

# 2026 APDIM Program Administration Annual Survey: Summary Results (April 2026)



# 2026 APDIM Program Administration Annual Survey

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## Survey Fielding History, Methods, and Study Information

Action	Date
Survey email pre-notification to 1,335 contacts at 507 U.S.- and U.S. territory-based internal medicine (IM) residency and fellowship programs with Alliance for Academic Internal Medicine (AAIM) membership as of January 2026, designated as “APDIM Additional Representative Administrator”	6-Jan-26
<b>Survey launch</b> to 1,335 possible contacts	13-Jan-26
First survey software email reminder to nonrespondents	27-Jan-26
Second email reminder	10-Feb-26
Third email reminder	24-Feb-26
Population reduced to <b>997 contacts representing 496 institutions</b> due to 66 email bouncebacks, 16 opt-outs, and 256 individuals whose AAIM membership status was determined not to be in good standing OR who no longer held an administrative position in an IM residency and/or fellowship program	9-Mar-26
<b>Survey closure: 424 complete responses; 276 unique responding institutions</b>	<b>9-Mar-26</b>
<b>Note:</b> In addition to the survey software email reminders, four APDIM Program Administrators Discussion Forum general reminders were sent during survey fielding.	
<b>Individual Response Rate</b>	<b>424/997: 42.5 percent</b>
<b>Institutional Response Rate</b>	<b>276/496: 55.7 percent</b>
<b>Note:</b> Nine participants completed a plurality of survey questions, including all of Section I (the largest section), but not the entire survey; their responses are included for the questions and/or sections that they completed. <b>After Section I</b> , the number of respondents ranges from <b>415 to 418</b> and is noted accordingly in each section.	
<b>Human Subjects Research Determination</b>	
This study and its protocol (Number: 2025-0723-DFT) were submitted to Pearl IRB (registered with the U.S. Department of Health and Human Services Office for Human Research Protections as IRB00007772) for exemption determination in accordance with applicable federal regulations, and were deemed exempt under 45 CFR 46.104(d)(2)(ii) (Tests, Surveys, Interviews) on 12/18/2025.	
<b>Survey platform:</b> <i>Qualtrics Surveys XM</i> ; Summary results reporting conducted in <i>Stata SE 18.0</i> .	

## Notes on Statistical Analysis

The section “Representativeness of the Survey Responses” describes how closely the individual survey respondents represent the complete survey-eligible population of individuals and institutions (**residency and/or fellowship programs**). Because many residency and fellowship programs employ more than one administrative professional (e.g., administrators, coordinators, specialists, managers), the institutional response rate is typically **higher and more reliable** than the individual response rate.

The institutional response rate of 55.7 percent demonstrated a slight over-representation of programs that are university-based, with a larger number of ACGME-approved **residency** positions, and of an earlier (older) original ACGME accreditation year as of the survey period. However, about 17.0 percent of survey-eligible (**residency**) programs obtained ACGME accreditation between July 1, 2019 and September 1, 2025 (programs accredited after that date were not included in the survey population). Most of those programs are community-based or community-based, university-affiliated and smaller in number of ACGME-approved positions. It is expected that administrators from those institutions are somewhat less likely to respond to this survey because they represent programs that have been training residents (or fellows) for less time compared to the median amount of time for most programs overall.

Although the degree of over-representation by certain types of programs is not excessive, the **results presented in Section I onward** account for that slight over-representation by statistically weight-adjusting the responses. A weight factor plan was used to correct for over-representation of programs based on ACGME original accreditation year and program type. Specifically, the percentage of responding programs was compared to that of the complete survey-eligible population based on the two characteristics above. The percent difference between responding programs and the complete population was calculated, and responding programs were assigned a numeric “weight” from 0.78 to 1.28 such that estimates (percentages, means, and medians) will differ slightly from the unweighted data. The average amount of variability between the unweighted and weighted results is “1.9” at 95 percent statistical confidence. For example, if the weighted percentage of respondents who reported “Yes” to a certain question were 22.0 percent, the likely percentage (at 95 percent confidence) would be anywhere between 20.1 percent and 23.9 percent. All numbers of responses to questions (numerators and denominators), however, are **unweighted**. Thus, some percentages will differ even when the number of respondents with a certain characteristic is the same. For example, if 35 respondents reported “Yes” to a question, 35 reported “No,” and 10 reported “Unsure,” the percentages for “Yes” and “No” might not necessarily be the same (i.e., they might differ slightly).

## Interpretation of Results

*Missing values or survey item non-response are denoted as “Number Missing or “Nonrespondents;” Totals/denominators are based on actual number of data points or responses to each survey question, unless otherwise indicated. Tables that do not report or note a “number missing” do not have missing values or item non-response. Where applicable, footnotes clarify denominators and/or item non-response.*

*Denominators for multiple-choice, select-all-that apply questions are based on the number of respondents who selected one or more items for those questions. Total number of responses will exceed the number of respondents to those questions and total percent of responses will exceed “100.”*

*Most measures of central tendency (e.g., mean) are reported to one decimal point. Where appropriate, some are reported to two decimal points (e.g., due to small values).*

*This document **excludes** most open-ended / essay comments. However, open-text response comments to questions with an option for “other” are included in table footnotes when the number of comments is small (about three or less).*

### **Statistical Notations**

*SD=Standard Deviation; Min and Max: the minimum and maximum values reported for continuous variables.*

*P-value: a metric used to assess the likelihood that an observed difference between two or more groups is due to random chance or due to a statistical association at a given level of statistical confidence (e.g., 95%, 99%). Example: whether the difference in the number of survey respondents and nonrespondents by gender is likely due to random chance at 95% confidence (see “Representativeness of the Survey Responses”).*

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## ACGME, AMA-FREIDA™, and U.S. Census Bureau Data

*ACGME: Accreditation Council for Graduate Medical Education. ACGME data obtained through ACGME Accreditation Database System (Public): <https://apps.acgme.org/ads/Public/Programs/Search>.*

*AMA-FREIDA Online™: AMA Residency & Fellowship Database™ (FREIDA™ data provided by American Medical Association through a data license with the Alliance for Academic Internal Medicine): <https://freida.ama-assn.org/search/list?spec=42771>.*

*U.S. Census regions available at [https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us\\_regdiv.pdf](https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf).*

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Representativeness of the Survey Responses (N=997)

Respondents and Nonrespondents by U.S. Census Bureau Region of Institution				Responding and Nonresponding Institutions by U.S. Census Bureau Region					
	Responded to Survey?			P-Value*		Responded to Survey?			P-Value*
	Yes	No	Total			Yes	No	Total	
Midwest	95	114	209	0.552	Midwest	56	42	98	0.748
<i>Column Percent</i>	22.4	19.9	21.0		<i>Column Percent</i>	20.3	19.1	19.8	
Northeast	100	158	258	0.217	Northeast	65	67	132	0.118
<i>Column Percent</i>	23.6	27.6	25.9		<i>Column Percent</i>	23.6	30.5	26.6	
South	158	204	362	0.697	South	103	79	182	0.758
<i>Column Percent</i>	37.3	35.6	36.3		<i>Column Percent</i>	37.3	35.9	36.7	
West**	71	97	168	0.939	West**	52	32	84	0.316
<i>Column Percent</i>	16.8	16.9	16.9		<i>Column Percent</i>	18.8	14.6	16.9	
<b>Total</b>	<b>424</b>	<b>573</b>	<b>997</b>		<b>Total</b>	<b>276</b>	<b>220</b>	<b>496</b>	
<i>Column Percent</i>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>		<i>Column Percent</i>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	

**Note:** Census regions available at [https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us\\_regdiv.pdf](https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf).

