary information. Not intended for external distribution

HCA  **Houston**
Healthcare[®]
Kingwood

Right program: Grit, Gratitude, Grace

- Interested in early operation, early proficiency, and graded independence
- Interested in simulation/video-based education
- Value evidence-based, positive learning environment
- Treated well and with respect, treat others well and with respect
- Want to express your opinion, listen to other opinions, and build a growing positive program
- Want to be happy and a great surgeon



Mission

- Resident-centric culture of wellness and positivity
- Integrating simulation and video-based training with clinical practice
- Instilling patient-centeredness, quality improvement, and value into daily practice



Tilman J. Fertitta Family
College of Medicine

UNIVERSITY OF HOUSTON

CONFIDENTIAL – Contains proprietary information. Not intended for external distribution

HCA  **Houston**
Healthcare[®]
Kingwood

Questions?



Tilman J. Fertitta Family
College of Medicine

UNIVERSITY OF HOUSTON

CONFIDENTIAL – Contains proprietary information. Not intended for external distribution

HCA  **Houston**
Healthcare[®]
Kingwood