

# YEAR-IN-REVIEW

## Ascension Graduate Medical Education



Look back | Look ahead



2025



## Ascension Graduate Medical Education (GME)

Guided by our Catholic Mission and Values, Ascension's Graduate Medication Education (GME) programs are integral to preparing the next generation of compassionate, competent physicians who are committed to service, health equity and holistic care.

In FY25, we made substantial progress in accreditation readiness, curriculum innovation and trainee wellness. Looking ahead, we aim to expand our program offerings, deepen our commitment to resident career development and further integrate technology and Mission Formation into medical education.

### Our footprint

Ascension operates over 100 residency and fellowship programs — training more than 1,400 residents and fellows annually. These programs span a wide range of specialties and are housed in hospitals and clinical sites that serve diverse urban and rural communities. Of the 1,308 residents across the System, 861 (43%) are in Internal Medicine or Family Medicine training programs.

**100+**

Ascension operates over 100 residency and fellowship programs.

**1,400**

More than 1,400 residents and fellows receive training annually.

**43%**

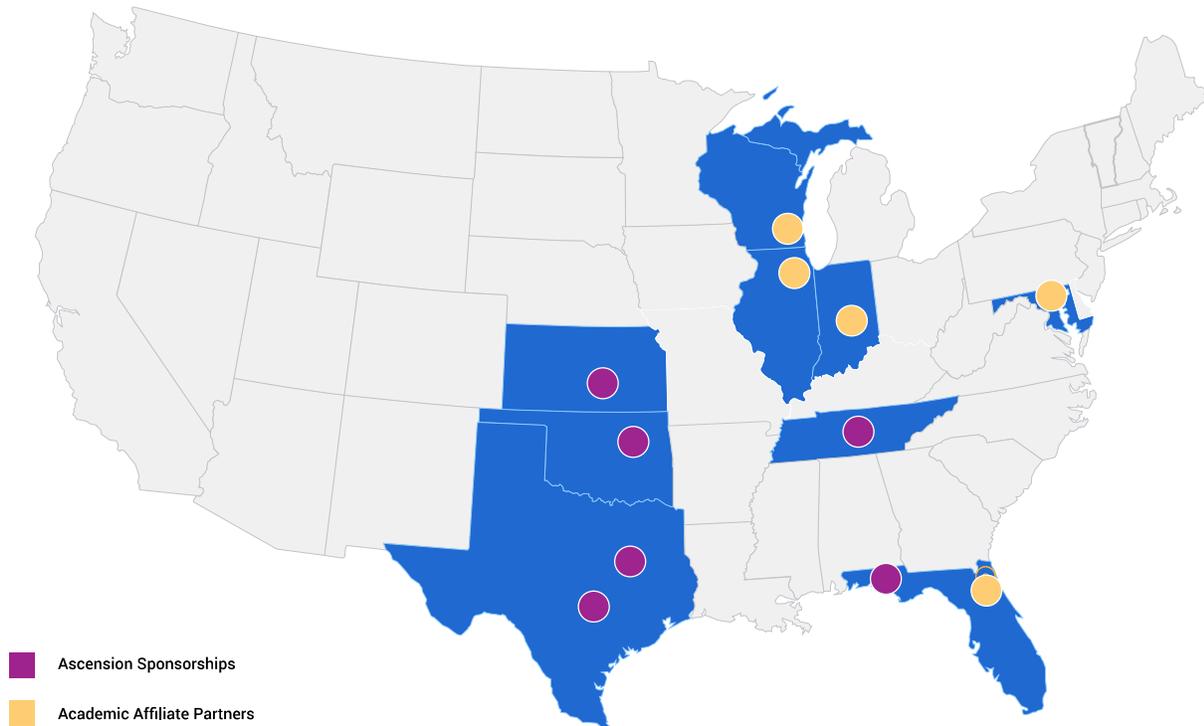
861 (43%) residents are in Internal Medicine or Family Medicine training programs.

### Organizational structure

Ascension’s GME programs are operated by market-level Designated Institutional Officials (DIOs) along with a network of program directors, faculty, administrative directors and program coordinators. National leadership

includes a Chief Academic Officer and the Associate Vice President for Academics, who focus on coordination and alignment across institutions while supporting local innovation.