\*Dichotomous test: Adjusted Wald (Pearson) Chi-Square (one degree of freedom).  
 \*\*To ensure data confidentiality, table collapses programs from “Unincorporated territories” into “West,” due to small cell sizes.

Respondents and Nonrespondents by Institution’s (Residency Program) ACGME Accreditation Status (as of 06-2026)				Responding and Nonresponding Institutions by (Residency Program) ACGME Accreditation Status (as of 06-2026)			
	Responded to Survey?*				Responded to Survey?***		
	Yes	No	Total		Yes	No	Total
Continued Accreditation***	408	549	957	Continued Accreditation***	261	206	467
<i>Column Percent</i>	96.2	95.8	96.0	<i>Column Percent</i>	94.6	93.6	94.2
Initial Accreditation	16	24	40	Initial Accreditation	15	14	29
<i>Column Percent</i>	3.8	4.2	4.0	<i>Column Percent</i>	5.4	6.4	5.9
<b>Total</b>	<b>424</b>	<b>573</b>	<b>997</b>	<b>Total</b>	<b>276</b>	<b>220</b>	<b>496</b>
<i>Column Percent</i>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<i>Column Percent</i>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Notes**  
 ACGME data obtained through ACGME Accreditation Database System (Public; <https://apps.acgme.org/ads/Public/Programs/Search>).  
 “Continued” and “initial” accreditation include programs that were issued a warning as of the survey period.

\*Dichotomous test: Adjusted Wald (Pearson) Chi-Square (one degree of freedom): p-value=0.683.  
 \*\*Dichotomous test: Adjusted Wald (Pearson) Chi-Square (one degree of freedom): p-value=0.701.  
 \*\*\*To ensure data confidentiality, table collapses programs with “Probationary Accreditation” into “Continued Accreditation,” due to small cell sizes.

Respondents and Nonrespondents: AMA-FREIDA™: (Residency) Program best described as:					Responding and Nonresponding Institutions: AMA-FREIDA™: (Residency) Program best described as:				
	Responded to Survey?			P-Value*		Responded to Survey?			P-Value*
	Yes	No	Total			Yes	No	Total	
University-based	182	184	366	0.020	University-based	85	49	134	0.062
Column Percent	42.9	32.1	36.7		Column Percent	30.8	22.3	27.0	
Community-based	75	110	185	0.572	Community-based	59	55	114	0.286
Column Percent	17.7	19.2	18.6		Column Percent	21.4	25.0	23.0	
Community-based, university-affiliated	165	274	439	0.069	Community-based, university-affiliated	130	114	244	0.293
Column Percent	38.9	47.8	44.0		Column Percent	47.1	51.8	49.2	
Military-based	2	5	7	0.345	Military-based	2	2	4	0.778
Column Percent	0.5	0.9	0.7		Column Percent	0.7	0.9	0.8	
<b>Total</b>	<b>424</b>	<b>573</b>	<b>997</b>		<b>Total</b>	<b>276</b>	<b>220</b>	<b>496</b>	
Column Percent	100.0	100.0	100.0		Column Percent	100.0	100.0	100.0	

**Note:** Program type obtained from American Medical Association: FREIDA Online™, the *AMA Residency & Fellowship Database*; FREIDA™ data provided by American Medical Association through a data license with the Alliance for Academic Internal Medicine.

\*Dichotomous test: Adjusted Wald (Pearson) Chi-Square (one degree of freedom).

Respondents and Nonrespondents: ACGME: Number of Year 1-3 (Residency) Positions Approved (as of 06-2026)							Responding and Nonresponding Institutions: ACGME: Number of Year 1-3 (Residency) Positions Approved (as of 06-2026)						
Responded to Survey?	Number	Mean*	SD	Min	Max	Median	Responded to Survey?	Number	Mean**	SD	Min	Max	Median
Yes	424	79.2	46.6	9	241	66	Yes	276	69.3	44.5	9	241	54
No	573	70.8	43.1	6	251	57	No	220	58.8	36.0	6	251	46
<b>Total</b>	<b>997</b>	<b>74.4</b>	<b>44.7</b>	<b>6</b>	<b>251</b>	<b>60</b>	<b>Total</b>	<b>496</b>	<b>64.6</b>	<b>41.3</b>	<b>6</b>	<b>251</b>	<b>50</b>

**Note:** SD: Standard deviation; ACGME data obtained through ACGME Accreditation Database System (Public; <https://apps.acgme.org/ads/Public>).

\*Linearized test (Adjusted Wald) of means: p-value=0.035.  
 \*\*Linearized test (Adjusted Wald) of means: p-value=0.065.

Respondents and Nonrespondents: ACGME: Residency Program Original Accreditation Year (as of 06-2026)							Responding and Nonresponding Institutions: ACGME: Residency Program Original Accreditation Year (as of 06-2026)						
Responded to Survey?	Number	Mean*	SD	Min	Max	Median	Responded to Survey?	Number	Mean**	SD	Min	Max	Median
Yes	424	1978.3	26.3	1941	2025	1969	Yes	276	1983.7	27.7	1941	2025	1974
No	573	1982.1	27.7	1941	2025	1972	No	220	1986.8	28.3	1942	2024	1977
<b>Total</b>	<b>997</b>	<b>1980.5</b>	<b>27.1</b>	<b>1941</b>	<b>2025</b>	<b>1970</b>	<b>Total</b>	<b>496</b>	<b>1985.1</b>	<b>28.0</b>	<b>1941</b>	<b>2025</b>	<b>1976</b>

**Note:** SD: Standard deviation; ACGME data obtained through ACGME Accreditation Database System (Public; <https://apps.acgme.org/ads/Public>).

\*Linearized test (Adjusted Wald) of means: p-value=0.104.

\*\*Linearized test (Adjusted Wald) of means: p-value=0.248.

