

# Class Schedules and AARP Invitations Can Coexist!

Take Charge of Your Career at Any Age

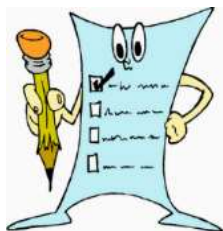
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RPS Residency Education Symposium  
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AMERICAN ACADEMY OF  
FAMILY PHYSICIANS

## Welcome to Class Schedules and AARP Invitations!

*Take Charge of Your Career at Any Age*



# Disclosures

I Got Nothing!



## Residency Program Coordinator Identity Crisis



The ACGME Requires a  
“Program Coordinator”...  
but what exactly does that mean?



# Sometimes It's Hard To Tell

- No national uniformity in qualifications
- Sponsoring Institutions have no guidelines in defining responsibilities and labor grade
- Significant diversity in institutional titles and compensation levels



# Little Understanding of Position

*“So, What Exactly Do You Do?”*

Perception ranges from “Secretary” to  
“Pseudo-Faculty Member”  
both internally and externally



# We Grew or Stumbled Into the Job

The words, *“When I grow up I want to be a Residency Program Coordinator”* have never been uttered.



# How Did This Happen? ...And What Do We Do Now?



# It's Lonely Out There

## Fun Facts:

- Total Residency Programs in the U.S. = 10,211
- Total Family Medicine Programs in the U.S. = 510
- Total Jobs in the U.S. = 144,747,000
- Total People in the U.S. = 324,823,650



## This means:

- There is approximately 1 Residency Coordinator per every 31,811 people.
- We make up 0.07% of the United States workforce  
\*Includes all specialties, not just Family Medicine

## Few Formal Training Programs

**AAFP** – *“Residency Program Solutions”*

**ACGME** – *“Basics of Accreditation for New Program Coordinators Workshops”*

**AFMA** – *“New Coordinator Workshop”*

**HCPPro Healthcare Marketplace** – *“Residency Program Coordinator Boot Camp”*

# We Are Trying to Help

- AFMA ~ Professional Representation
- Job Duty and Salary Studies
- Lobbying ACGME for Manager Designation
- TAGME Certification
- ACGME Coordinator Advisory Group



# On a Personal Level

Your Options Are...

- Bloom where you are planted
- Stay where you are but increase your knowledge, skills, and value
- Move on, up, or out



# Awakening Your Inner Scholar

- First, develop a solid plan...or not
- It all started with TAGME
  - \*Warning: Education Should Be Classified As Potentially Addictive
- It really is possible to accidentally become a college student



# How Do I Know It's Right for Me?

- You don't ~ Test the waters and find out
- Take some non-credit or audit classes
- Make short and longer range goals
- Find the school that works for you



# I Want To Do It!

- Apply
- Explore Funding Options
- Identify Major and Minor Early
- Plan Ahead and Stay Organized
- Give Your House One Last Cleaning and Say Good Bye to Family and Friends



# Selecting a College

- Online and Blended Courses
- Step In/Step Out Options
- Engaged Advisors, Staff, and Professors
- Flexibility in class scheduling/workload
- Bonus: Non-profit institution
- Super Bonus: Brick and mortar school within driving distance





## Funding Options

- Employer Tuition Reimbursement
- Federal Student Aid ~ <https://fafsa.ed.gov>
- Grants ~ Federal, State, Local, Private
- Scholarships ~ College Based or Not
- Loans ~ Federal or Private

## Moving Things Along

- Transfer Credits
- Credit Worthy Employer Classes
- CLEP-The Best Four Letter Acronym Ever  
(College Level Exam Prep ~ <https://clep.collegeboard.org>)
- Weekend and Summer Classes
- Double Your Pleasure



## Meanwhile Back at the Ranch...



Home is Where the Heart Is!

Work is Where the Bread and Butter Is!



## About The Homestead

- It Depends on Your Situation
- Ask For Help When You Need It
- They Love You Here ~ Keep it That Way
- Everyone Else Has a Life of Their Own ~ It's Not All About You



# What Is Really Important?

Sort and Categorize:

- Things You Won't Get Back ~ **Critical**
- Thing That Must be Done ~ **Very Important**
- Things You Want to Do ~ **Moderate Importance**
- Things You Should Do...Sometime ~ **Low Importance**
- Things You Want to Eliminate ~ **Gone!!**

(You Will Never Have a Better Excuse!!)



