

Fear Factor

APPD Forum for Chief Residents
March 30, 2016

Facilitators:

Faculty Facilitators:

- Maria Ramundo (Emcee)
- Ross Meyers
- Sophia Gosling

Chief Resident Panelists:

- ▶ Ashley Nord
- ▶ Patti Jo Jaiyeola
- ▶ Lisa Pomeroy

Previous Poll of Rising Chief Residents

- ▶ Greatest Concerns:
 - Scheduling
 - Work Life Balance
 - Teaching Students
 - Arranging Conferences
 - Working as an Attending
 - Professional Development
 - Mediating Faculty Conflict
 - Mediating Resident Conflict

Scheduling

Difficulties/Concerns:

- ▶ “The schedule is a dynamic document”
- ▶ Dealing with a complicated system
- ▶ How to handle schedule requests
- ▶ Making the schedule fair

Advice from Graduating Chiefs

- ▶ Develop a strict policy for schedule requests
- ▶ Use your minions!
 - Pass responsibility for changes to the residents when possible
- ▶ Make the system transparent & objective
- ▶ Have your co-chief or PD proofread the schedule
- ▶ **Create an instruction manual**
 - Edit over the year
- ▶ Use forward thinking
 - Anticipate cascade effects
- ▶ **Accept that the schedule cannot be completely fair**

Work Life Balance

Difficulties/Concerns:

- ▶ Too much or too little clinical duties
- ▶ Too many clerical duties
- ▶ Finding time to study for boards
- ▶ Finding time to interview for fellowships or jobs
- ▶ Always a “new project” for the chiefs to tackle

Advice from Graduating Chiefs

- ▶ Negotiate with PD about clinical duties if necessary
- ▶ Work with Med Ed staff to manage clerical duties
- ▶ Plan, Plan, Plan:
 - Life events
 - Expected busy times
- ▶ It's all about expectations:
 - Discuss studying & interviewing needs with PD/peers/family ahead of time
- ▶ **Have a board study plan**
- ▶ Don't be an “e-mail slave”

Teaching Students

Difficulties/Concerns:

- ▶ How to identify learning needs
- ▶ Developing a curriculum

Advice from Graduating Chiefs

- ▶ Don't try to reinvent the wheel
 - Get materials from previous chief residents
- ▶ Look for needs or deficiencies to target
 - Shelf/ITE/Board topics
 - Old/ineffective lectures
- ▶ Try a new idea:
 - Make it a PDSA cycle!

Arranging Conferences

Difficulties/Concerns:

- ▶ Faculty who cancel resident lectures at the last minute
- ▶ Faculty whose lectures are “boring” or not pertinent
- ▶ Divisions who ignore requests to give lectures

Advice from Graduating Chiefs

- ▶ Build in “open slots”
- ▶ Have a back up plan
- ▶ Use cancellations for resident updates!
- ▶ For difficult divisions/faculty, find alternative contact methods
 - In person, their secretary
 - **Keep notes on these!**

Working as an Attending

Difficulties/Concerns:

- ▶ Establishing oneself as “faculty” vs. being seen still as a “resident” by:
 - Faculty
 - Residents
 - Other health care professionals

Advice from Graduating Chiefs

- ▶ Introduce yourself as you want to be identified
 - We have multiple “hats” so switch them
 - People will learn to recognize them
- ▶ Establish expectations early on
 - On service/rounds

Professional Development

Difficulties/Concerns:

- ▶ **Balancing Acts!**
 - Chief duties
 - Service
 - Your professional needs
- ▶ Finding funding for professional development
- ▶ Finding professional development opportunities
- ▶ Finding mentors for career advice

Advice from Graduating Chiefs

- ▶ **Remember, you are a team!**
- ▶ **“Must do’s” of the job:**
 - Scheduling, teaching, service
 - **“That which doesn’t kill you makes you stronger” ☺**
- ▶ **Self reflect on your goals**
- ▶ **Seek out a mentor**
- ▶ **Seek out your passions**
 - Join a committee, lead a project
- ▶ **If you don’t schedule it, it won’t happen!**

Mediating Faculty Conflict

Difficulties/Concerns:

- ▶ Faculty who want the program to design more educational time for their specialty
- ▶ Faculty who have “concern” about a resident’s performance but don’t want to speak to the resident directly themselves
- ▶ Faculty who approach you about issues that are outside your scope

Advice from Graduating Chiefs

- ▶ ACGME requirements & ABP specs can be your friends here!
 - Scheduling limitations
 - Educational objectives
- ▶ Discuss feedback goals w faculty
 - Timely (ie: not at rotation’s end)
 - Face-to-face
 - Allow for improvement
 - Offer to moderate
- ▶ Do not provide indirect feedback to residents
- ▶ Situation-dependent...but always “phone a friend!”

