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67th Annual Scientific Session & Expo

ORLANDO
MARCH 10 - 12
2018

Training Program Directors' Symposium

Fellow Alumni: Why, when and
how to interact with them

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March 9, 2018

Learning Objectives

- Describe the rationale for performing a graduate survey
- Understand the potential benefits and limitations of survey data
- Define the key steps in survey development
- Review examples of survey questions and data

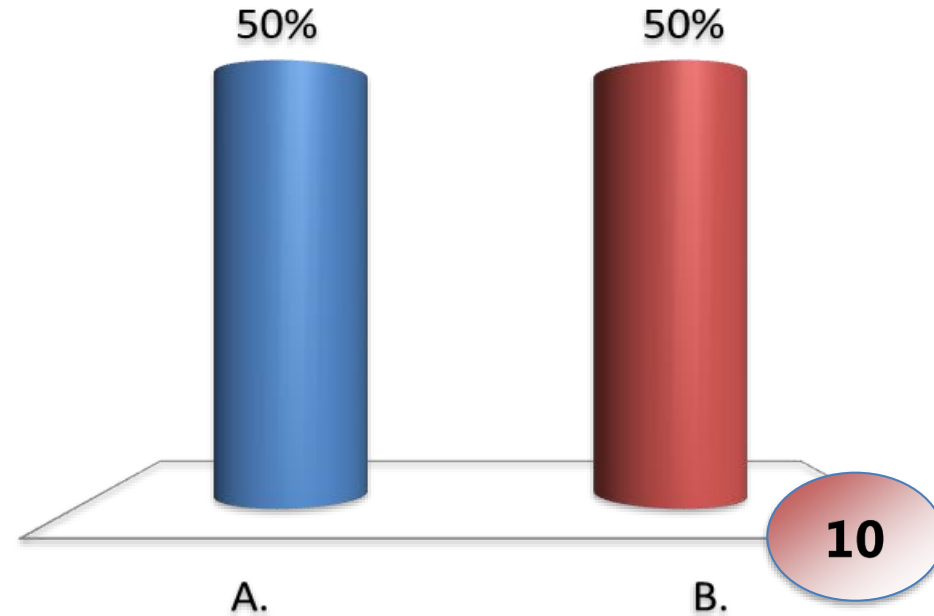


Question 1

- Has your program conducted a survey of fellow graduates?

A. Yes

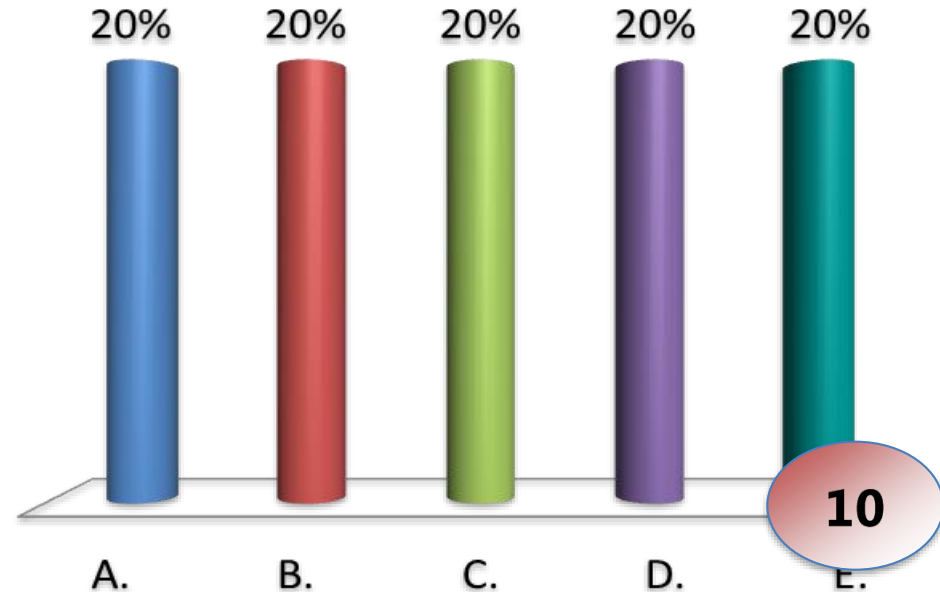
B. No



Question 2

- How have you primarily used graduate survey data?

