Congratulations, you’re our new Program Director!
Lessons Learned since becoming new PDs

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• No financial disclosures
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

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
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

The Biggest Challenges

- Learn from our mistakes!
Identify and understand your vision

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

Patience!

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

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

Delegation

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

Poll Question:

Enter your email address to be included in any follow-up communication from the presenter(s).
Social Q & A

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