## Things You Won't Get Back

- Child's Field Hockey Games
- Mother's 75<sup>th</sup> Birthday Party
- Spouse's Employee Award Ceremony
- Trip to the SPCA to Pick Out a New Puppy  
(Important, but how did you let that happen?!?)
- Weddings, Family Holiday Parties, Funerals  
(Even the Goldfish Flush)



## Things That Must Be Done

- Maintain finances and pay bills
- Keep food on the table  
(Take-Out once in a while won't kill anyone)
- Daily chores, but anyone who can operate a smartphone can operate a washer and dryer
- Maintain big ticket items: Home, car, major appliances



## Things You Want to Do

- Family & Friends ~ Yes, but reduce time
- The Mall ~ You still need clothing, but not every week
- The Town ~ Maintain relationships ~ No need to close down the bar
- Vacation ~ Maybe, but time it appropriately



## Things You Should Do

- Pull Weeds ~ Okay, but only when they reach the 2<sup>nd</sup> floor window
- Wash the Car ~ Fine, but if you get a gray one that dirt will blend right in
- Closet Organizing ~ Only if doing so will save you a trip to the mall for new clothes
- Cleaning ~ Just enough to keep the Health Department at bay.



\*People who live in a germ-free environment have no immunity; dirt is your friend!

## Things You Want to Eliminate

### Now is Your Golden Opportunity To:

- Give the guinea pig to the kids of the annoying neighbors  
(They have it coming.)
- Quit the square dance club
- Resign from the booster club committees
- Decline to cheer on Cousin Earl in the hot dog eating contest
- Make your sister help dear old dad find his false teeth



\*"Studying" can translate to "freedom"



## Before You Go To Work

- Don't be a whiner ~ It's really annoying
- Try to be present ~ Studying in the family room is better than locking yourself in the den (Yes, it is possible to tune out WWE, talking heads, and barking dogs.)
- Keep a sense of humor ~ This too shall pass

## Back At The Salt Mine

- It's not all that different than home
- Ask for help when needed
- Don't let your department down
- Share your college experience if you wish, but don't be obnoxious
- It's not all about you



# Plan Ahead ~ Keep it Together

- Use the priority calculator from home
- Keep a calendar of events/prepare early
- Use calendar time blocks for recurring duties
- Fit in the “small stuff” ~ It matters to someone and failure to follow up destroys credibility
- Delegate but avoid “dumping”



# Do It With Dignity

- Your success is not your coworker's responsibility ~ Don't make it their problem
- Earn respect for your strength, not resentment for bragging or whining
- Try not to let them see you sweat



# Self-Promotion

(aka Kissing Up)

- Update your PD and DIO on your progress
- Apply your new skills in real time
- Highlight good project outcomes
- Request higher level responsibilities
- Strengthen relationships with leaders ~  
Request their advise and advocacy



# Job Change Groundwork

Part I

- Speak to leadership about potential labor grade/title upgrades
- Realistically gage the feasibility of upgrades
- Set aside emotion and review the departmental/institutional climate from a business perspective





# More Groundwork

## Part II

- Write a proposal requesting a formal review of your current labor level
- Provide credible support for upgrades
- Be specific, realistic, and professional
- Make follow up easy; vague or complicated requests will be ignored
- Negotiate a staged upgrade if necessary



# If That Doesn't Work

- Objectively evaluate your current situation
- Identify your alternative options
- Develop a plan of action
- Network, build relationships, request referrals
- Remain fully engaged ~ Don't burn bridges





## Beyond The Cap and Gown...

(Even if Your Job Stays the Same)

- You are a greater asset to your employer
- Future options are much broader
- Your network is greatly expanded
- A degree is yours to keep forever
- The future is wide open
- Master's anyone?



## Conclusion

- The status quo is just fine if you're happy
- If you are not happy change the status quo
- If you want to expand your education do it, regardless of your age
- A degree may or may not make your current job better, but it will always make you better

## Take Away Thought

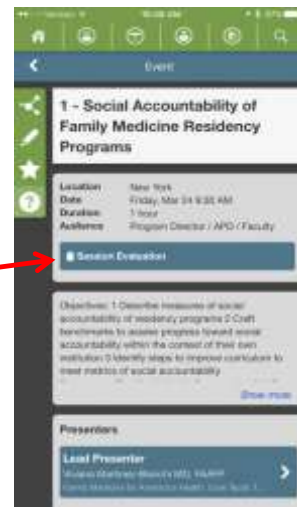
Regardless of your current age,  
in 2027 you will be ten years  
older than you are today.

Will you be ten years older with  
or without your college degree?

# Q & A



Please...  
Complete the  
session evaluation.  
Thank you.



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