Tips for Program Directors; navigating the changing tide in resident education

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Disclosures

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Introduction

• Shifts in residency training
• Program Directorship:
  – Increased assessment
  – ACGME duty hours
  – Changing paradigms
  – Different type of trainee
  – Operative competence
Program Director duties

50%

50%

50%

50%

50%

Duty-hours
Milestones
Evaluations
Grievances
Simulation
PEC/CCC
Factors driving changes

1. ACGME duty-hours
2. Integrated Residency
3. Endovascular treatment
Tips for Program Directors
1. Know your audience

- Motivated cohort
- Different strengths
- Meet > 6 monthly
- Don’t wait to fail!
  - Annual PEC too little too late
  - ACGME Resident Survey
2. Know the requirements

- ACGME:
  - Common Program Requirements
  - Vascular Surgery
  - Policies and Procedures
- Revisions every 1-2 years
- Latest version online
3. ACGME Course for New PDs

- ACGME 1 day course
- PD < 2 yrs experience
- Accreditation process
- ACGME framework
  - Review Committees
  - Data Collection Systems
4. Shape resident education

- Avoid passivity!
- Academic trials:
  - FIRST
  - iCOMPARE
  - Simulation
    - JT Lee et al. 2009
    - AVSSSAP
    - IAVS
    - Fundamental of Vascular Surgery
5. Institute of Health Innovation

- CLER focus area:
  - Quality Improvement
  - Patient Safety

- IHI website:
  - Comprehensive learning modules
  - Introduction to PDSA cycles

- Satisfies CLER ‘gap’

http://www.ihi.org/Pages/default.aspx
6. Participate in GME

• Institutional GME office:
  – Accreditation Committee
  – Patient Safety Committee

• Improve own program
  – Cross-pollination
  – Early adoption
7. Learn to speak in acronyms

- The Match...
- Simple enough, right?
  - All-In Policy
  - Couples matching
  - Out-of-Match positions
  - International Medical Graduates
  - SOAP
  - R3 system
- You need to register with:
  - [www.nrmp.org](http://www.nrmp.org)
  - [www.aamc.org](http://www.aamc.org)
  - [www.acgme.org](http://www.acgme.org)

New PD will need an NRMP token for The Match
8. ACS Surgeons as Educators

- ACS Division of Education
- 6 day intensive course:
  - Teaching methodology
  - Curriculum development
  - Education administration
  - Performance and program evaluation

https://www.facs.org/education/division-of-education/courses/surgeons-as-educators
Education research…

- Dr. Eric Warm
  - Internal Medicine PD
  - @CincyIM
- Surgery entrustment project
- Self-assessment of competence
- Interview process
Surgery Entrustment Project

• Plot all evaluations over time
• Same global ratings
• Identify trends in competence
• Enough residents = identify a ‘standard progression’
Surgery Entrustment Project

• ‘Ideal’ vs. actual performance
• Relies heavily upon:
  – Lots of data points
  – External validation
• But…
  – objective data of poorer performance
  – milestone mapping
Competence Project

• Dunning-Kruger effect
  – “ignorant of one’s own ignorant”
  – Very difficult to change behavior
  – Lack of insight into problem
Self-assessment of competence

• Self-assessment vs. performance evals.
• Understands strengths
• Performs well
  – Ideal resident??
  – Room for improvement?
Self-assessment of competence

- Understands weaknesses
- Low performance
  - Self-identified problems
  - Can they be motivated??
  - Okay initially; obvious issues if continues
Self-assessment of competence

• Self-assessed highly
• Performs poorly
• Lack of insight
  – Most troubling curve
  – Very difficult to rehabilitate
  – Needs to gain insight…how??
Self-assessment of competence

• Low assessment
• High performance
• Ideal resident?
  – Driven to improve??
  – Lack of confidence in ability??
Interview process

• Can the interview be analyzed?
• Predictors of ‘good’ residents?
  – Personal statement?
  – USMLE scores??
• Word cloud for PS
References

1. Philibert I, Friedman P, Williams WT. ACGME Work Group on Resident Duty hours. Accreditation Council for Graduate Medical Education. New requirements for resident duty hours. *JAMA* 2002;288;1112-4
9. https://www.acgme.org/acgmeweb/tabid/328/GraduateMedicalEducation/ProgramDirectorsandCoordinators.aspx
Thank you