- A. Preparedness for practice
- B. Satisfaction with learning environment
- C. Program improvement
- D. Scholarly work
- E. Other



Background

- The importance of quality improvement in medical education is well recognized.
- The ACGME has standardized tools to assess individual programs.
- These methods primarily focus on the educational process during fellowship training.



Background

- Early career physicians have a unique perspective on how their training has prepared them for practice
- Data from such a survey can be instrumental in designing methods to improve the educational experience
- Important source of information for the ACGME APE, self-study and site visit

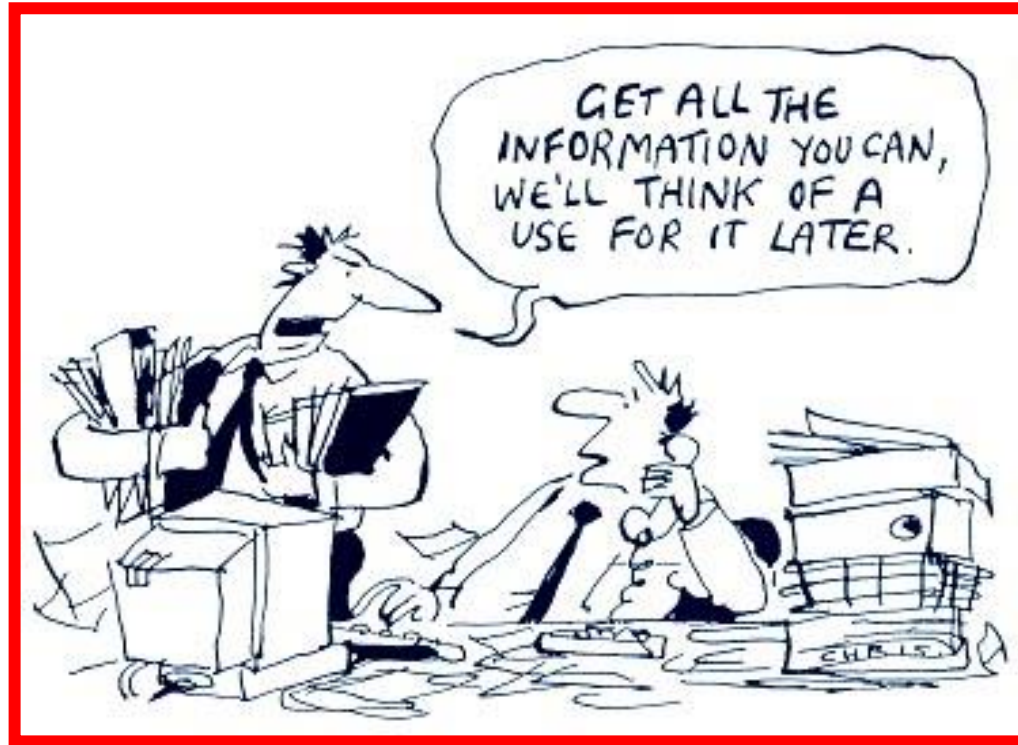


Survey Development

1. Define your goals
2. Determine the survey method
3. Develop the questions
4. Conduct the survey
5. Collect and review the data
6. Implement changes



Step 1: Define Your Goals



Step 1: Define Your Goals

- **What is the purpose of the survey?**
 - Program improvement
 - Scholarly activity
- **Who do you want to survey?**
 - Early career graduates or broader scope
 - Who can best address question being asked
- **Seek input early in process**
 - Seek input from current fellows, PEC, other training programs
 - Statistical support
 - Review the literature



Step 1: Define Your Goals

Vanderbilt Experience

- How well prepared are our fellows for practice?
- Curriculum improvement
- Surveyed the prior 5 years of graduating fellows
- Reviewed with PEC
- Input from internal IM PD and external CV PD



Step 2: Determine the Survey Method

- How will you reach your graduates?
 - web, paper, mail, interview
- What is the best format to ask your questions?
- What is your sample size?
- How are you going to analyze the data?