### Program Overview



\* 561 (43%) of residents are in Internal Medicine or Family Medicine



## Key Accomplishments: Academic Year 2025

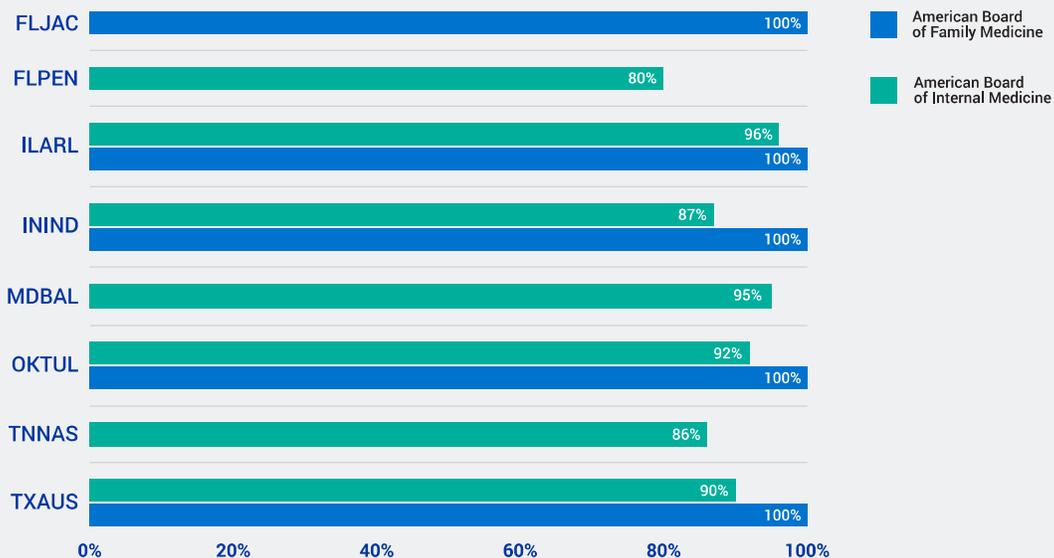
### Educational Excellence

Ascension residents and fellows have demonstrated strong performance on board exams and milestone evaluations. Several programs achieved 100% first-attempt board pass rates and others exceeded 95%, reflecting the effectiveness of our curriculum and teaching faculty.

### Accreditation Success

Multiple programs successfully completed Accreditation Council of Graduate Medical Education (ACGME) site visits this year. System-wide efforts have focused on meeting Clinical Learning Environment Review (CLER) expectations, particularly in patient safety and quality improvement.

