



CHIEF RESIDENT AS PGY-3: CHALLENGES & VICTORIES.


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WORKSHOP OBJECTIVES

- Point out special responsibilities and limitations for PGY-3 Chiefs
- Point out the challenges ahead
- Point out unique situations that pertain to such limitations and how to handle them effectively.
- Balancing clinical and administrative responsibilities
- By the end of this workshop all attendees should be able to:
 - Improve communication between co-chief residents and program leadership
 - Serve as advocates for the residency class
 - Develop a fair approach in dealing with difficult situations.



WHAT DO YOU THINK ARE THE
DIFFERENCES BETWEEN A THIRD
AND A FOURTH YEAR CHIEF?

THE DIFFERENCES

PGY-3 Chief

- Clinical duties as a resident
- You will work on your off days
- More in numbers
- State-limitations (e.g. Rx)
- Your decisions will be challenged regularly
- People will wait for you to make mistakes
- Conflict of Interest

PGY-4 Chief

- Clinical duties as an attending
- Unlikely to work on your off days
- Less in numbers
- Full-fledged attending privileges



RESPONSIBILITIES & LIMITATIONS

- Responsibilities

- Regular clinical duties
- Routine Scheduling
- Sick days, off days, finding coverage
- Medical Students (PCM course)
- Quality improvement projects
- Implementation of new ideas
- Advocate for the residents
- Enforce rules + regulations decided by program leadership
- Attending committee meetings

- Limitations

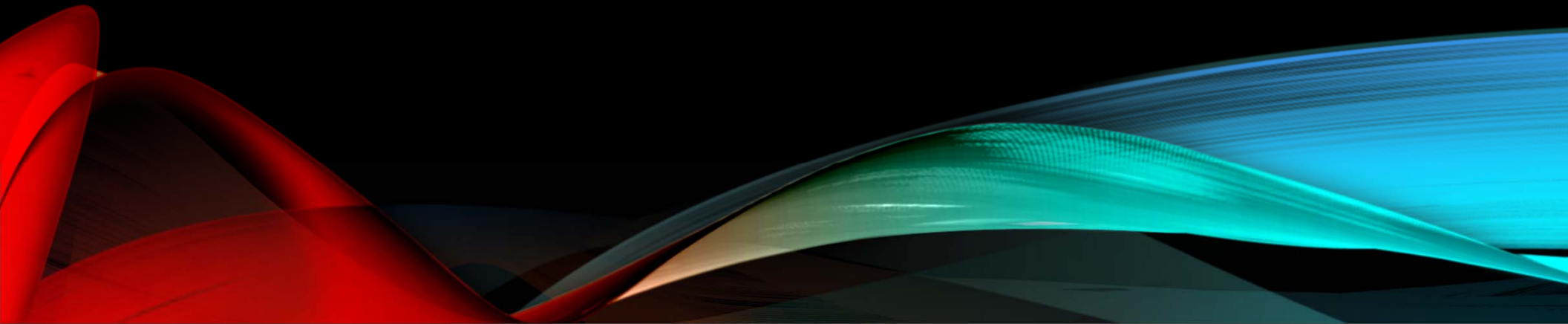
- No faculty obligations
- Cannot attend PGY-3 evaluations
- Decreased leverage on PGY-3 residents and potential conflicts of interests
- Regularly challenged and decisions may be undermined
- Constant rotations leading to multiple hand offs



TIMELINE OF SIGNIFICANT EVENTS

- April (PGY-2): vacation requests, scheduling
- June (PGY-2): prep for Chief, sign-outs, clinic scheduling
- July: Orientation, education of Interns, didactics setup
- August: ITE exam scheduling
- September-October: fellowship interviews
- October-December: Intern year recruitment/interviews
- November: ACP-NJ local abstracts (months varies by state)
- Oct – Jan – PGY 3 job interview season
- Jan-Feb: ACP challenge bowl
- March – ACP conferences
- April-May: Passing the baton
- May - Board review courses – making arrangements for residents