Respondents and Nonrespondents: Self-Reported Gender (AAIM Member Database as of January 2026)			
	Responded to Survey?		Total
	Yes	No	
Female	397	522	919
<i>Column Percent</i>	<i>93.6</i>	<i>91.1</i>	<i>92.2</i>
Male	27	51	78
<i>Column Percent</i>	<i>6.4</i>	<i>8.9</i>	<i>7.8</i>
<b>Total</b>	<b>424</b>	<b>573</b>	<b>997</b>
<i>Column Percent</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>

**Note:** Dichotomous test: Adjusted Wald (Pearson) Chi-Square (one degree of freedom): p-value=0.259.

Responding and Nonresponding Institutions: Number of Survey-Eligible APDIM Program Administrator Members at Survey Closure (AAIM Member Database)						
Responded to Survey?	Number	Mean	SD	Min	Max	Median
Yes	276	2.3	1.4	1	9	2
No	220	1.6	0.7	1	4	1.5
<b>Total</b>	<b>496</b>	<b>2.0</b>	<b>1.2</b>	<b>1</b>	<b>9</b>	<b>2</b>

**Notes**

Table **excludes** members who were removed from the final survey population due to email bouncebacks / invalid addresses or opt-outs. Thus, the total number of members is higher.

Linearized test (Adjusted Wald) of means: p-value=**0.005**.

SD: Standard deviation.

**END OF SECTION**

### Section I. Position Characteristics (n=424)

**Q6 This question asks about internal medicine (IM) and IM-pediatrics (Med-Peds) graduate medical education training programs (including pathways / tracks in IM and Med-Peds). If you also support a non-IM program(s) you will be asked about this later.**

**Which of the following best describes the training program(s) that you support?**

	Number of Responses	Weighted Percent
IM residency program only	255	62.5
IM residency program and one or more IM fellowship sub-specialty program(s)	38	9.3
IM residency program and Med-Peds residency program	11	2.3
IM residency program, Med-Peds residency program, and one or more IM fellowship sub-specialty program(s)	7	1.5
One IM fellowship sub-specialty program	35	7.7
Multiple IM fellowship sub-specialty programs	65	14.1
Med-Peds residency program only	10	2.1
Med-Peds residency program and one or more IM fellowship sub-specialty program(s)	3	0.6
<b>Total</b>	<b>424</b>	<b>100.0</b>

**Program Type(s) Supported: Derived from Q6**

	Number of Responses	Weighted Percent
The IM residency (or IM and/or Med-Peds) program only	276	66.9
The fellowship program(s)	100	21.8
Both the IM (and/or Med-Peds) residency program and the fellowship program(s)	48	11.3
<b>Total</b>	<b>424</b>	<b>100.0</b>

Note: Derived from Q6.

**Q7 Are you the lead or primary administrative person responsible for program that you support?**

	Number of Responses	Weighted Percent
No: another staff member(s) is the <b>lead or primary</b> administrative person	52	16.6
Yes, and I am the <b>only</b> administrative staff person	75	24.6
Yes, but other administrative staff <b>also</b> provide program support	164	55.7
I share lead or primary responsibilities with another administrative staff person(s)*	9	3.0
<b>Total</b>	<b>300</b>	<b>100.0</b>

Note: For 300 respondents who reported “The IM residency program only,” “One IM fellowship sub-specialty program,” or “Med-Peds residency program only” in Q6.

\*Coded from nine original responses to the option for “Other: please explain.”

<b>Q8 Which of the following best describes your professional role?</b>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
I am the <b>only</b> administrative person for the programs that I support	40	32.1
For <b>some</b> of the programs that I support, I am the <b>only</b> administrative person	21	17.3
For all of the programs that I support, I am the <b>lead or primary</b> administrative person but other staff also provide program support	40	32.6
For <b>all</b> of the programs that I support, <b>other</b> staff are the lead or primary administrative person(s)	23	18.0
<b>Total</b>	<b>124</b>	<b>100.0</b>
Note: For 124 respondents who reported “Multiple IM fellowship sub-specialty programs,” “The IM residency program and one or more IM fellowship sub-specialty program(s),” “IM residency program and Med-Peds residency program,” or “Med-Peds residency program and one or more IM fellowship sub-specialty program(s)” in Q6.		

<b>Is the lead/primary or only administrative person for one or more fellowships?: Derived from Q6-Q8</b>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
Yes	127	85.1
No	23	14.9
<b>Total</b>	<b>150</b>	<b>100.0</b>
Note: For 150 respondents who reported their professional role to be with the fellowship program(s) or both the IM residency program and the fellowship program(s) [including the Med-Peds residency program], based on responses to Q6 to Q8, and (not shown) Q9.		

<b>Description of professional role: Q7 and Q8</b>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
Is the <b>only</b> (lead/primary) administrative person for program(s) supported	115	26.7
Is lead/primary administrative person but other staff <i>also provide</i> program support*	173	42.5
For <b>some</b> of the programs supported, is the <b>lead/primary</b> or <b>only</b> administrative person	61	13.8
For the program(s) supported, <b>other staff</b> are the lead or primary administrative person(s)	75	17.0
<b>Total</b>	<b>424</b>	<b>100.0</b>
Note: Derived from Q7 and Q8; describes professional role regardless of type and number of programs supported.		
*Includes respondents who reported “I share lead or primary responsibilities with another administrative staff person(s)” in Q7.		

**Note: Q9 not reported; used for verifying responses to Q8.**

Q10 For which program(s) do you have direct administrative responsibility?		
	Number of Responses	Weighted Percent
Categorical internal medicine	306	94.7
Preliminary internal medicine	137	40.0
Transitional year	21	6.6
Non-standard training programs	21	6.0
Combined internal medicine / pediatrics	28	7.5
Other combined programs (please specify):	25	6.9
Other residency programs (please specify):	11	3.2
<b>Total</b>	<b>549</b>	<b>164.9</b>
Note: For 324 of 324 respondents who reported to support any program(s) except for “One IM fellowship sub-specialty program” and “Multiple IM fellowship sub-specialty programs.”		
Multiple responses allowed; total number of responses will exceed number of respondents to question and total percentages will exceed “100.”		

