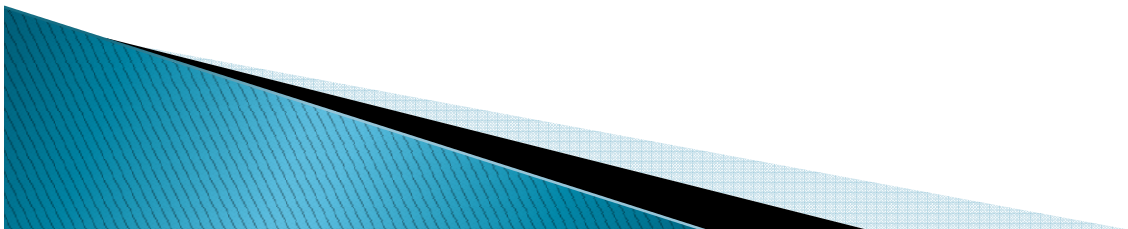


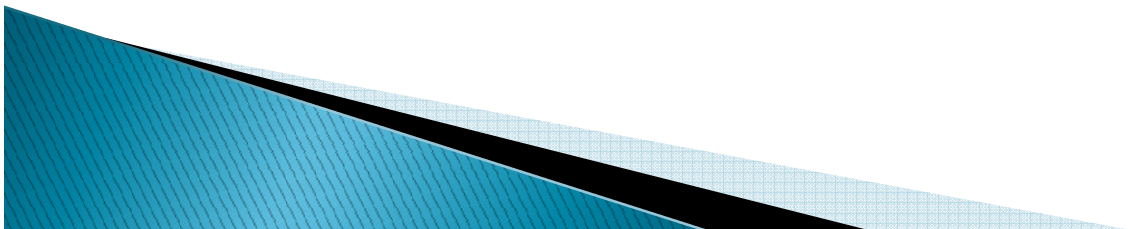
Alternative Evaluation Procurement Methods

- ▶ Outpatient Clinic Evaluations
 - Purchased 2 tablets with keyboards
 - Checkout desk assists patients in completing evaluations – 3 minutes
 - Simple and concise
 - Simple scale
 - 5th grade reading level
 - Dropdown list of fellow names to choose from
- Monthly and semi-annual reporting to fellows



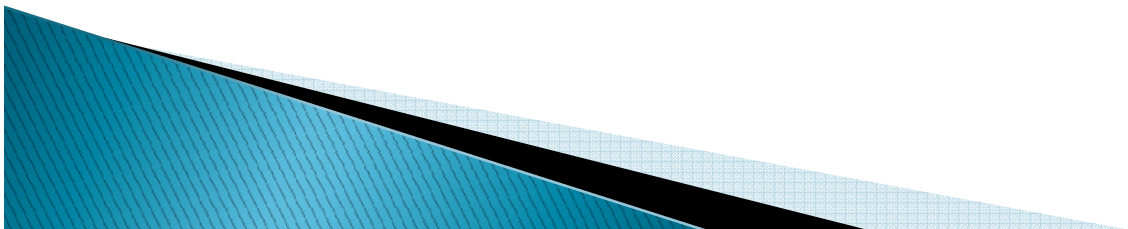
Evaluation Procurement

- ▶ New system due to poor faculty return rates
- ▶ No consequences for delinquency
- ▶ Implemented completion rate as part of their annual bonus metric



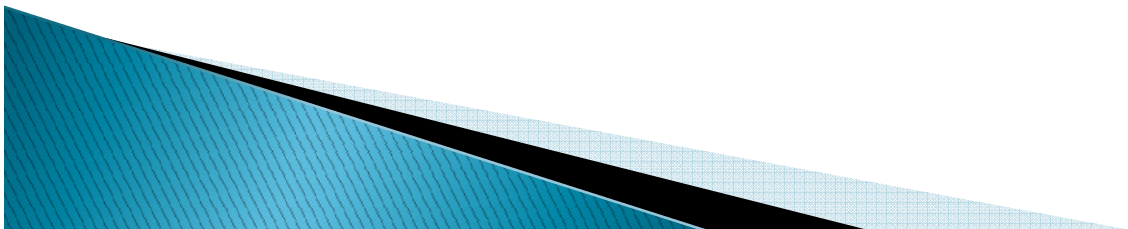
Evaluation Procurement

- ▶ QR code for each fellow
- ▶ Faculty scans card with phone
- ▶ Links them to a short evaluation
- ▶ Micro Tab (free app) switching to Scanbuy in August
- ▶ Survey Monkey captures information
- ▶ Presented by Surgery Coordinator at Emory- attendee – not presenter
- ▶ Used for procedural rotation only