Step 2: Determine the Survey Method

Vanderbilt Experience

- Survey Monkey
 - Free up to 10 questions
- E-mail
- Sample size: 45 fellows
- No statistical analysis



Step 3: Develop the Questions

Qualities of a Good Question

1. Results in honest answer
2. Can accommodate all possible answers
3. Avoids leading questions
4. Each question is independent
5. Simple format



Introductory Questions

- Years since graduation
- Current practice environment
- Sub-subspecialty training
- Time spent in clinical practice, education, research and/or administration



For each of the following areas of cardiology, evaluate your training relative to your colleagues following graduation.

| | I was not trained in this area | I was not trained as well as my colleagues | I was comparably trained as my colleagues | I was better trained than my colleagues |
|-------------------------|--------------------------------|--|---|---|
| Echocardiography | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Cardiac catheterization | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Nuclear cardiology | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Cardiac MRI | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Cardiac CT | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



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Looking back on your training, what areas would you recommend more or fewer rotations (check all that apply)

| | More | Fewer |
|-------------------------|-----------------------|-----------------------|
| Echocardiography | <input type="radio"/> | <input type="radio"/> |
| Cardiac catheterization | <input type="radio"/> | <input type="radio"/> |
| Nuclear cardiology | <input type="radio"/> | <input type="radio"/> |
| Cardiac MRI | <input type="radio"/> | <input type="radio"/> |
| Cardiac CT | <input type="radio"/> | <input type="radio"/> |
| Other | | |



Step 4: Conduct the Survey

- Key role for the Program Coordinator
 - Verify contact information
 - Send personal letter to the recipients notifying them of the purpose of the survey and encouraging participation
 - Send survey to graduates and monitor completion
 - Send reminder e-mails
- Have a finite time frame for completion
- Avoid busy times of year (holidays, summer breaks, etc.)
- Consider incentives if applicable





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Step 5: Collect and Review the Data

- How many graduates responded?
- Do they represent the typical graduate?
- Were all questions answered?
- Tabulate and store data
- Did the data answer your question?

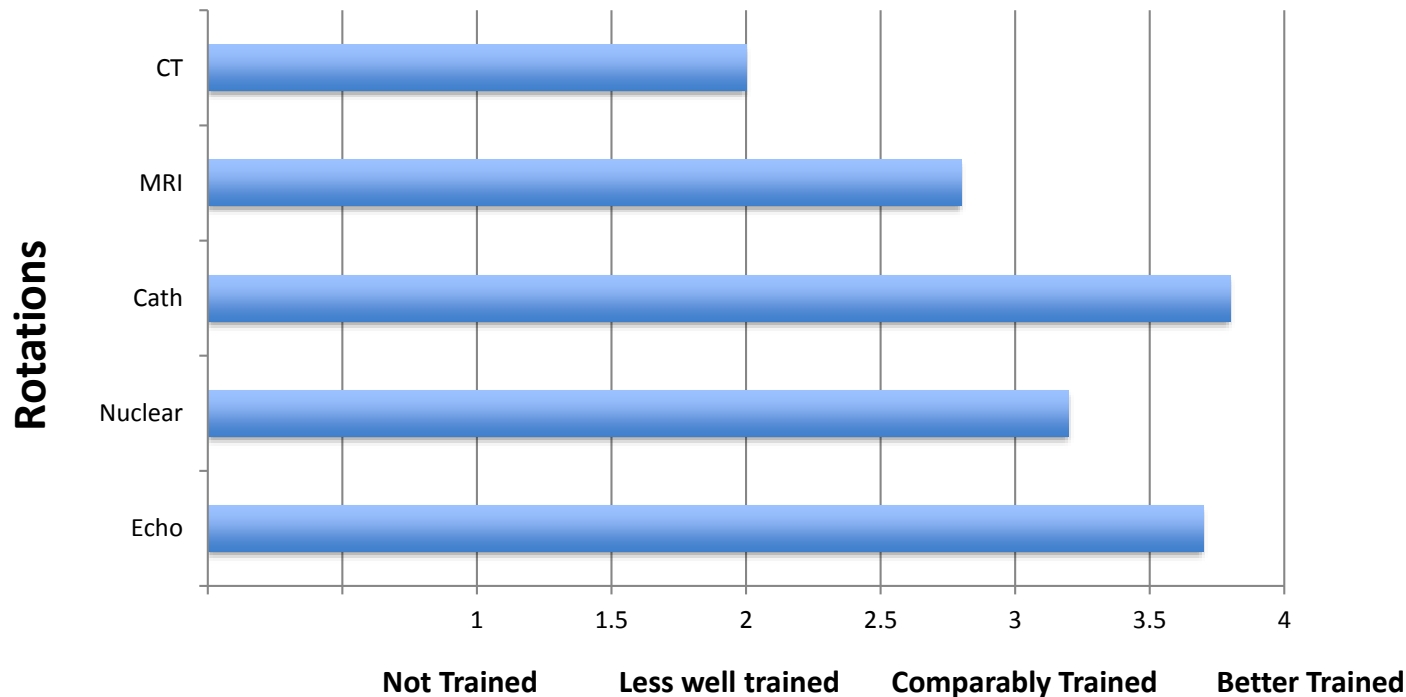


Vanderbilt Results

- 18/45 responses (40%)
- All questions answered
- Predominantly graduates < 3 years out
- 60% private practice, 40% academics
- Majority general cardiologists