**Q10: Other combined programs (please specify):**  
*Total: 25 open-text responses*

**Q10: Other residency programs (please specify):**  
*Total: 11 open-text responses*

Q11 What is your current position title?		
	Number of Responses	Weighted Percent
Administrative or Executive Assistant / Associate	7	1.6
Residency Program Administrator	85	20.3
Residency Program Coordinator	140	34.3
Program Assistant	2	0.4
Assistant Coordinator	3	0.7
Program Specialist	7	1.6
Fellowship Coordinator	33	7.2
Fellowship Administrator	33	7.1
Residency and Fellowship Administrator (or Coordinator)	7	1.6
Supervisor	7	1.7
Manager (or Co- / Assistant / Associate Manager)	85	20.0
Director (or Co- / Assistant / Associate Director)	15	3.5
<b>Total</b>	<b>424</b>	<b>100.0</b>

Q12 What department(s) (or institutional unit/s) do you report to?		
	Number of Responses	Weighted Percent
Sub-specialty division	52	10.9
Department of medicine	189	41.7
Residency program	158	37.3
Academic affairs	22	5.2
Graduate medical education office	251	60.9
Other (please specify):	12	2.9
<b>Total</b>	<b>684</b>	<b>159.0</b>
Note: For 424 respondents. Multiple responses allowed; total number of responses will exceed number of respondents to question and total percentages will exceed "100."		

**Q12: Other (please specify):**  
*Total: 12 open-text responses*

Q13 Which of the following best describes your primary immediate supervisor’s role in your human resources hierarchy?		
	Number of Responses	Weighted Percent
Program director	95	22.2
Education program manager / program administrator	80	18.0
Department or division business manager / administrator	84	18.8
Graduate medical education office personnel (e.g., GME director, DIO)	124	31.5
Vice chair of education	4	0.9
Other (please explain):	37	8.6
<b>Total</b>	<b>424</b>	<b>100.0</b>

**Q13: Other (please explain):**  
*Total: 36 open-text responses [One nonrespondent]*

Q14 What specialty or sub-specialties do you support in your position?		
	Number of Responses	Weighted Percent
Addiction Medicine	6	4.2
Adult Congenital Heart Disease	9	5.8
Advanced Heart Failure and Transplant Cardiology	24	15.8
Cardiovascular Disease	56	39.7
Clinical Cardiac Electrophysiology	29	18.8
Clinical Informatics	8	5.1
Critical Care Medicine	21	13.9
Endocrinology, Diabetes, and Metabolism	32	21.3
Gastroenterology	38	25.5
Geriatric Medicine	22	14.8
Hematology	6	4.1
Hematology and Medical Oncology	36	24.4
Hospice and Palliative Medicine	24	16.3
Infectious Disease	32	21.0
Interventional Cardiology	36	24.1
Interventional Pulmonology	16	10.2
Medical Oncology	6	3.8
Nephrology	30	19.6
Pulmonary Disease	6	3.8
Pulmonary Disease and Critical Care Medicine	35	23.1
Rheumatology	24	15.7
Sleep Medicine	19	12.2
Transplant Hepatology	15	9.5
Transplant Nephrology	12	7.7
Non-Standard Training (NST) program(s)	21	13.7
Other (please specify):	21	14.3
<b>Total</b>	<b>584</b>	<b>388.1</b>
Note: For 145 of 148 respondents who reported to support a fellowship or fellowship and residency program(s) in Q6. Three nonrespondents. Multiple responses allowed; total number of responses will exceed number of respondents to question and total percentages will exceed "100."		

**Q14: Other (please explain):**  
**Total: 21 open-text responses**

<b>Number of sub-specialties supported (Derived from Q14)</b>						
Number of Responses	Weighted Mean	SD	Median	Min	Max	Total Supported
145	3.9	4.9	2	1	26	584

Note: For 145 of 148 respondents who reported to support a fellowship or fellowship and residency program(s) in Q6. Three nonrespondents. SD: Standard deviation.

<b>Q15 What is the highest educational level that you have completed to date?</b>		
	Number of Responses	Weighted Percent
High school	15	3.8
High school plus some college coursework	71	16.5
Two-year college / Associate's degree	53	12.6
Bachelor's degree	141	32.9
Some graduate coursework	27	6.2
Graduate degree: <i>Master's level</i>	113	27.1
Graduate degree: <i>Doctoral or other equivalent</i>	4	0.9
<b>Total</b>	<b>424</b>	<b>100.0</b>

<b>Q16 Which of the following best describe your professional certifications?</b>					
	Currently active / holding	Currently pursuing	Planning to pursue	Do not currently hold or plan to pursue	Total
C-TAGME: Training Administrators of Graduate Medical Education*	95	19	120	185	<b>419</b>
<i>Weighted Row Percent</i>	<i>22.9</i>	<i>4.8</i>	<i>29.2</i>	<i>43.1</i>	<i>100.0</i>
PHR: Professional in Human Resources**	3	0	30	385	<b>418</b>
<i>Weighted Row Percent</i>	<i>0.8</i>	<i>--</i>	<i>7.6</i>	<i>91.7</i>	<i>100.0</i>
Six Sigma or Lean Six Sigma**	23	6	44	345	<b>418</b>
<i>Weighted Row Percent</i>	<i>5.7</i>	<i>1.6</i>	<i>11.2</i>	<i>81.5</i>	<i>100.0</i>
PMP: Project Management Professional**	5	6	74	333	<b>418</b>
<i>Weighted Row Percent</i>	<i>1.2</i>	<i>1.4</i>	<i>18.6</i>	<i>78.8</i>	<i>100.0</i>
ACUME: Administrators / Coordinators Certification in Undergraduate Medical Education**	1	1	44	372	<b>418</b>
<i>Weighted Row Percent</i>	<i>0.2</i>	<i>0.3</i>	<i>11.2</i>	<i>88.3</i>	<i>100.0</i>

\*Five nonrespondents; \*\*Six nonrespondents.

Q17 What is your employment status?		
	Number of Responses	Weighted Percent
Full time: 30 hours per week or more	422	99.5
Part time: less than 30 hours per week	2	0.5
<b>Total</b>	<b>424</b>	<b>100.0</b>

Q18 Is your current position exempt (salaried) or non-exempt (hourly) from overtime pay?		
	Number of Responses	Weighted Percent
Exempt	286	68.4
Non-exempt	136	31.6
<b>Total</b>	<b>422</b>	<b>100.0</b>

Note: For 422 of 422 respondents who reported "Full time" in Q17.

Q19 Are you eligible for compensatory ("comp") time off?		
	Number of Responses	Weighted Percent
No	162	56.3
Yes	124	43.7
<b>Total</b>	<b>286</b>	<b>100.0</b>

Note: For 286 of 286 respondents who reported "Exempt" in Q18.

Q20 Are you eligible for overtime pay?		
	Number of Responses	Weighted Percent
No	57	42.4
Yes	79	57.6
<b>Total</b>	<b>136</b>	<b>100.0</b>

Note: For 136 of 136 respondents who reported "Non-exempt" in Q18.

Combined eligibility of compensatory ("comp") time off or overtime pay: From Q19 and Q20		
	Number of Responses	Weighted Percent
No	219	51.9
Yes	203	48.1
<b>Total</b>	<b>422</b>	<b>100.0</b>

Note: For 422 of 422 respondents who reported "Full time" in Q17.