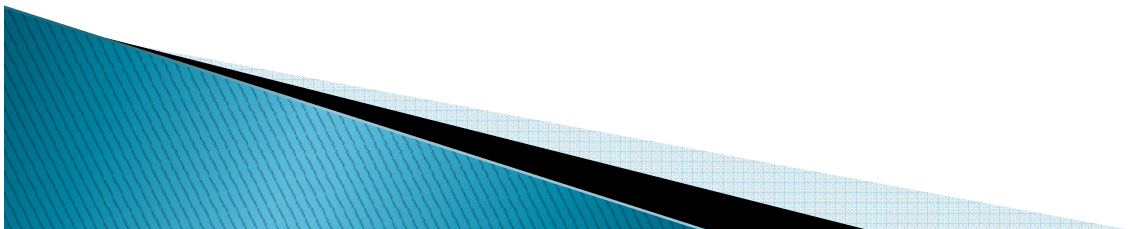
Program Coordinator Competence, Development and Engagement

- ▶ Presented by Amy Day, UCSF GME Director
- ▶ Engaging employees and create workplace of learning opportunities through:
 - Monthly meetings
 - Workshops
 - Leadership certification program
 - New program administrator mentorship



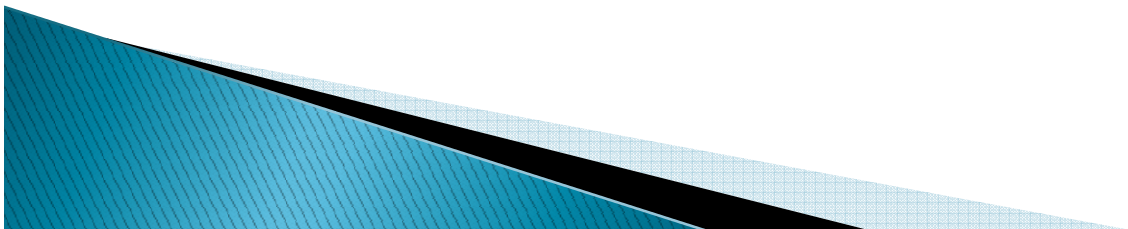
Monthly Meetings

- ▶ One hour in length to discuss current topics: information and best practices to assist GME in day to day operations.
- ▶ All PA's attend
- ▶ Example: Accreditation – program evaluations, milestone assessments



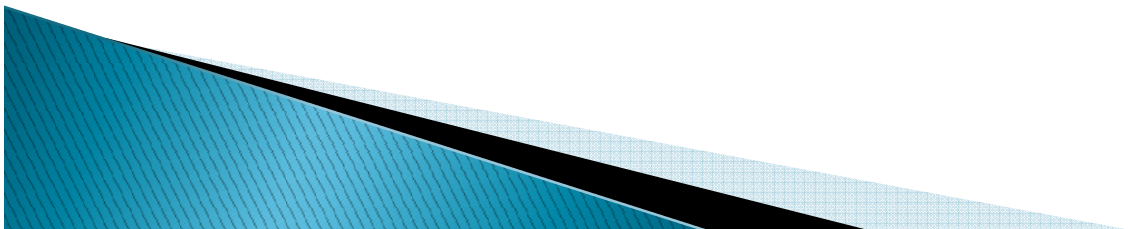
Workshops

- ▶ Focused sessions to enrich competency and skill of all PA's through presentations; small group activities; and sharing of experiences
- ▶ All PA's attend
- ▶ Example: GME Mgmt System: scheduling evaluations, building forms, etc.
- ▶ Same topic may be covered more than once for those not in attendance



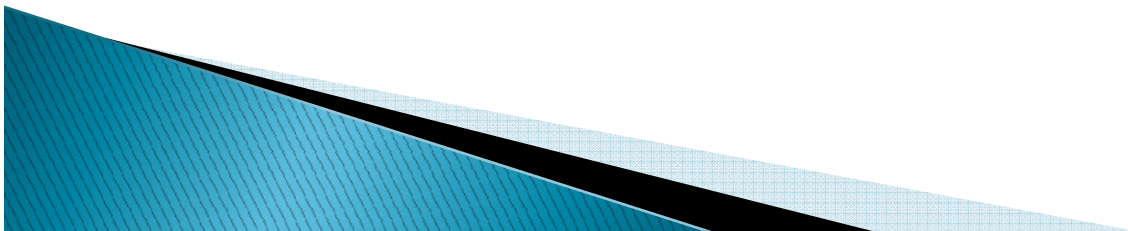
Milestones

- ▶ Resident and Fellow Care (3)
- ▶ Job Knowledge (2)
- ▶ Interpersonal and Communication (3)
- ▶ Professionalism (7)
- ▶ System Based Practice (4)
- ▶ Practice Based Learning and Improvement (3)



