

Associate Program Directors in Anesthesia Residency Programs

Jack Buckley M.D.
UCLA Medical Center
Assoc. Residency Program Director

Kristina Sullivan M.D.
UCSF Medical Center
Assoc. Residency Program Director

UCLA Health

UCSF Health

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Outline

- Review of ACGME requirements for Program Directors (PDs) and Associate Program Directors (APDs) in various specialties of medicine
- Brief overview of our individual roles as Associate Program Director
 - Current responsibilities
 - Things we have learned
- Survey results of anesthesia programs directors regarding APDs, other directors, and administrative assistants

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Disclosure

- Dr. Buckley does not have any financial relationships or disclosures for this talk
- Dr. Sullivan does not have any financial relationships or disclosures for this talk

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Developing an Effective Leadership Team

Goals of a residency program

- Education
- Clinical Competence
- Scheduling
- Scholarship
- Wellness
- Innovation
- Adherence to ACGME requirements
- Other

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ACGME Program Requirements

- **Program Director** and **Associate Program Director** Requirements
 - Internal Medicine
 - Pediatrics
 - Surgery
 - Anesthesia



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ACGME Program Requirements for Graduate Medical Education in Internal Medicine

- > 50% salary (20 hours per week) support for **PD**
- 20 hours per week salary support for each **APD**
 - 24-40 residents = 1 APD
 - 41-79 residents = 2 APDs
 - 80-119 residents = 3 APDs
 - 120-159 residents = 4 APDs
 - > 159 residents = 5 APDs



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Example of Leadership Structure in IM

- UCSF Department of Medicine
- 1 PD
- 2 Directors
 - Track director for primary care
 - Track director for General Internal Medicine
- Associate Program Directors
 - APD for curriculum and special projects
 - APD for ambulatory affairs
 - APD for resident scholarly activity
 - APD for subspecialty education

ACGME Program Requirements for Graduate Medical Education in Pediatrics

- PD must have 50% salary support (0.5 FTE)
- Combined PD + APD requirement depending on number of residents
 - 12-30 residents = 0.75 FTE
 - 31-60 residents = 1.0 FTE
 - 61-90 residents = 1.25 FTE
 - 91-100 residents = 1.5 FTE
 - >120 residents = 1.75 FTE



ACGME Program Requirements for Graduate Medical Education in General Surgery

- PD must have 30% salary support
- Must appoint 1 APD for a program > 20 residents



ACGME Program Requirements for Graduate Medical Education in Anesthesiology

- $\geq 20\%$ salary support for PD if ≤ 20 residents
- $\geq 40\%$ salary support for PD if > 20 residents

NO APD REQUIREMENT FOR ANESTHESIA



Why is there not an ACGME Anesthesia APD requirement?

Barriers:

- No time?
- No financial incentive (or financial disincentive)?
- Peer perception?
- No compelling need?
- Others?

Our Experience as Associate Program Director

Jack Buckley – UCLA Medical Center

- Assistant Program Director (2013 – 2014)
- Associate Program Director (2014 – Current)
- Categorical Program – Since 2007
- 25 residents per class
- 20 fellows (ACGME 14)
- Program Director (since 2011)
- 1 Assistant Program Director
- 1 Associate Program Director
- 4 Education Coordinators

Jack Buckley - Responsibilities

- Resident Didactic Curriculum
- Clinical Scheduling
- Residency Recruitment Chair
- Rotation Evaluations
- Member of all residency committees (Clinical Competence, Education, and Recruitment)

Kristina Sullivan – UCSF Medical Center

- Director of Clinical Base Year (2008 – Current)
- Associate Program Director (2009 – Current)
- Categorical Program – Since 2008
- 10 interns; 22-25 residents per class
- 23 fellows (ACGME 18)
- Program Director (since 2009)
- 1 Associate Program Director
- Well-Being Director, Clinical Competence Director, Curriculum Director, Scholarship Director
- 5 Education Coordinators

Kristina Sullivan - Responsibilities

- Director of the clinical base year (anesthesia internship)
 - Clinical scheduling
 - Didactic component (6 hours per month plus 4 weeks in June)
 - Intern Feedback and Mentoring
- Co-chair of residency recruitment
 - Review applications
 - Interview team captain
- Oversee special pathways
- Member of all residency committees (Well-being, Clinical Competence, Education, Scholarship, and Recruitment)
- Resident feedback/

What We Have Learned As the Associate PD

- Useful to be involved in the major responsibilities of the Program Director
 - Graduate Medical Education Committee
 - SAAAPM
 - Professionalism Issues with Residents
 - Substance Abuse
 - Resident Wellness
 - Anesthesia Faculty
 - After Residents Graduate

Survey of Anesthesiology Program Directors

- 41 program directors responded
- Goal of survey
 - Level of support from Associate and Assistant Program Directors (APD)
 - Responsibilities of the APD
 - Financial and non-financial support for the APD



