

Mission Statement:

The primary geographic area Memorial Hospital at Gulfport serves is Harrison and Hancock Counties with a population of approximately 250,000. Its secondary service areas are the more rural Jackson and Stone counties with an additional 160,000 residents. Overall, Mississippi has been ranked as the unhealthiest state in the US. One in three Mississippi residents is obese and our state has the highest rate of childhood obesity in the nation. Mississippi also has one of the highest rates of diabetes, hypertension, chronic kidney disease and infant mortality. Furthermore, approximately 25% of the Memorial community live in poverty. Our program is prepared to meet these challenges. Given the statistics, it should come as no surprise that the mission of Memorial Hospital at Gulfport Family Medicine residency program is to build healthier communities. Our family medicine residency program will achieve this through training and graduating well-balanced, compassionate physicians who are willing and dedicated to practicing the highest level of medicine of which they are capable. Physicians who truly understand the challenges of the community they serve, whether urban or rural, will be capable of implementing a patient centered approach to their practice of medicine. Family medicine residents should universally be able to understand and apply the science of medicine while equally developing their own style within the art of practicing medicine. This is what will ultimately allow our physicians to give and receive within the community, regardless how diverse or ever changing it might be.

Upon successful graduation of the 3-year residency program the graduate will be "board" eligible and has earned the privilege to take the American Board of Family Medicine shelf exam in internal medicine.

Program Aims:

Memorial Hospital at Gulfport will graduate future physicians who: Provide excellent patient-centered and compassionate care. All patients deserve respect, empathy, compassion, and excellent medical care. Our future physicians will be skilled in managing complex medical situations, encouraging life-style changes, and providing patients with resources to support a healthier lifestyle. Develop a life-long quest for learning. Learning doesn't stop after graduation for physicians. Our residents will be highly skilled in accessing, synthesizing, and applying new knowledge to patient care. Improve communities. Every community has challenges, and our future physicians will be prepared to assist communities in improving overall health through prevention, evidence-based intervention, and an emphasis on social determinants of health. Become physician leaders. Patients and communities alike need physician leaders who will be advocates for them. Our residents will be empowered to be physician leaders who improve and transform healthcare through knowledge, technology, innovation, and best practices. • Are mindful financial stewards. Healthcare costs are rising for everyone - hospitals, clinics, and patients. Our future graduates will be well-trained to be conscious of cost-saving measures and ensuring that decisions are based on solid evidence, best practices, and taking into consideration patient resources without compromising patient health outcomes.

Describe what the program will be/is doing to achieve/ensure diversity in resident/fellow recruitment and retention.

Diversity matters. It matters to patients, the community, and the trainees. Our focus is training physicians for the workforce needs of the future. A diverse class of residents is critical to addressing health disparities in Mississippi and the region. The Family Medicine residency program will participate in the Match adhering to all policies making sure all applicants have equal access and consideration. Additionally, the program will adhere to ACGME IRC and specialty-specific requirements and the institution's HR policies specific to recruitment along with adherence to all local, State, and federal laws. All faculty who will be conducting interviews will be trained on how to interview candidates based on current laws and the DIO and GMEC will provide oversight of all recruitment and hiring processes. Our plan is to

recruit existing trainees to become permanent employees in the Memorial Hospital System by attending to different strengths and perspectives than are currently on our medical staff as there is mounting evidence that providers matching their patients (with similar ethnicity) have shown increases in population testing and health-related outcomes.

Describe what the program will be/is doing to achieve/ensure diversity in the individuals participating in the program (e.g. faculty members, administrative personnel).

Memorial Hospital at Gulfport is an Equal Opportunity employer. This includes the hire of residents, faculty, and GME staff. As per our institutional policies, our Family Medicine program will not discriminate with regards to gender, race, age, religion, national origin, sexual orientation or preference, disability, or veteran status. Memorial currently has a diverse staff of physicians, administrative staff, and clinical support personnel. We will continue to recruit qualified members for the GME team by making sure staff vacancies are advertised in multiple venues, such as media sites, job sites (SimplyHired or Indeed), and employment agencies. All job vacancy postings will carry the statement, "Equal Opportunity Employer, M/F/DN"