COMMUNICATION IS KEY



WHAT'S YOUR BACK BONE – YOUR CO CHIEFS

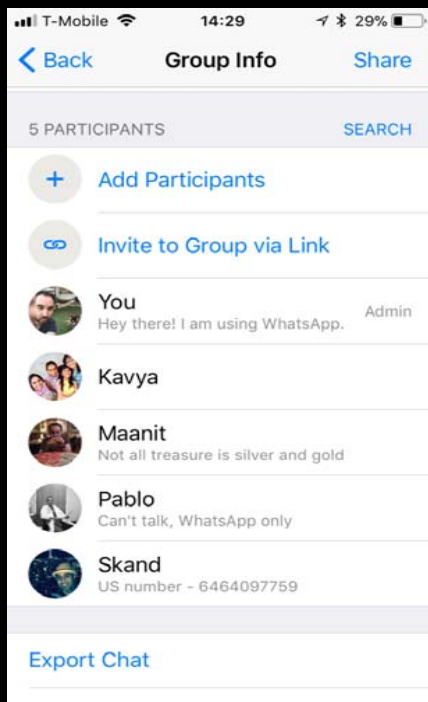


CHALLENGES

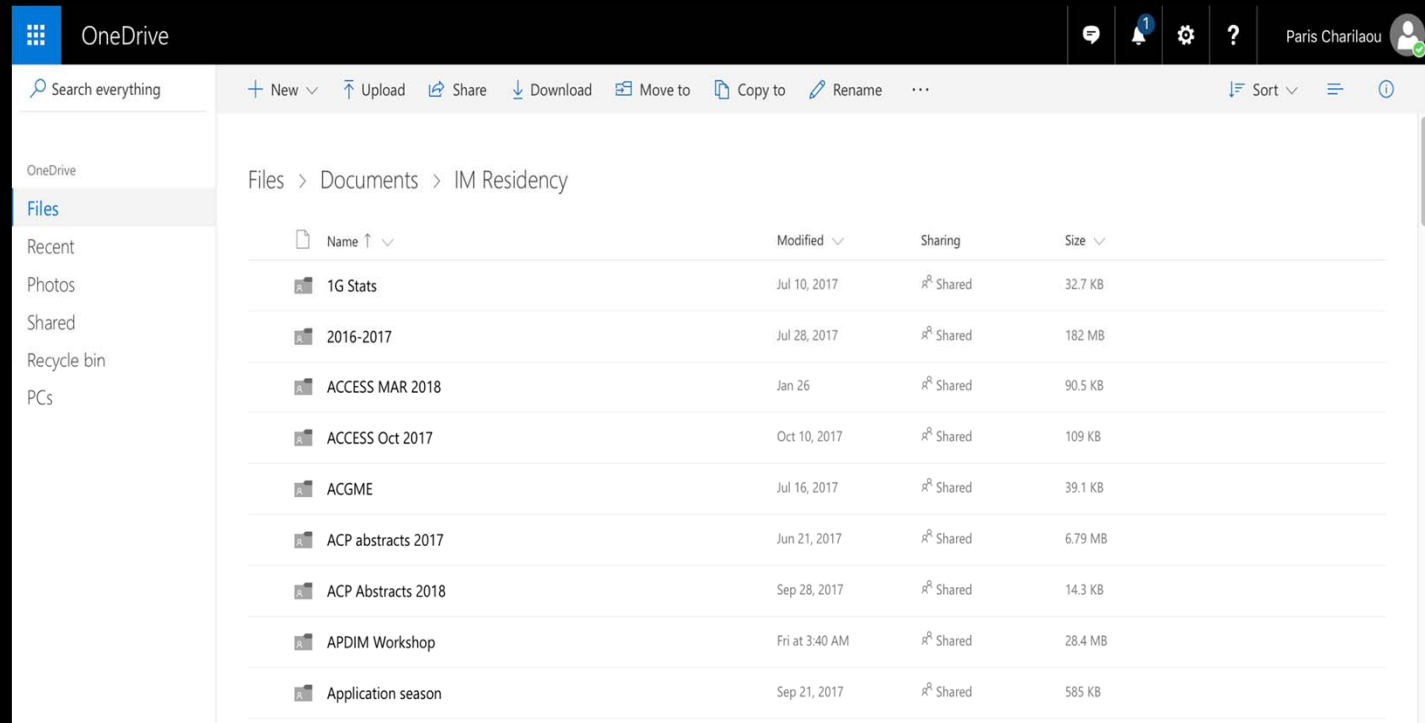
- You are not alone – PGY-3 chiefs are usually a bigger group than PGY-4 chiefs in a residency program.
 - Divide and Conquer - sharing responsibilities to equalize the burden
 - Effective ways of communication among all chiefs – how to keep everyone up to date
 - Hand-off process of administration blocks.
 - The more chiefs, the more opinions, the longer the discussions: dealing with disagreements within a small group
 - Maintaining a uniform stance at the end



