

# IMPLEMENTING CHANGE IN YOUR PROGRAM: A CASE FROM UCLA

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Forum

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# OVERVIEW

- Case
- Needs assessment
- Stakeholder identification
- Creating objectives
- Securing funding
- Incorporating scholarship
- Work-life balance

# CASE: UCLA PEDIATRIC RESIDENCY DIVERSITY COMMITTEE

## Problems:

- Participation in diversity activities limited to recruitment dinners
- Discussions at dinners superficial, unstructured

# NEEDS ASSESSMENT

## General Principles:

- Understand current “gaps” or challenges
- Methods
  - Surveys
  - Group meetings
  - In-person discussion

## The UCLA Example:

- Informally:
  - Email
  - In-person discussions
- Formally:
  - Survey conducted at spring retreat

# IDENTIFY THE STAKEHOLDERS

## General Principles:

- Who will be impacted
  - Residents, attendings, nursing staff, patients, families, medical students, etc.
- Who will make it happen

## The UCLA Example:

- Faculty Committee
- Medical student groups
  - SNMA
  - LMSA
  - PIG

# CREATE OBJECTIVES

## General principles:

- Specific
- Measurable
- Achievable
- Realistic
- Within a timeframe

## UCLA example:

- Improve the content of recruitment diversity discussion through improved structure
  - Using TED talks/articles
  - Survey
  - 2017-2018

# SECURE FUNDING

## General Principles

- Not always needed!
  - PDs, APDs, etc., are great at directing you to proper venues
- Use your needs assessment

## The UCLA Example:

- Looked at the missions of groups at my institution: Do any of these support projects like mine?
  - Identified Faculty Committee to provide financial support
- Chief resident discretionary fund

# INCORPORATE SCHOLARSHIP

## General Principles:

- Already measuring your change!
  - future projects/funding
  - collaboration with other sites
  - change practices at other institutions

## The UCLA Example:

- APPD Poster
- Facilitate resident scholarship



# ACHIEVING BALANCE

## General Principles:

- Beware of burn-out
- Not everything can be changed (or needs to be)
- Make realistic, achievable goals
- Depend on your team

## The UCLA Example:

- Delegation
  - It's better for you, and may be best for the project
  - Better to involve stakeholders than to shoulder it on your own

# IMPLEMENT YOUR CHANGE! GROUP PRACTICE WITH YOUR IDEAS

wellness

resiliency curriculum

complicated patient reflection

morning report

teaching from attendings

advocacy

work hours

NICU schedule

call schedule

board review time

wellness

continuity clinic efficiency

mental health

educational tracks

noon conference

faculty mentorship

research opportunities

sports medicine curriculum

work space

ancillary staff relationships

noon conference

procedures

scholarly activities

more outpatient time

less 28h call

fellowship mentoring

morning report