Q21 For how many total years have you been...						
	Number of Responses	Weighted Mean	SD	Median	Min	Max
employed in GME?*	421	10.0	8.5	7.5	0.1	46
in your current position?	424	7.5	7.2	5	0.1	46
*Three nonrespondents. SD: Standard deviation.						

Q22 For your position, how often do you...						
	Never	Rarely	Sometimes	Often	Always	Total
complete your core responsibilities in the number of regular hours?*	14	50	108	146	104	<b>422</b>
<i>Weighted Row Percent</i>	3.4	11.6	26.4	33.7	24.9	<b>100.0</b>
work <u>more than</u> the number of regular hours for your position in <u>one week</u> ?**	23	82	151	97	68	<b>421</b>
<i>Weighted Row Percent</i>	5.3	19.5	36.3	22.8	16.1	<b>100.0</b>
*Two nonrespondents; **Three nonrespondents.						

Q23 Typically, when you work additional hours in one week, why do you do so?		
	Number of Responses	Weighted Percent
Not enough administrative support for training program	102	26.0
It is expected	50	12.8
I am required to attend program meetings and / or events outside of normal work hours	195	48.8
Cyclical nature of job requires me to work more at certain times of the year	273	68.0
High turnover in administrative staff	45	11.0
I receive compensatory time off	15	3.5
I receive additional overtime pay (other than compensatory time off)	16	3.8
I am the only staff member capable of doing certain tasks	184	45.8
Personal preference / choice	87	21.6
Workload is too heavy to finish tasks during normal business hours	164	41.5
I have responsibilities beyond the program(s) that I primarily support	76	18.9
Other (please explain):	9	2.3
<b>Total</b>	<b>1,216</b>	<b>304.1</b>
Note: For 398 of 398 respondents who reported any option except “Never” or “Have not been in position long enough to answer” for “more than the regular number of hours” in Q22. Multiple responses allowed; total number of responses will exceed number of respondents to question and total percentages will exceed “100.”		

<p><b>Q23: Text for “Other (please explain):”</b></p> <p><b>Total: 9 open-text responses</b></p>
--

Q24 What is your salary range for the current Academic Year (2025-26)?		
	Number of Responses	Weighted Percent
Under \$30,000	0	--
\$30,000 - \$35,999	1	0.4
\$36,000 - \$39,999	1	0.3
\$40,000 - \$45,999	3	1.2
\$46,000 - \$49,999	7	2.6
\$50,000 - \$55,999	14	5.4
\$56,000 - \$59,999	15	5.1
\$60,000 - \$65,999	43	14.9
\$66,000 - \$69,999	26	9.0
\$70,000 - \$75,999	44	15.9
\$76,000 - \$79,999	27	9.1
\$80,000 - \$85,999	29	10.4
\$86,000 - \$89,999	8	2.8
\$90,000 - \$95,999	19	6.2
\$96,000 - \$99,999	6	1.9
\$100,000 - \$149,999	38	13.1
\$150,000 and above	5	1.7
<b>Total</b>	<b>286</b>	<b>100.0</b>
<p><b>Note:</b> For 286 of 286 respondents who reported "Exempt" in Q18.</p> <p>If reporting or describing this table in scholarly or peer-reviewed public works, it is advised that categories with totals of "five" or less be removed and replaced with a footnote that reads "To ensure data confidentiality, table excludes categories with very small numbers of responses."</p>		

Q25 What is your range of annual earnings for the current Academic Year (2025-26)?		
	Number of Responses	Weighted Percent
Under \$30,000	2	1.5
\$30,000 - \$35,999	2	1.2
\$36,000 - \$39,999	5	3.9
\$40,000 - \$45,999	5	3.5
\$46,000 - \$49,999	5	3.9
\$50,000 - \$55,999	26	18.6
\$56,000 - \$59,999	11	8.1
\$60,000 - \$65,999	27	19.4
\$66,000 - \$69,999	14	10.4
\$70,000 - \$75,999	19	14.4
\$76,000 - \$79,999	3	2.3
\$80,000 - \$85,999	8	6.5
\$86,000 - \$89,999	2	1.3
\$90,000 - \$95,999	2	1.5
\$96,000 - \$99,999	0	--
\$100,000 - \$149,999	5	3.6
\$150,000 and above	0	--
<b>Total</b>	<b>136</b>	<b>100.0</b>
<p><b>Note:</b> For 136 of 136 respondents who reported “Non-exempt” in Q18.</p> <p>If reporting or describing this table in scholarly or peer-reviewed public works, it is advised that categories with totals of “five” or less be removed and replaced with a footnote that reads “To ensure data confidentiality, table excludes categories with very small numbers of responses.”</p>		

<i>Combined salary or range of annual earnings for the current academic year (2025-26): From Q24 and Q25</i>		
	Number of Responses	Weighted Percent
Under \$30,000	2	0.5
\$30,000 - \$35,999	3	0.6
\$36,000 - \$39,999	6	1.4
\$40,000 - \$45,999	8	1.9
\$46,000 - \$49,999	12	3.1
\$50,000 - \$55,999	40	9.6
\$56,000 - \$59,999	26	6.0
\$60,000 - \$65,999	70	16.3
\$66,000 - \$69,999	40	9.5
\$70,000 - \$75,999	63	15.4
\$76,000 - \$79,999	30	7.0
\$80,000 - \$85,999	37	9.1
\$86,000 - \$89,999	10	2.3
\$90,000 - \$95,999	21	4.7
\$96,000 - \$99,999	6	1.3
\$100,000 - \$149,999	43	10.1
\$150,000 and above	5	1.2
<b>Total</b>	<b>422</b>	<b>100.0</b>

**Note:** For 422 of 422 respondents who reported “Full time” in Q17.

If reporting or describing this table in scholarly or peer-reviewed public works, it is advised that categories with totals of “five” or less be removed and replaced with a footnote that reads “To ensure data confidentiality, table excludes categories with very small numbers of responses.”

<b>Q26 Have you received a salary or wage increase (including cost of living adjustment/s, if applicable) for the...</b>			
	No	Yes	Total
Past year?*	101	305	<b>406</b>
	<i>Weighted Row Percent</i>	24.7	75.3
Past two years?**	70	290	<b>360</b>
	<i>Weighted Row Percent</i>	19.4	80.6

\*For 406 of 424 possible respondents. 18 additional respondents reported “Do not know / Unsure.” Zero nonrespondents.  
 \*\*For 360 of 365 respondents who reported to have been in their position for two years or more. Five additional respondents reported “Do not know / Unsure.” Zero nonrespondents.

**Note:** A total of 343 respondents reported to have received a wage increase for either the past year or the past two years.

