Residents Experiencing Difficulty

APPD Forum for Chief Residents
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GOALS

- Understand Chief’s important role in the identification and remediation process
- Define and learn how to identify residents experiencing difficulty
- Consider potential underlying causes to performance deficits
- Discuss how to develop remediation plans using a diagnostic approach
- Apply these principles through small group case discussion
Residents in Trouble

“A trainee who demonstrates a significant enough problem that requires intervention by someone of authority, usually the program director or chief resident.”
RESIDENTS IN TROUBLE

- Generate disproportionate amount of work
- Can lead to decreased morale among the faculty, staff, and trainees.

Who identifies problem residents?
- Chiefs (84%)
- Attendings (74%)
- Self (2%)

How?
Evoluation of Learning & Performance Deficits

**Cause**
- Lack of ability
- Unprepared
- Poor effort
- Interpersonal difficulties
- Illness (physical, mental health, substance abuse)

**Stressors**
- Time pressure
- Sleep deprivation
- Increased work responsibility
- Dysfunctional team dynamics
- Lack of adequate support
- Personal demands

**Deficit**
- Inability to function as part of medical team
- Poor Patient Care
- Poor ITE scores, Board failure
- Negatively impacts career goals
RESIDENT LEARNING & PERFORMANCEDOMAINS

- ACGME Core Competencies
- Mental Well Being

Most common Deficits
- Medical knowledge
- Clinical reasoning
- Professionalism
- Mental health issues
**Type of Deficit by Level of Training**

- Mental well-being
- Systems-based practice
- Practice-based learning and improvement
- Communication
- Interpersonal skills
- Professionalism
- Time management and organization
- Clinical reasoning
- Clinical skills
- Medical knowledge

- Postresidency learners
- Residents
- Medical students

Percentage of learners with deficit

[3]
RESIDENT REMEDIATION

- 7-28% of medical trainees require remediation & special individualized learning plan to achieve competence

- Remediation requires substantial time & resources, but can be successful for vast majority of trainees

[1,2,6]
WHO OWNS REMEDIATION?

- PD
- Faculty Mentors
- Resident
- APDs
- CCC
- Chief
THE REMEDIATION PROCESS

 Gather Data
  • “History & Exam”

 Identify Problems
  • Assessment of learner’s competence – What is the problem?
  • Diagnosis of the learner’s deficiency – In which domain of learning is the problem?

 Develop an individualized learning plan
  • Deliberate practice
  • Feedback
  • Reflection
  • Focused reassessment or probation
Small Group Cases
Case Discussion

- 15min
- Read assigned case and discuss with small group
- Answer the questions regarding the remediation process
  - Gather Data
  - Identify Problems
  - Develop Solutions
CASE 1: STRUGGLING NICU RESIDENT

- Strong senior resident
- Some PGY2 insight but general lack
- Speak to attendings
- What’s going on at home
- Directly observe on rounds

Gather Data

Identify Problems

Develop Solutions

- Professionalism
**Case 2: Over Confident Clinic Resident**

**Gather Data**
- Attending perspective
- What type of feedback has been given
- Evaluations from clinic and inpatient rotations
- Patient feedback
- ITE score
- Talk to resident face to face
- Relative performance

**Identify Problems**
- Professionalism
- Attitude
- Medical Knowledge

**Develop Solutions**
- Formal warning with consequences
- Bring specific examples to resident
- Work together with resident to help insight
- Clear timeline
- Document!!!!!!
- Due Process
Case 3: Struggling Intern in June

Gather Data
- Reports from multiple residents and team members
- Some insight but not how it’s affecting work
- Acute/Chronic
- Evals
- Discuss psychosocial stressors
- Pre-rounding process- shadow

Identify Problems
- Mental Health-Anxiety, confidence level
- Focus issues?
- Time management
- Poor insight

Develop Solutions
- Counseling
- Education specialist
- Intern level rotations prior to supervising
- Senior residents modeling time management
- Chief check in sessions
QUESTIONS?

Thanks for your participation! 😊
REFERENCES