Mediating Resident Conflict

Examples from Graduating Chiefs

- ▶ Residents who don't work well together on a team:
 - Control Freaks vs. Slackers
 - "Negative Nancy's"
 - Unprofessional/disrespectful
 - Residents who give public, negative feedback
- ▶ Residents who felt the rules did not apply to them
- ▶ Having to have "The Talk"

Advice from Graduating Chiefs

- ▶ Points about "The Talk":
 - Prepare ahead of time
 - Always have a face-to-face conversation with each resident separately
 - Start with open-ended questions
 - Be objective and consistent
 - You can talk separately, but maintain a cohesive team
- ▶ Observe how your PD/faculty members give difficult feedback
- ▶ Manage what you can, but involve your PD ASAP for serious issues

Fear Factor Group Discussion

- ▶ Take 20 minutes at your table to discuss your fears about chief year.
- ▶ Write down 1 question per card to ask the panel regarding fears you discussed at your table.
- ▶ **Yellow:**
 - Scheduling/Conferences
- ▶ **Green:**
 - Conflict:
Resident/Faculty
- ▶ **Orange:**
 - Work life
balance/Professional
Development
- ▶ **Pink:**
 - Work as an
Attending/Teaching:

Fear Factor Group Discussion

Chief Resident Panelists:

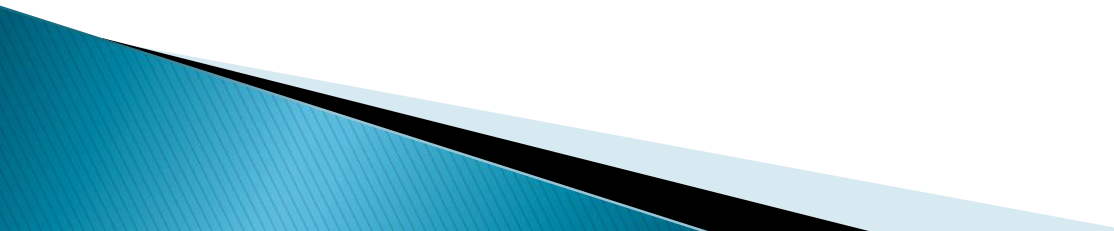
- ▶ Ashley Nord
- ▶ Patti Jo Jaiyeola
- ▶ Lisa Pomeroy

Faculty Facilitators:

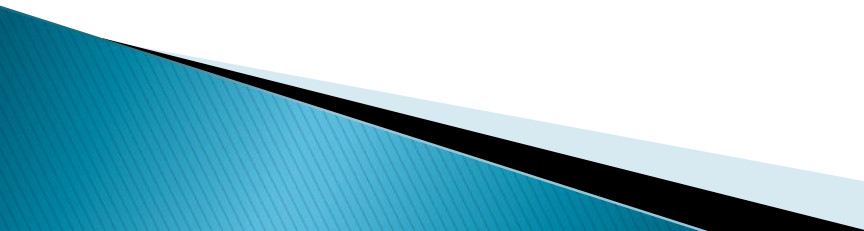
- Maria Ramundo (Emcee)
- Ross Meyers
- Sophia Gosling

Thank You! ☺

Logistics: Personnel

- ▶ Workshop Moderator: Ashley Nord
 - Introduce yourself, panel, faculty moderator, assistants
 - Present PowerPoint
 - ▶ Panel of Chief Residents: Ashley, Patti Jo, Lisa, etc
 - ▶ Panel Moderator/Emcee: Maria
 - ▶ Collect note cards: Panel, Moderator, Ashley & TJ
 - ▶ Note card organizing group: Ashley, TJ, everyone except panel and Maria
 - ▶ Present note cards to facilitator: TJ (principle job)
 - ▶ Time keeper: TJ (principle job)
- 

Logistics: Equipment

- ▶ Long panel table
 - ▶ At least 4 microphones (1 for moderator)
 - ▶ Laptop
 - ▶ Laptop media connections
 - ▶ We will bring the ppnt on a flashdrive
 - ▶ Colored note cards – we will provide (2–3 of each different colored card per table, ~5 packs total)
 - Scheduling/Conferences: yellow
 - Conflict: Resident/Faculty: green
 - Work life balance/Professional Development: orange
 - Work as an Attending/Teaching: pink
- 

Logistics: Time

- ▶ 0815–0930: Entire Session (75 min)
 - ▶ 0815–0830: Introduction & PowerPoint presentation (15 min)
 - ▶ 0830–0850: Small groups work (20 min)
 - ▶ 0850–0910: Panel discussion (20 min)
 - ▶ 0910–0930: Open forum (20 min)
- 