

# The Effective Neurology Residency Program

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# Key Components of a Residency Program

- Program goals
- Program leadership
- Faculty and residents
- Program structure
- Medical student teaching
- Resident research
- Resident recruitment
- Conferences
- Resident and program evaluation
- ACGME issues

# Program Goals

- To provide the best care for patients
- To provide the best education for residents

Three key factors that must be present in each successful program

- Resident autonomy
- Resident mastery of the field upon graduation
- Clear purpose for the program

# Program Leadership

- Dedicated program director
  - 5 year assignment at a minimum
- Supportive chair
- Organized program coordinator
  - TAGME certified

# Faculty and Residents

- The most important component of a successful residency program
- Full time teaching faculty
- Avoid research “submarines”
- Happy faculty and residents = Successful program!
- Chief Resident role in administration
- *The purpose of the Program Director is not to run the program, but to insure that the program runs well!*

# Program Structure

- ORGANIZATION!!!!
- Balanced service-to-education ratio
- Progressive responsibility
- Ambulatory rotations
  - Continuity clinic
- Adequate elective time (international electives)
- Resident handbook

# Medical Student Teaching

- Neurology clerkship
- Mind, brain and behavior course
- Residents must be taught how to teach!

# Resident Research

- How do you define research?
- Research vs. scholarship
- What is required?
- Who pays for it?



# Resident Recruitment

- The MOST important role of the program director
- Three qualities to look for:
  - Smart
  - Good
  - Nice
    - Integrity
    - Loyalty
    - Humility
- **Updated and Navigable Web Page!**
- Organized interview day

# Conferences

- Organized by residents
- Run largely by faculty
- Yearly curriculum
- Basic science topics
- Providing lunch improves attendance!

# Resident and Program Evaluation

- If you measure, things improve!
  - Evaluation of residents by faculty and medical students
  - RITE and CSE
  - Evaluation of faculty by residents
  - Evaluation of the program by residents and faculty
- Evaluations must be timely and frequent
- Evaluations must be both objective and subjective
- Evaluations must be fair
- *It is wrong to be preoccupied with objectivity in all of our evaluation instruments.*

# ACGME Issues

- Know the program requirements
- Focus on outcomes as opposed to process
- Resident and faculty surveys are VERY important
- Board pass rates are important
  - *The best predictor of how you perform on standardized exams is how you perform on standardized exams!*
- Insure ADS data are accurate!
- Milestones are a work in progress
- Understand the psychology of the site visit
  - Happy residents
  - Happy faculty



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