Q27 Why did you receive a salary or wage increase(s)?		
	Number of Responses	Weighted Percent
Promotion or job change	63	19.0
Cost of living increase	180	52.4
Performance / Merit increase	183	53.8
Retention	10	2.9
Equity increase	27	8.3
Union contract	12	3.4
Obtained C-TAGME certification	2	0.6
Received a one-time "bonus"	27	8.4
Other (please explain):	6	1.6
<b>Total</b>	<b>510</b>	<b>150.3</b>

Note: For 341 of 343 respondents who reported to have received a salary increase in Q26. Two additional respondents reported "Do not know / Unsure." Multiple responses allowed; total number of responses will exceed number of respondents to question and total percentages will exceed "100."

<b>Q27: Text for "Other (please explain):"</b>
<i>Total: 6 open-text responses</i>

Q28 How closely do the July 2023 ACGME coordinator dedicated time requirements reflect the actual time needed to complete your required tasks?		
	Number of Responses	Weighted Percent
Not at all closely	68	16.7
Somewhat closely	123	29.1
Very closely	102	24.0
As closely as possible	95	22.5
<i>Do not know / Unsure</i>	<i>30</i>	<i>7.7</i>
<b>Total</b>	<b>418</b>	<b>100.0</b>

Note: Six additional respondents reported "Not applicable."

Q29 In the past year, have you considered resigning from your position?		
	Number of Responses	Weighted Percent
No	195	48.0
Yes	212	52.0
<b>Total</b>	<b>407</b>	<b>100.0</b>

Note: For 407 of 424 respondents. 17 additional respondents reported "Have not been in position long enough to consider resigning."

Q30 How likely are you to resign in the next 12 months?		
	Number of Responses	Weighted Percent
Very unlikely	31	14.8
Somewhat unlikely	43	20.3
Neutral	63	29.3
Somewhat likely	48	23.2
Very likely	27	12.5
<b>Total</b>	<b>212</b>	<b>100.0</b>
Note: For 212 of 212 respondents who reported "Yes" in Q29.		

Q31 Why are you somewhat or very likely to resign in the next 12 months?		
	Number of Responses	Weighted Percent
Seeking or offered a higher-level position in GME and / or UME	27	36.7
Seeking or offered a position outside of medical education	19	25.0
Retirement is pending	9	12.3
Feeling "burned out"	39	51.6
Insufficient compensation	47	62.5
Work is no longer interesting / fulfilling	23	30.0
Insufficient support from program leadership	29	38.4
Insufficient dedicated time to complete responsibilities	23	31.1
Excessive tasks requested by residents and / or fellows	10	13.1
Excessive tasks requested by faculty or program leadership	25	33.2
Family or personal responsibilities (e.g., parenting, caretaking of elders)	3	3.6
Responsibilities do not align with my job description	9	11.1
Other (please explain):	13	17.5
<b>Total</b>	<b>276</b>	<b>366.0</b>
Note: For 75 of 75 respondents who reported "Very likely" or "Somewhat likely" in Q30. Multiple responses allowed; total number of responses will exceed number of respondents to question and total percentages will exceed "100."		

<p><b>Q31: Text for "Other (please explain):"</b></p> <p><i>Total: 13 open-text responses</i></p>
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**END OF SECTION I**

### Section II. Program Administrator Wellness and Well-being (n=418)

Note: 423 respondents completed Q34.

Q34 How often do you feel...?								
	Never	A few times a year	Once a Month	A few times a month	Once a Week	A few times a week	Every day	Total
Burned out from your work?	42	184	43	58	34	41	21	<b>423</b>
<i>Weighted Row Percent</i>	10.4	42.9	10.0	13.8	8.0	9.9	4.9	<b>100.0</b>
You've become callous toward people since taking this job?	175	121	27	40	22	28	10	<b>423</b>
<i>Weighted Row Percent</i>	41.9	28.2	6.3	9.4	5.2	6.7	2.3	<b>100.0</b>

Source: Maslach, Christina and Susan E. Jackson. 1981. *MBI-Human Services Survey*. Published by Mind Garden, Inc., [www.mindgarden.com](http://www.mindgarden.com).

Positive screen for burnout (based on Q34)?			
	Number of Responses	Weighted Percent	95% Weighted Confidence Interval [Lower bound-Upper bound]*
Yes	108	25.6	21.4-29.9
No	315	74.4	70.1-78.6
<b>Total</b>	<b>423</b>	<b>100.0</b>	

**Note:** Positive screen for burnout based on respondents who reported “Once a week, A few times a week, or Every day” for either of the following: “How often do you feel burned out from work?,” “How often do you feel you’ve become more callous toward people since you took this job?”

Source: Maslach, Christina and Susan E. Jackson. 1981. *MBI-Human Services Survey*. Published by Mind Garden, Inc., [www.mindgarden.com](http://www.mindgarden.com).

\*Due to the sensitivity of screening for “burnout,” 95% confidence intervals are reported here. Accounting for the survey response rate, the probable percentages of all members of the survey population screening / not screening positively for burnout likely falls within the ranges above.

<b>Q35 To what extent have you experienced the following within the past year?</b>						
	<b>To no extent</b>	<b>To a small extent</b>	<b>To a moderate extent</b>	<b>To a great extent</b>	<b>To the fullest Extent</b>	<b>Total</b>
Poor communication	91	132	91	69	35	<b>418</b>
<i>Weighted Row Percent</i>	<i>22.0</i>	<i>31.1</i>	<i>22.1</i>	<i>16.3</i>	<i>8.5</i>	<i>100.0</i>
Unrealistic workload	115	133	85	59	26	<b>418</b>
<i>Weighted Row Percent</i>	<i>27.5</i>	<i>31.4</i>	<i>20.9</i>	<i>14.1</i>	<i>6.1</i>	<i>100.0</i>
Insufficient professional development	171	93	75	48	31	<b>418</b>
<i>Weighted Row Percent</i>	<i>41.6</i>	<i>21.5</i>	<i>18.0</i>	<i>11.6</i>	<i>7.3</i>	<i>100.0</i>
Decreased autonomy	220	90	53	32	23	<b>418</b>
<i>Weighted Row Percent</i>	<i>52.4</i>	<i>22.0</i>	<i>12.9</i>	<i>7.4</i>	<i>5.4</i>	<i>100.0</i>
Less time for creating innovative processes	110	109	83	84	32	<b>418</b>
<i>Weighted Row Percent</i>	<i>26.4</i>	<i>26.4</i>	<i>19.8</i>	<i>19.9</i>	<i>7.6</i>	<i>100.0</i>
Lack of role clarity	189	109	66	30	24	<b>418</b>
<i>Weighted Row Percent</i>	<i>45.2</i>	<i>25.5</i>	<i>16.1</i>	<i>7.3</i>	<i>6.0</i>	<i>100.0</i>
Insufficient resources	119	140	74	52	33	<b>418</b>
<i>Weighted Row Percent</i>	<i>28.9</i>	<i>33.3</i>	<i>17.9</i>	<i>12.1</i>	<i>7.9</i>	<i>100.0</i>
Lack of recognition for your work	149	93	75	54	47	<b>418</b>
<i>Weighted Row Percent</i>	<i>35.6</i>	<i>22.3</i>	<i>17.9</i>	<i>13.0</i>	<i>11.2</i>	<i>100.0</i>

