



UCSF Department of Medicine ZUCKERBERG SAN FRANCISCO GENERAL

CULTIVATING PRIMARY CARE LEADERS

“Of all the forms of inequality, injustice in health is the most shocking and inhuman.”

- Dr. Martin Luther King, Jr.

The ZSFG primary care track of the UCSF Internal Medicine Residency Program (also known as SFPC) is a jewel for ZSFG and the Department of Medicine. For over 35 years, it has been an exemplary in training some of the nation’s most promising young doctors to provide outstanding primary care to underserved populations in a comprehensive, coordinated and continuous way. It prepares them to become the next generation of pioneers in research, education and advocacy.

Founded in 1982 by legendary clinician-educator Rick Haber, MD, SFPC is one of three internal medicine residency programs at UCSF. SFPC is based primarily at ZSFG and the affiliated San Francisco Health Network. SFPC now has more

than 180 alumni. These exceptional internists have gone on to work in community health centers in the San Francisco Health Network and California, head departments of public health, found nonprofits focused on food security



Joanie Addington-White

and global health, and lead organizations such as the California Health Care Foundation and the San Francisco Foundation. Others work in HIV epidemiology at the Centers for Disease Control and Prevention, serve in leadership roles at UCSF and other universities, and work at San Quentin State Prison and the Indian Health Service.

“Our residents are wonderful clinicians who are passionate about caring for the underserved, enjoy medicine, and are incredibly kind and thoughtful. That is a magic combination,” said Joanie Addington-White, MD, Professor in the ZSFG Division of General Internal Medicine (DGIM) and the new Director of SFPC.

“There are few programs like ours in internal medicine in the country,” said Soraya Azari, MD, Associate Professor in the ZSFG DGIM and SFPC Associate Program Director. “Our program attracts phenomenal individuals who have published widely in the medical literature, advocated for policy reform, and have been leaders in their medical schools.”

Dr. Azari herself is a graduate of the program who focuses on addiction and HIV medicine in addition to primary care. “These are passions that developed while I was in SFPC, and the access to mentors and clinical opportunities allowed me to develop those areas of expertise,” she said. “SFPC is absolutely the reason that I’m doing what I am today.”

Helping Trainees Take the Next Step

Dr. Addington-White brings a lifelong passion for learning and helping vulnerable populations. She grew up in Chicago, where her father was a public health physician and her mother started the city’s first hospice program. She spent her junior



SFPC Residents: (Back row): Lisa Ochoa-Frongia (RFPC Co-Medical Director), Dodie Rimmelin, Meredith Adamo, Ilana Garcia-Grossman, Surabhi Nirkhe, Andreas Mitchell, Raphaela Lipinsky DeGette. (Front row): Andrew Kim, Soraya Azari (SFPC Associate Program Director), Daniela Maristany

year at Bowdoin College studying at a social work institute in India. She observed how villages were encouraged to take back their independence, but also saw women who appeared to be pressured into having tubal ligations. “The women didn’t seem aware of what was happening, and their husbands were paid the equivalent of five dollars for bringing in their wives,” said Dr. Addington-White. “That was horrifying to me, and I actually saw some of the surgeries.”

After graduation, she worked in New York with recovering drug addicts and abused children. “I realized that I could probably have more impact as a physician than anything else, and that’s what led me to medicine,” said Dr. Addington-White. She then earned her medical degree from the University of Chicago Pritzker School of Medicine and completed her internal medicine residency at McGaw Medical Center of Northwestern University.

After serving on the Northwestern faculty for several years and at a community hospital in Janesville, Wisconsin, Dr. Addington-White was



later recruited to the University of Wisconsin School of Medicine in Madison, where she became Associate Program Director of the Internal Medicine Residency Program. She also founded and directed a dedicated primary care track, developing the curriculum and recruiting residents.

Dr. Addington-White has worked helping underserved patients including those with a history of incarceration, substance abuse and homelessness. “In Madison, one of the growing homeless populations is farmers who are no longer be able to afford their farms,” said Dr. Addington-White. “They move to the cities and live in their cars. There are also many people who had good jobs in factories like GM, and when they closed, generations of people were out of work.”