WHATS YOUR BACK BONE – YOUR CO CHIEFS



A screenshot of a WhatsApp group chat interface. At the top, it shows 'Group Info' with 'Back' and 'Share' buttons. Below this, it indicates '5 PARTICIPANTS' and a 'SEARCH' button. There are two main options: '+ Add Participants' and 'Invite to Group via Link'. A list of participants follows, each with a profile picture, name, and a short bio or status. The participants are: 'You' (Admin, 'Hey there! I am using WhatsApp.'), 'Kavya', 'Maanit' ('Not all treasure is silver and gold'), 'Pablo' ('Can't talk, WhatsApp only'), and 'Skand' ('US number - 6464097759'). At the bottom, there is an 'Export Chat' button.



A screenshot of the OneDrive web interface. The top navigation bar includes 'OneDrive', a search bar, and various action buttons: '+ New', 'Upload', 'Share', 'Download', 'Move to', 'Copy to', and 'Rename'. The user's name 'Paris Charilaou' is visible in the top right corner. The main content area shows a file explorer view for 'Documents > IM Residency'. A table lists files with columns for Name, Modified, Sharing, and Size.

Name	Modified	Sharing	Size
1G Stats	Jul 10, 2017	Shared	32.7 KB
2016-2017	Jul 28, 2017	Shared	182 MB
ACCESS MAR 2018	Jan 26	Shared	90.5 KB
ACCESS Oct 2017	Oct 10, 2017	Shared	109 KB
ACGME	Jul 16, 2017	Shared	39.1 KB
ACP abstracts 2017	Jun 21, 2017	Shared	6.79 MB
ACP Abstracts 2018	Sep 28, 2017	Shared	14.3 KB
APDIM Workshop	Fri at 3:40 AM	Shared	28.4 MB
Application season	Sep 21, 2017	Shared	585 KB



DIVIDE & RULE

- Identify the routine tasks that are all-year round:
 - Assign specific core responsibilities to each one of you
 - Master Schedule
 - Journal Club
 - Grand Round cases
 - Outpatient clinic schedule
 - Other didactics
 - Etc
 - Everyone should be able to understand and handle all tasks, but one person should be actively aware of what is pending in each specific task their assigned for the year.



DIVIDE & RULE

- Empower other residents, especially PGY-3s to undertake various responsibilities
- Dealing with "difficult" resident and anticipating potential complaints
- Empathize with other fellow residents (personal/family/social problems)
- Being an advocate for the residents vs. supporting the program leadership's decisions. A fine line that can easily fade away or violated.

CHALLENGES

- Being a leader amongst your peers
 - Obtaining your program director and associate program director's help at critical situations
 - Your program coordinator is your friend
 - Lead by example, obey the rules and be the "gold standard" , inspire others.
 - Promote beneficial changes, share a vision



CHALLENGES

- Fairness and confidentiality
 - Scheduling
 - Interview season management and other off-days requests
 - Dealing with disciplinary issues and complaints among other residents, including PGY-3s.
 - The “good books” and the “bad books” - avoiding biases and preconceived notions, yet reward those who go the extra mile for the program.
 - Know thyself and your environment – not everyone likes you and definitely they won't like you after you are elected PGY-3 Chief.



NOT FOLLOWING THE RULES...

- Confidentiality regarding incidences, especially PGY-3 issues
- Remediation plans – defer to APDs when PGY-3s are involved, you can still help out in implementation
- “Primary prevention” : set out the rules and non-negotiables (e.g no off day requests on call/postcall days; limit number of interview comp days, etc)
- “Secondary prevention” : RRT for repeat offenders



CHALLENGING SCENARIOS & ADVISE

- Scenario:
 - A 3rd year resident regularly challenging the monthly schedule – pointing out discrepancies in day offs
- Recommendation:



CHALLENGING SCENARIOS & ADVISE

- Scenario:

- 3rd year residents expecting interview coverage

- Recommendation:



CHALLENGING SCENARIOS & ADVISE

- Scenario:
 - 2nd year not stepping up to the challenge, not being able to handle his/her clinical responsibilities
- Recommendation :



CHALLENGING SCENARIOS & ADVISE

- Scenario:
 - Change in behavior of residents from intern year to resident year
- Recommendation :



CHALLENGING SCENARIOS & ADVISE

- Scenario:
 - Being easily over-whelmed, having a hard time settling in – having to work with a first year in this situation as a chief or as his resident
- Recommendation :



A genuine leader is not a searcher for consensus but a molder of consensus.

Martin Luther King, Jr.

THANK YOU