<b>Q36 Have you experienced mistreatment by the following individuals in the past year? Consider mistreatment in the workplace to be any behavior that disrespects others or interferes with work.</b>			
	<b>No</b>	<b>Yes</b>	<b>Total</b>
Trainees	356	62	<b>418</b>
<i>Weighted Row Percent</i>	<i>85.0</i>	<i>15.0</i>	<i>100.0</i>
Faculty: Program leadership*	362	55	<b>417</b>
<i>Weighted Row Percent</i>	<i>86.7</i>	<i>13.3</i>	<i>100.0</i>
Faculty: Non-program leadership	376	42	<b>418</b>
<i>Weighted Row Percent</i>	<i>90.0</i>	<i>10.0</i>	<i>100.0</i>
Other staff within your program*	353	64	<b>417</b>
<i>Weighted Row Percent</i>	<i>85.0</i>	<i>15.0</i>	<i>100.0</i>
Other staff outside of your program but within GME	351	67	<b>418</b>
<i>Weighted Row Percent</i>	<i>83.6</i>	<i>16.4</i>	<i>100.0</i>
Other staff outside of GME	372	46	<b>418</b>
<i>Weighted Row Percent</i>	<i>88.8</i>	<i>11.3</i>	<i>100.0</i>
*One nonrespondent.			

<b>Q37 Have you experienced mistreatment by your supervisor in the past year?</b>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
No	110	68.6
Yes	53	31.4
<b>Total</b>	<b>163</b>	<b>100.0</b>
Note: For 163 of 163 respondents who reported “Yes” to Faculty or Other staff in Q36.		

**END OF SECTION II**

### Section III. Program Structure and Oversight (n=418)

<b>Q40 Including yourself (if applicable), how many administrative staff are responsible for oversight of the program that you support?</b>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
1	76	25.2
2	127	45.7
3	47	15.3
4	23	7.3
5	9	2.6
6	3	0.9
7	4	1.2
8	1	0.3
9	2	0.6
10 or more	3	0.9
<b>Total</b>	<b>295</b>	<b>100.0</b>

Note: For 295 of 295 respondents who reported to support the IM residency program only; the IM residency program and Med-Peds residency program; the IM residency program and one IM fellowship sub-specialty program; the IM residency program and multiple IM fellowship sub-specialty programs, or the Med-Peds residency program only in Q6.

<b>Q41 Including yourself (if applicable), for all of the programs that you support (combined), how many administrative staff have oversight responsibilities?</b>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
1	45	36.1
2	47	39.3
3	8	6.2
4	2	1.5
5	3	2.5
6	5	4.4
7	2	1.5
8	2	1.7
9	0	--
10 or more	9	6.8
<b>Total</b>	<b>123</b>	<b>100.0</b>

Note: For 123 of 123 respondents who reported to support Multiple IM fellowship sub-specialty programs; the IM residency program and one IM fellowship sub-specialty program; the IM residency program and multiple IM fellowship sub-specialty programs; or the Med-Peds residency program and one IM fellowship sub-specialty program in Q6.

<b>Q40 and Q41 Combined: Number of administrative staff who have oversight responsibilities (for all programs)</b>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
1	121	28.3
2	174	43.9
3	55	12.8
4	25	5.7
5	12	2.6
6	8	1.9
7	6	1.3
8	3	0.7
9	2	0.4
10 or more	12	2.5
<b>Total</b>	<b>418</b>	<b>100.0</b>

<b>Q42 How are your institution’s IM sub-specialty fellowship programs supported?</b>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
Each fellowship program has an assigned coordinator / administrator (who may be responsible for more than one fellowship)	115	90.0
A central pool of coordinators / administrators provides support to all fellowship programs	0	--
Program coordinator / administrator for internal medicine core program provides support	7	6.4
Administrative personnel for each division provides support	5	3.7
<b>Total</b>	<b>127</b>	<b>100.0</b>
Note: For 127 of 127 respondents who reported to be the lead/primary or only administrative person for one or more fellowships (derived from Q6-Q8).		

Q43 Outside of the training program(s) that you or your fellow staff support, what responsibilities do you and / or they have?		
	Number of Responses	Weighted Percent
Medical student clerkships	145	35.0
Observerships	125	28.9
Project management	200	48.1
Faculty assistance (e.g., scheduling, contracts, etc.)	198	48.4
Patient scheduling	13	3.0
Clinical administrative work (patient contact)	26	6.2
Finance responsibilities	238	57.2
Central graduate medical education office	103	26.0
Continuing medical education activities	159	38.6
Trainee electives	256	61.0
Conference scheduling or management	293	70.0
Supervision of staff	122	28.6
Other (please specify):	23	5.5
<i>I / we do not have responsibilities outside of my / our training program(s)</i>	39	9.4
<b>Total</b>	<b>1,940</b>	<b>465.8</b>
Note: For 418 respondents. Multiple responses allowed; total number of responses will exceed number of respondents to question and total percentages will exceed “100.”		

**Q43: Other (please specify):**  
**Total: 23 open-text responses**

Q44 How many of the following do you oversee / have administrative responsibilities for? <i>If you oversee trainees outside of internal medicine or its sub-specialties, do NOT include them below.</i>							
	Number of Responses	Weighted Mean	SD	Median	Min	Max	Total
Residents*	251	51.9	40.5	42	0	210	13,659
Fellows**	126	16.3	19.1	12	0	121	2,125
*For 251 of 254 respondents who reported to be the lead/primary or only administrative person for the internal medicine program or the internal medicine program and one or more fellowship subspecialty programs (including the Med-Peds program for either, if applicable). Three nonrespondents							
**For 126 of 126 respondents who reported to be the lead/primary or only administrative person for one or more fellowships.							
SD: Standard deviation.							

Q45 How many full-time equivalent (FTE) staff are there for the program(s) you support, including yourself and all administrative staff (i.e., “program coordinators / administrators” and “other program personnel”)?						
Number of Responses	Weighted Mean	SD	Median	Min	Max	Total
336	2.8	5.5	2	0	84	942
Note: For 336 of 344 respondents (derived from Q7 and Q8) who reported to be the only (lead/primary) person or one of multiple persons with administrative oversight of the program(s) they support. Eight nonrespondents.  SD: Standard deviation.						