While teaching trainees can be very rewarding, it is important to help them in areas where they struggle. “In medical education people tend to blame that on a knowledge deficit, but I’ve found that the causes are usually more subtle, such as problems with analytic skills, synthesis, or personal issues,” Dr. Addington-White said. “Helping a learner is like making a diagnosis – understanding someone’s perspective and partnering with them to help them achieve the next level.”

She loves helping residents identify their interests, connecting them with good learning environments, and developing their leadership potential. Dr. Addington-White helped one of her residents establish a partnership with an adolescent transgender clinic and arrange a visit for her co-residents. That resident eventually started an adult transgender clinic and is now an attending physician who leads conferences in the field and is considered a community leader.

The SFPC Program Director position caught Dr. Addington-White’s passion. “I was interested in residency education and underserved communities, and when I saw this job application, I thought, “This is exactly what I want to do!” she said. “To be around people who spend all their time thinking about underserved care was really inspirational. Our country needs primary care providers, and to be able to train another generation of generalists is really important to me.”

Follow us on:

 @Neil_R_Powe
  /ZSFGDOM

Cultivating Future Leaders

Dr. Addington-White, who started at UCSF in October, has been meeting with residents and faculty. “I am so appreciative of the leadership here, and the faculty have been amazing at helping and welcoming me,” she said.

While SFPC residents train in both the inpatient and outpatient settings, they spend a considerable amount of their training in the Richard H. Fine People’s Clinic (RFPC), the ZSFG adult medicine clinic. One of Dr. Addington-White’s goals is to



Soraya Azari

deepen the relationships between residents and attendings in the RFPC. In their second and third years, SFPC residents also choose a second continuity clinic in a different community-based primary care clinic that exposes them to different patient populations and systems of care. These include sites such as the Southeast Health Center in the Bayview, ZSFG’s Ward 86, or the Tom Waddell Urban Health Center in the Tenderloin. They also rotate through subspecialty clinics such as dermatology and cardiology.

“For the subspecialty clinics, it’s important to keep in mind their objectives for learning,” said Dr. Addington-White, noting that SFPC residents plan to become internists, not dermatologists or cardiologists. “When they go out and practice independently, what do they need to know about valvular heart disease? When do they need to refer to a cardiologist? What are appropriate clinical questions for subspecialists?” The SFPC residency is an opportunity to cultivate the independence and confidence to manage certain conditions themselves, while learning when and how to partner with specialists.

All SFPC residents also engage in a health equities curriculum with themed blocks focusing on issues

SPOTLIGHT

David Chia, MD, Assistant Professor in the Division of Hospital Medicine, was appointed as the new ZSFG Inpatient Site Director for the UCSF Internal Medicine Residency Program. He will supervise all inpatient housestaff activities at ZSFG, act as a local advocate for housestaff, and be a direct liaison between the housestaff and the residency program faculty.

Remembrance

We remember Richard (Dick) H. Fine, MD who died November 10, 2015, former chief of the ZSFG adult health care clinic and a drum major for healthcare justice for whom we named the Richard Fine Peoples’ Clinic, where SFPC program trainees work.

Our Gratitude

Thank you to all who have made the Department a success in 2018. Happy Holidays and Best Wishes for the New Year. See you in 2019!

such as housing and homelessness, incarceration medicine, and substance use disorders. For example, residents recently completed a month of lectures and skill-building sessions around trauma-informed care. These included lectures by experts from the ZSFG Rape Treatment Center, the Wraparound Project, the Tom Waddell Transgender Clinic, and the RFPC.

Another important component is promoting resident well-being by discussing ways to create balance in their lives and recognize early signs of burnout. “Sustainability is everything,” Dr. Addington-White said. “We’re trying to care for the whole physician and develop people who will have an entire career in underserved care.”

SFPC residents also engage in scholarly research as well as quality improvement projects, and participate in journal clubs, retreats, and one-on-one mentorship.

“By the time residents graduate, we want them to have a strong clinical foundation in both inpatient and outpatient medicine, a framework for their own continuing education, skills in working with underserved patients, and leadership qualities,” said Dr. Addington-White. “Our faculty and residents are truly fantastic, and we work to educate our SFPC residents to become great clinicians, researchers and leaders.”

*Elizabeth Chur
Editors: Neil Powe, Laurae Pearson*

