Introducing Your Presenter…

Christine Redovan, MBA
GME Consultant

• Seasoned Director of Medical Education and GME Operations

• Accreditation and Management success for both ACGME & AOA Programs

• ACGME-I Accreditation Expert

• Successful Continued Accreditation & New Start-Up Implementation

• Focused on continual readiness and offering timely and useful GME resources
Goals & Objectives

- Understand the evolving role of the residency program coordinator
- Develop an updated GME Calendar of Events
- Identify and explore professional development opportunities
Brief History

- Through 2000 – mainly clerical role
  - Limited authority agent(s)
  - Very little documentation
  - Minimal requirements

- ACGME incorporated in 2000
Brief History

2002 – 2011- Competency Focus

- Outcomes Project (1999 - 2008)
- Introduction of 6 core competencies
- We learned right along with PD and faculty
- Beginning of monitoring, tracking
- CPR (2007)
- Requirements revised; begin to reflect outcomes
Brief History

2002 – 2011 – Duty Hour Focus

- Duty hours 2003. Monitoring, tracking and identification of fatigue
- Further defined requirements and documentation
- National Coordinator Groups
  - Specialty Specific
  - TAGME founded 2005
  - ACGME/AHME/Specialties—coordinator specific education
Brief History

- Technology explosion along the way…
  - ERAS
  - NRMP
  - ADS
  - Web
  - Smart phones
  - Social media
Brief History

2011 – 2013 Shift in GME

- Residency Requirements
  - Continued updates, changes, additions
  - PC required in many specialties
  - ACGME coordinator award 2010
  - ACGME institution coordinator award 2011

- Expectations begin to increase

- Tasks and responsibilities begin to pile on
Brief History

■ 2014 - NAS and beyond
  □ GME matters to EVERYONE in the hospital
    ■ Finally!
  □ Clinical Learning Environment
  □ Patient Safety
  □ Quality Improvement
  □ Single Accreditation System
  □ Milestones
  □ EPA’s

Presented by Partners in Medical Education, Inc. 2015
Where Will the Future Take Us?

- Results of duty hour trials
- Results of CLER program
- Results of Self-study program
- Effect of 2014 IOM report
- Milestones for medical students
In the past 3 years...

- CCC
- PEC
- APE
- Milestones
- EPA’s
- ADS Update

- Requirements
- QI/Patient Safety
- CLER
- Special Review
- Self-Study
Managing It All

We’ll use the 6 competencies as a framework

- Medical Knowledge
- Patient Care
- Systems Based Practice
- Practice Based Learning & Improvement
- Communication & Interpersonal Skills
- Professionalism
Medical Education Knowledge

- Undergraduate Medical Education
  - Student rotations
  - Explaining GME to medical students
  - Medical school milestones
  - Career counselor!
  - Relationship with medical school
Medical Education Knowledge

- Graduate Medical Education
  - Understanding of residency programs
  - ACGME, AOA, Boards, License, USMLE, ERAS, NRMP, AAMC, AMA, etc.
  - Scholarly activity, QI, Patient Safety, Fatigue
  - Everything!
  - Hospital and other polices; “credentialing”
Medical Education Knowledge

- Continuing Medical Education
  - PD, Faculty and Resident requirements
  - Licensure requirements
  - Certification requirements
  - Closely related; CME goals and objectives
Patient Residency Program Care

- Structure
- Accreditation
- Curriculum
- Schedules
- Evaluation
- Recruitment
Patient Residency Program Care

- Orientation
- Residency Management System
  - Files/Data
- Documentation
- ERAS, NRMP, ADS
- PD, Faculty, Residents
- Calendar of Events
The Academic Year

- **July**
  - Department orientation
  - Aug. FREIDA update
  - GME Track Opens
  - CLER blackout dates for fall visits
  - Quarterly internal ADS data update
  - Start APE process

- **August**
  - ERAS opens
  - Update recruitment materials
  - Prepare APE
The Academic Year

September
- ADS update
- Oct. FREIDA update
- Update recruitment materials
- Work on interview schedule; block out calendars now
- NRMP opens

October
- Prepare for recruitment
- Establish applicant review protocol
- Quarterly internal ADS data update
The Academic Year

**November**
- Dean’s letters released
- Schedule interviews
- Begin interviewing
- Review APE action plan
- CLER blackout dates for winter visits