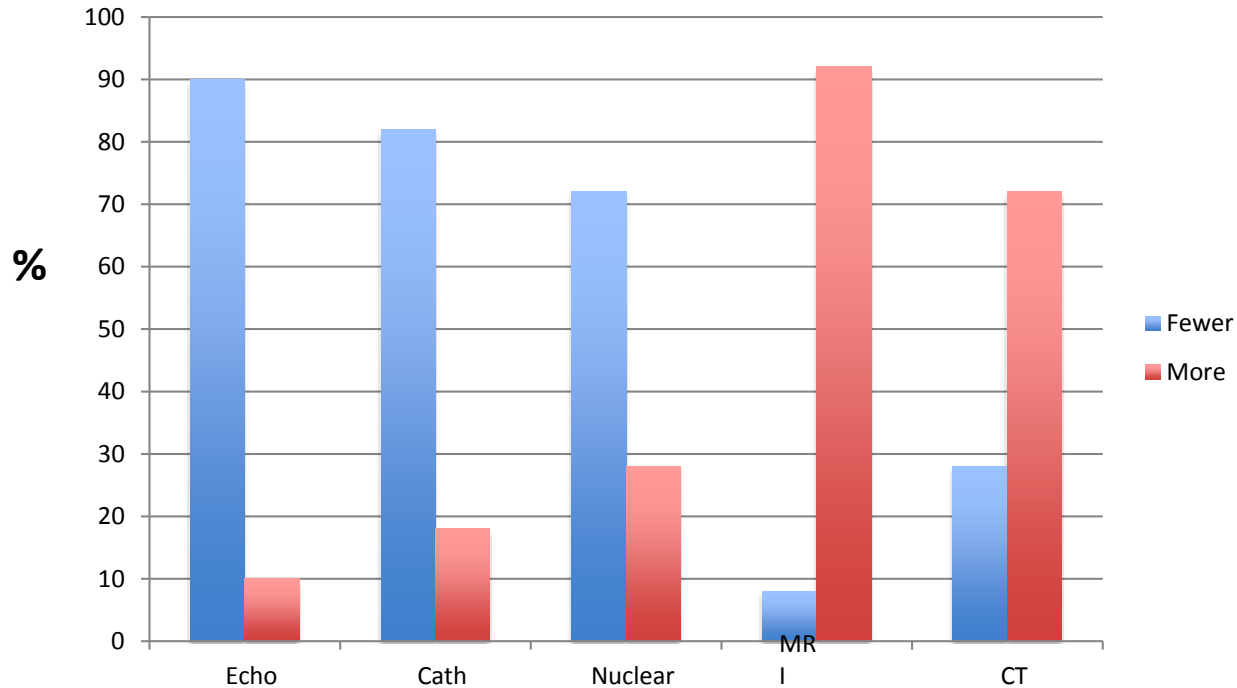
For each of the following areas of cardiology, evaluate your training relative to your colleagues following graduation.



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Vanderbilt Experience

Rotations you would recommend more or less training



6. Utilize the Results

- Remember the limitations of survey data
- Determine how changes will be assessed
- Document the process for ACGME Annual Program Evaluation, Self-study and site visit
- Consider repeat survey following programmatic changes



Utilize the Results

Vanderbilt Experience

- Redesign of our imaging rotations
- Add multi-modality imaging conference
- New rotations that include various imaging modalities
 - structural heart disease
 - vascular
 - interventional echocardiography



Summary

- Early career physicians have a unique perspective on how their training has prepared them for practice
- A survey of recent graduates may be helpful in identifying areas within the training program that are in need of improvement
- Successful surveys have clear goals and simple, independent questions
- Data collected from surveys can be a useful in program assessment and an important addition to the self-study process





They want to know if we would like to
take part in a survey?



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