

HOW TO ENSURE SUCCESS IN YOUR COMMUNITY-BASED PEDIATRIC RESIDENCY (WITH OR WITHOUT AN ACADEMIC AFFILIATION)

Table Work - modified SWOT/SLOT analysis

Topic: **Resident Recruitment**

Strengths:

*In your program, or in community programs in general, what are the strengths in this area?*

**Size – promoted as a strength. Close knit group. Close relationships. Work more closely with PD , to direct prof.. Faculty/residents ratio tends to be better. More mentoring. Able to ID struggling residents more regularly. Less fellows. Still have access to subs.**

Weaknesses/Limitations:

*In your program, or in community programs in general, what are the weaknesses or limitations in this area?*

**Perception that you won't see diversity of patients; challenge getting med students to apply; getting hosp. admin to value non-revenue generating ventures; not having fellows if academic/research opportunities.**

Opportunities and Outcomes:

*What strategies would this table recommend to other programs? What strategies have succeeded or failed at your home institution?*

**List dx's seen recently at hospital; update website to highlight program strengths; work at it.**

*What innovative approach can this table create to offer to other colleagues at this workshop, that may also meet needs of other areas of the program?*

Effort / Impact Grid for Opportunities

	Low Effort	High Effort
High Impact	<p><i>High Impact/Low Effort</i></p> <p><b>Resident dinenrs</b>  <b>Updating website – use of filter</b>  <b>List of diagnoses</b>  <b>List of where residents went after graduation</b>  <b>List of scholarly activities</b></p>	<p><i>High Impact/High Effort</i></p> <p><b>Away rotations that require affiliation agreements</b></p>
Low Impact	<p><i>Low Impact/Low Effort</i></p>	<p><i>Low Impact/High Effort</i></p> <p><b>Second look brunch</b></p>

APPD Spring 2018 ELS

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*What outcomes would measure your impact?*

*What leadership team or process would have to be in place?*

Threats:

*What could threaten your success?*

*Discuss ways to maintain sustainability of initiatives; discuss sustaining and/or spreading strategies.*