Congratulations, you're our new Program Director!

Lessons Learned since becoming new PDs

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- No financial disclosures

"Some are born great, some achieve greatness, and some have greatness thrust upon them." -William Shakespeare

Poll Question

How many people are:

    A. Currently PDs

    B. Plan to become PD within the next 5 years

    C. Never want to be PD

Filling a Need

- How we landed in our roles
- The importance of succession planning

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Poll Question

Why do you think people don't want to be Program Directors?

    A. Stress of meeting ACGME guidelines

    B. Increased administrative duties

    C. Difficulty of managing residents

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The studies say…

- FM PD turnover rate is stable and relatively low – only 12-14%
- Leave due to burnout, increasing regulations, administrative pressures, advancement
- Increased burnout in younger PDs, women, and at community programs
- Less burnout in previous PDs, more years on faculty before assuming role, having dedicated time for PD duties

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The Biggest Challenges

- Learn from our mistakes!

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Identify and understand your vision

- Determine your direction
- Identify what needs to be changed/fixed

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Patience!

- Can't fix/change everything at once
  - Work will still be there tomorrow
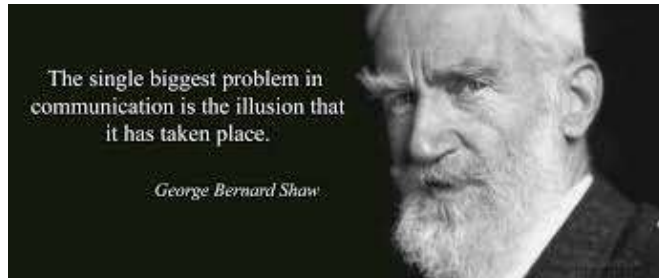   - (mini-lesson – listen to the advice of your colleagues)

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Communication

- Everyone needs to be on same page
- Miscommunication can derail the best laid plans

The single biggest problem in communication is the illusion that it has taken place.

George Bernard Shaw

Delegation

- Understand your organization
- Understand the roles your faculty and coordinators do/can play

DELEGATE

I wish I knew…

- NIPDD – PD turnover rate was 33% before it was created
- AFMRD Listserv
- Delegation
- The entire team needs to become ACGME experts

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Poll Question:

Enter your email address to be included in any follow-up communication from the presenter(s).
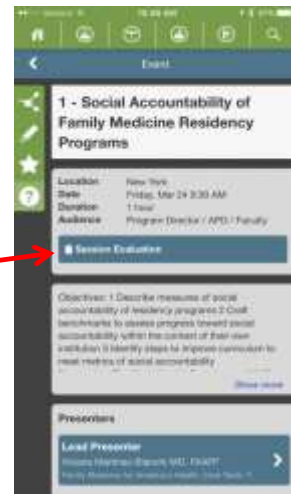
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Please…

Complete the
session evaluation.

Thank you.

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