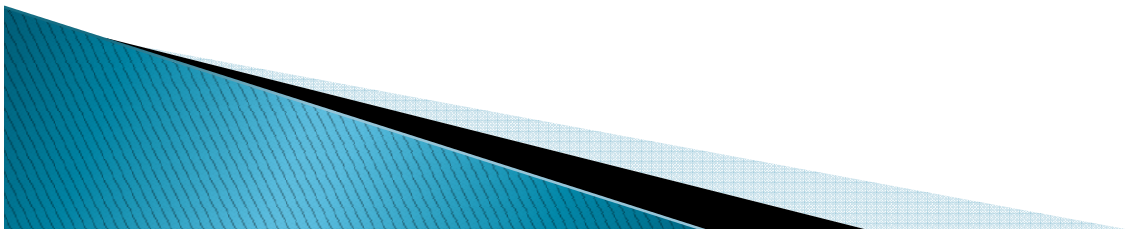
Leadership Certification

- ▶ One year structured educational program for experienced PA's that will further strengthen their educational and administrative leadership skills while giving the opportunity to build strong professional relationships
- ▶ Eligibility requirements and application process



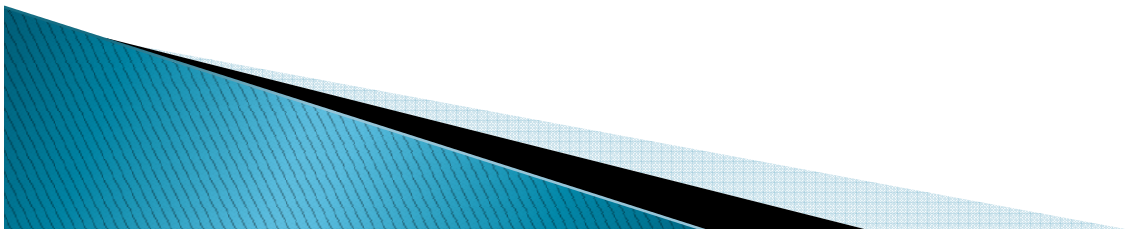
Eligibility

- ▶ 2 years GME experience
- ▶ Application – includes
 - 2 LORs (PD & trainee)
 - Resume
 - personal statement



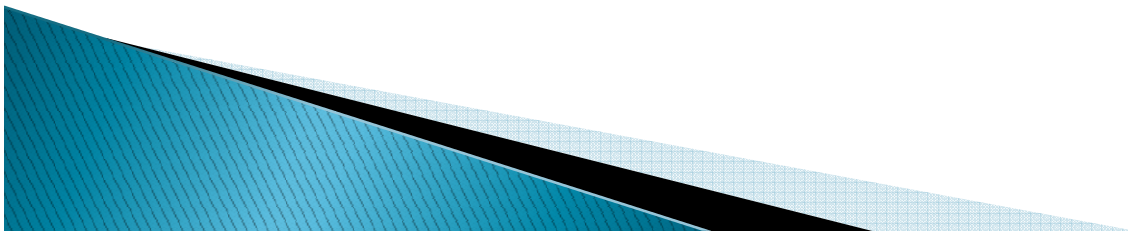
Requirements

- ▶ 2 presentations per year on best work practices / assignments
- ▶ Focused papers / projects
- ▶ Maintenance of certification process



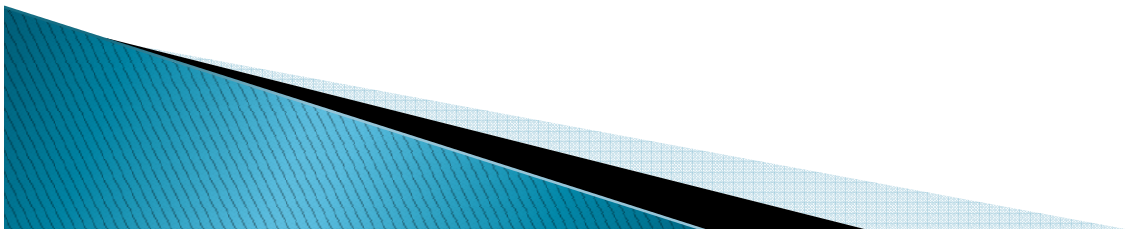
Mentoring Program

- ▶ New PA's matched with experienced
- ▶ Mentors selected through application process
- ▶ 1 year commitment
- ▶ Meet once per month after up and going



Well Being Program

- ▶ New
- ▶ Special exercise classes
- ▶ Walking program
- ▶ Wellness topics at monthly meetings
- ▶ Wellness workshop and competitions



Feedback

- ▶ Several programs would like to pilot
- ▶ PD “amazing opportunity for my PA, can you create similar program for PD’s?”
- ▶ “Great idea. It is the clearest guidance I’ve seen about how to measure our performance and set goals for the future”