**December**
- Interviews
- Schedule semi-annual evaluations
- Milestone Reports
The Academic Year

January
- Interviews
- NRMP quota changes
- ACGME resident surveys begin
- Quarterly internal ADS data update

February
- NRMP rank order list
- Determine extensions, reappointments, non-renewals
- Review APE action plan
- Review Annual Letter of Notification
The Academic Year

March
- NRMP match results
- Process new residents
- Notify GME office of any issues with reappointments or new hires
- CLER blackout dates for summer visits

April
- Update resident handbook, policy manual, departmental orientation, curriculum
- Assist incoming residents
- Begin resident schedules
- Quarterly internal ADS data update
The Academic Year

May
- Schedule semi-annual evaluations
- Finalize resident schedules
- GME track for Programs Opens
- Review APE action plan

June
- Milestone Reports
- ACGME survey results
- Graduation
- Hospital Orientation
- Review specialty match dates – all are different!
The Academic Year

Why a calendar?
- There is too much going on at the same time
- Deadlines may not be static
- Plan out ahead
- Visually easy to see what is due and when

Other ideas
- Evaluations
- Quarterly internal ADS update
- PEC meetings
- Annual Program Evaluation
- Milestone reports
- Retreats or special meetings
- GMEC meetings
- GME Office deadlines
- Personal development goals
Systems Based Practice

- Utilizing the resources of the system
  - Work effectively with GME office, other coordinators
  - Knowledge of the larger hospital system (You know who to call to get things done)
  - Advocate for quality and safe education for the residents
  - Identify and secure resources that are cost effective
Practice Based Learning & Improvement

- Improvements based on self-evaluation
  - Adjustments made when necessary
  - Acknowledge and learn from hits and misses
  - APE and other reviews/survey results (job review)
  - Seek out and appraise GME information
  - Use technology for improvement
  - Participate in the education of others

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Communication & Interpersonal Skills

- Effective verbal and written communication with all individuals
- Team player
- Consultant and mentor to other coordinators
- Maintain comprehensive, accurate resident files
Professionalism

- Respect all; sensitive to different cultures
- Responsive to PD, Faculty and resident needs
- Accountable to program needs
- Prioritize and meet deadlines
- Professional development
Professional Development

Why?

- Ensures continued competence
- Keeps your career moving; must develop alongside the field
- Benefits program and institution
- Align with future career goals
- Learning opens up opportunities
- Networking
Professional Development

Opportunities are everywhere!

- Formal, organized courses
- Self-directed courses and readings
- Mentoring
- Learning a new language
- Learning a new technology
Professional Development

- Specialty groups
- Leadership training
  - internal and external
- Toastmasters
- TAGME
- National meetings
- Local meetings
Professional Development

- Other institutions
- Mentoring
  - Get a mentor; be a mentor
- Library
- AHME
- ACGME & AOA
- Partners webinars
Scholarly Activity

- Posters at national conferences
- Presentations at national conferences
- Professional writing
  - Newsletters
  - Books
  - Journals
- Speakers bureau
2015

- This past year has seen a lot of changes
  - NAS is fully implemented
  - CLER is in second cycle
  - Self-study is in pilot phase
  - Milestones are in all specialties and sub specialties
  - Single Accreditation System
Closing Thoughts…. 

- Role of coordinator continues to evolve 
- Initiative is a must 
- Make a career plan 
- Read, read, read (everything!) 
- Benefits far outweigh any additional work
“The best part of learning is sharing what you know.”

Vaughn K. Lauer
Upcoming Live Webinars

My Program Received Pre/Initial Accreditation. Now What?
Tuesday, January 12, 2016
12:00pm – 1:00pm EST

CLER Pathways II
Thursday January 28, 2016
12:00pm – 1:00pm EST

Resident Wellness Initiatives
Tuesday February 9, 2016
12:00pm – 1:00pm EST

I, We, They: Self-, Team-, and Patient-Leadership Education in GME
Thursday February 18, 2016
12:00pm – 1:00pm EST

www.PartnersInMedEd.com

On-Demand Webinars

Self-Study Visits

Introduction to GME for New Program Coordinators

Milestones & CCCs

GME Financing – The Basics

Single Accreditation System

The IOM Report

Institutional Requirements: What’s New?

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Email: Info@PartnersInMedEd.com

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