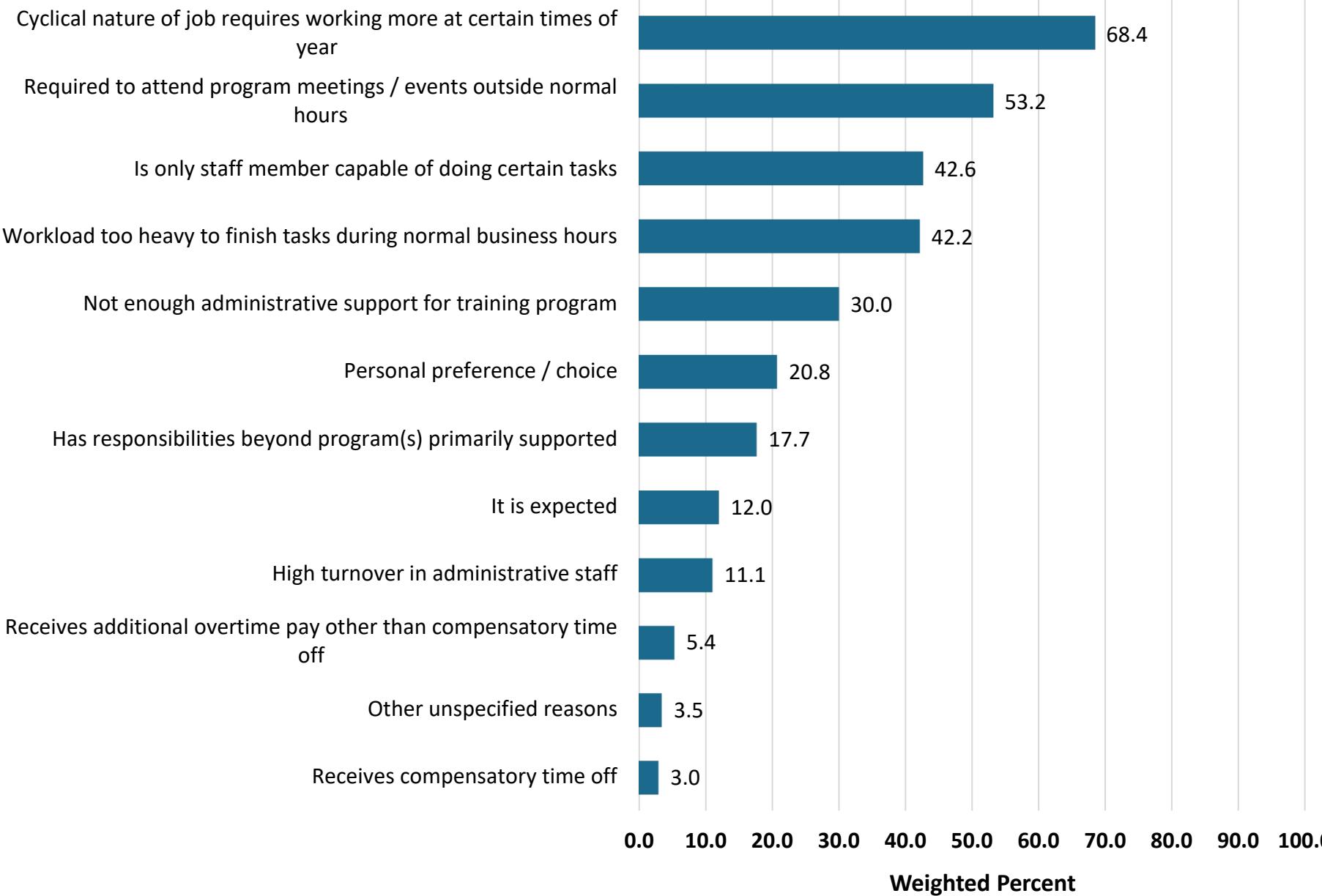


Data in Brief: Why Residency and Fellowship Program Administrators Work Overtime

This month's Data in Brief explores why residency and fellowship training program administrators work overtime, based on APDIM Residency and Fellowship Program Administration (PA) Annual Survey results. Most PAs work beyond their regular hours at least some of the time. Among 12 reasons as to why, several correlated with each other into five “domains.” The most prevalent was “Cyclical nature of the job and being required to attend program meetings/events outside work hours” (82.5%). This finding was consistent between PAs who are salaried and hourly.

For more information or if you have questions about the findings, please contact surveys@im.org.

12 Reasons Why Residency and Fellowship Program Administrators Work Overtime



- 410 survey respondents.
- 376 reported to periodically work more than the number of regular hours per week.
- 12 original response options to the question, "Typically, when you work additional hours in one week, why do you do so?"
- Multiple responses allowed.
- In total, 1,184 items selected.
- Exploratory factor analysis (next graphic) revealed which response options clustered into "domains" (factors) of reasons for working additional hours.

Source: [2025 APDIM Internal Medicine Residency and Fellowship Program Administration Annual Survey](#).

Note: Results were statistically weight-adjusted to more closely represent the total survey population of 908.

Five Domains: Why Residency and Fellowship Program Administrators Work Overtime

Cyclical nature of position; Required to attend meetings beyond normal hours



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- 12 original response options to the question, “Typically, when you work additional hours in one week, why do you do so?”
- Multiple responses allowed.
- In total, 1,184 items selected.
- 5 “Domains” identified through exploratory factor analysis.

Source: [2025 APDIM Internal Medicine Residency and Fellowship Program Administration Annual Survey](#).

Notes: Results were statistically weight-adjusted to more closely represent the total survey population of 908.

Factor analysis/correlation: Method: principal-component factors; Rotation: orthogonal varimax (Kaiser).

Five Domains: Why Residency and Fellowship Program Administrators Work Overtime, by Position Classification