### FIRST-ATTEMPT BOARD PASS RATE for Internal Medicine And Family Medicine



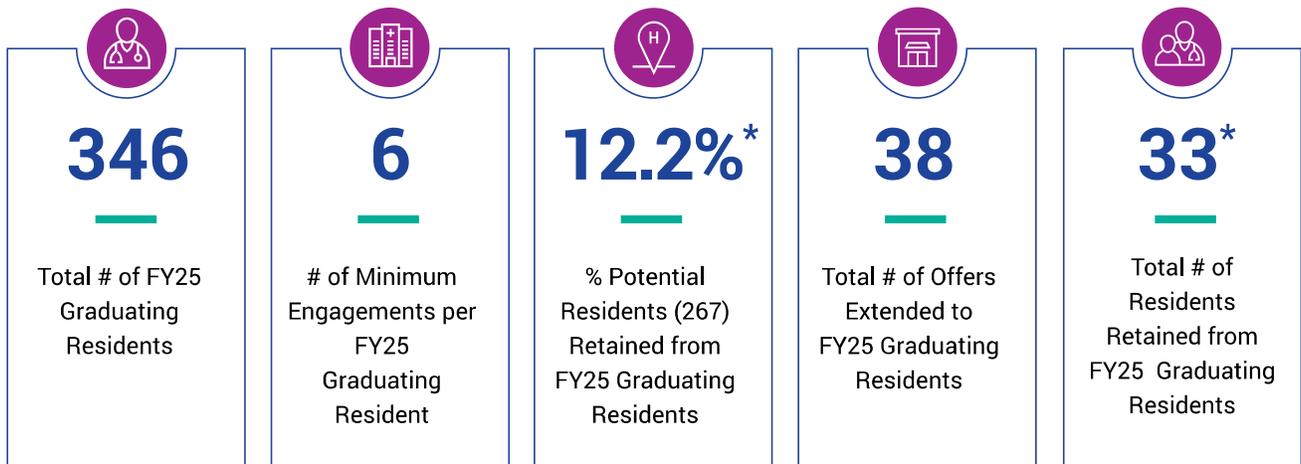
### Program Growth and Innovation

Ascension received initial accreditation for four new residency training programs in the specialties of Neurological Surgery, Anesthesia and Internal Medicine. Additionally, we applied for a training program in Emergency Medicine in Pensacola, Florida, and launched the inaugural class of Family Medicine residents in Milwaukee, Wisconsin. These new training programs will enhance our ability to continue to deliver high quality clinical care and world-class training in the communities we serve.

### Resident and Fellow Career Pathing

Ascension launched a GME-wide initiative to enhance career planning and job sourcing for residents and fellows who wish to remain with Ascension following their training. We added a new team of specialized recruiters solely focused on resident and fellow career development. This team provided an average of six engagements with each of the 341 graduating residents and hired 29 (10.9%) of the 267 residents eligible for hire.

## FY25 Resident Recruiting Outcomes



\* 6 Additional in active interview process





## FY26 Strategic Initiatives

### Mission Alignment in GME

Increase participation in and promote the value-add of Medical Resident Ethics Grand Rounds

Further integrate elements of Ethics and Formation into national recruitment/match and onboarding processes

Provide professional development to DIOs and Faculty/ Program directors relative to vocation, community and ministry within Ascension

Incorporate formative methods/tools to nurture vocation, community, ministry and spirituality that are mapped to Accredited Council for Graduate Medical Education Clinical Learning Environment Review pathways

Integrate resident representation on all applicable Ethics Committees within markets

## Digital Innovation and Learning Technology

Implementation of digital support tools and a centralized learning management platform to enhance the resident and fellow training experience will be implemented.

- › **Ascension will continue to evaluate the role of ambient AI technology** in the delivery of clinical care. With careful review and oversight, these advancements promise to enhance clinical engagement, improve efficiency and facilitate expedited documentation.
- › **Ascension will continue to work with our partner vendors** to improve workflow, efficiency and reporting within the New Innovations and Thalamus platforms.
- › **Ascension will continue to make available the American Medical Association's Graduate Medical Education Competency Education Platform (GCEP)** to residents and fellows. This platform provides current and relevant educational content in a wide range of topics intended to support and enhance the training experience.

## Faculty Support and Leadership Development

Faculty will have access to enhanced development pathways and national development programs.

### Physician Development & Formation Series

A physician forum for updates and development

- › Offered bi-annually

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### Medical Resident Ethics Grand Rounds

This virtual series covers ethics education in a case study format

- › Offered quarterly

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### Management Development Series

Designed to enhance foundational leadership capabilities of faculty and program directors.

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### Crucial Conversations

Develops proven skills to handle tough conversations with confidence and foster stronger, more productive relationships.



## National Collaboration and Knowledge Sharing

Ascension will establish a shared repository of best practices and research findings for GME, leveraging Institutional Review Board (IRB) governance and newly developed scholarly and statistical support programs to enhance resident pursuit of inquiry. In collaboration with the Ascension Data Science Institute and the National Research Team, Ascension will develop and pilot a scholarly activity support model for residents and fellows that will offer the following services:

### Methods/Analytic Consultation:

- › Provide guidance on study design, statistical methods and data management best practices.
- › Assist with formulating research questions and hypotheses.

### Analysis of Trainee-Provided Data Sets:

- › Analyze data sets brought by trainees, either self-developed or accessed through other sources. Trainees will be responsible for providing data dictionaries and documentation to support analyses.
- › Provide statistical analysis and interpretation of results.

### Analysis of Curated Institutional Data Sets:

- › Analyze pre-defined, curated data sets used for quality improvement, such as diabetes care quality and blood pressure management.