**END OF SECTION III**

**Section IV. Professional Development and Training for Graduate Medical Education (GME) Administrative Personnel (n=415)**

<b>Q48 What financial support does your institution (or program/s, if the sole or primary source) provide with respect to professional development activities for GME administrative personnel?</b>		
<i>Note: "Financial support" refers to paying in advance for or reimbursing staff for an activity.</i>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
Strictly full financial support	113	27.5
Strictly partial financial support	25	5.8
Full or partial financial support, depending on the activity	227	55.1
<i>Our institution (or program) does not provide support for professional development opportunities</i>	46	10.7
<i>Unsure / Do not know*</i>	4	0.9
<b>Total</b>	<b>415</b>	<b>100.0</b>
*Coded from four original responses of "Other."		

<b><i>Institution (or program/s) provides financial support with respect to professional development activities for GME administrative personnel?</i></b>		
<b><i>[Derived from Q48]</i></b>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
Yes	365	88.4
No	46	10.7
<i>Unsure / Do not know</i>	4	0.9
<b>Total</b>	<b>415</b>	<b>100.0</b>

Q49 In the past year (since January 1, 2025), which of the following were available from your institution (or program/s) through full or partial support? <i>Select activities that were supported even if you did not participate.</i>		
	Number of Responses	Weighted Percent
ACGME Annual Educational Conference attendance	215	58.8
ACGME Distance Learning	95	26.5
APDIM / Alliance for Academic Internal Medicine conference attendance	263	71.0
Professional society membership	122	32.9
Internal institutional courses or professional conferences (virtual or in person)	163	44.1
GME office offerings (e.g., brown bag lunches, webinars)	233	61.9
Residency management system conference (e.g., NI, MedHub)	156	42.4
Other external professional conference(s)	93	25.5
AHME offerings*	7	1.9
Other (please specify):	4	1.1
<i>None of the above</i>	9	2.5
<b>Total</b>	<b>1,360</b>	<b>368.7</b>
<p>Note: For 369 of 369 respondents who reported that their institution (or program/s) provides support for professional development opportunities or who reported “Unsure / Do not know” in Q48.</p> <p>Multiple responses allowed; total number of responses will exceed number of respondents to question and total percentages will exceed “100.”</p> <p>*Coded from seven original responses of “Other.”</p>		

<p><b>Q49: Text for “Other (please specify):”</b></p> <p><b>Total: 4 open-text responses</b></p>
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<b>Q50 What was the funding source(s) for the activities you reported to be financially supported in the previous question?</b>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
Your academic institution (university, medical school)	78	22.5
Your hospital / hospital system	100	31.0
Your program(s)	169	49.7
Your department	176	50.3
Professional development stipend from human resources office	15	4.4
Grant funding	16	4.9
GME Office*	6	1.8
Other (please explain):	7	2.2
<b>Total</b>	<b>567</b>	<b>166.7</b>
<p>Note: For 340 of 360 respondents who reported that their institution (or program) made available one or more activity in Q49. 18 additional respondents reported “Do not know / Unsure.” Two nonrespondents.</p> <p>Multiple responses allowed; total number of responses will exceed number of respondents to question and total percentages will exceed “100.”</p> <p>*Coded from six original responses of “Other.”</p>		

<p><b>Q50: Text for “Other (please specify):”</b></p> <p><i>Total: 7 open-text responses</i></p>
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<b>Q51 In the past year (since January 1, 2025), which of the following professional development activities have you participated in? Answer even if support was not available (e.g., your institution did not support the activity but you personally paid to participate). If any activities are in progress, include them.</b>		
	Number of Responses	Weighted Percent
ACGME Annual Educational Conference attendance	68	17.1
ACGME Distance Learning	60	14.7
APDIM / Alliance for Academic Internal Medicine conference attendance	165	39.8
Professional society membership	104	24.9
Internal institutional courses or professional conferences (virtual or in person)	152	36.7
GME office offerings (e.g., brown bag lunches, webinars)	230	53.8
Residency management system conference (e.g., NI, MedHub)	98	23.4
Other external professional conference(s)	59	14.4
AHME offerings*	6	1.5
Other (please specify):	26	6.3
<i>None: I did not participate in any professional development activities in the past year</i>	53	13.1
<b>Total</b>	<b>1,021</b>	<b>245.6</b>
Note: For 415 of 415 respondents. Multiple responses allowed; total number of responses will exceed number of respondents to question and total percentages will exceed “100.”		
*Coded from six original responses of “Other.”		

<b>Q51: Text for “Other (please specify):”</b> <b>Total: 26 open-text responses</b>
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<b>Participated in one or more professional development activity in the past year (since January 1, 2025)? [Derived from Q51]</b>		
	Number of Responses	Weighted Percent
Yes	362	87.0
No	53	13.1
<b>Total</b>	<b>415</b>	<b>100.0</b>

<b>Q52 Are you currently pursuing a certification or degree that suits your professional development needs?</b>		
	Number of Responses	Weighted Percent
No	243	57.6
No, but I am planning to	108	26.8
Yes	64	15.6
<b>Total</b>	<b>415</b>	<b>100.0</b>

<b>Q53 What certification or degree are you pursuing (or planning to pursue)?</b>		
	<b>Number of Responses</b>	<b>Weighted Percent</b>
C-TAGME (Training Administrators of Graduate Medical Education)	94	57.6
A certificate / certification other than C-TAGME	51	31.6
Associate’s	9	5.4
Bachelor’s	19	11.2
Master’s	33	20.2
Doctorate	9	5.1
<b>Total</b>	<b>215</b>	<b>131.1</b>
Note: For 165 of 172 respondents who reported “Yes” or “No, but I am planning to” in Q52. Seven additional respondents reported “Not yet sure.” Multiple responses allowed; total number of responses will exceed number of respondents to question and total percentages will exceed “100.”		

**Q54 and Q55 not reported [only used to verify responses to Q53]**

**END OF SECTION IV**

### Section V. Program Administrator Work Models (n=415)

Q57 Which of the following best describes...				
	In-office work exclusively	Remote work exclusively	Hybrid model (i.e., in-office / remotely on select days)	Total
your current work model?	147	7	261	<b>415</b>
<i>Weighted Row Percent</i>	36.6	1.7	61.7	<b>100.0</b>
your preferred work model?	46	57	312	<b>415</b>
<i>Weighted Row Percent</i>	11.5	13.3	75.2	<b>100.0</b>

Q58 Would you leave your current position for an equivalent position that was exclusively remote or hybrid?		
	Number of Responses	Weighted Percent
No	19	18.1
Yes	41	38.5
<i>Maybe</i>	46	43.4
<b>Total</b>	<b>106</b>	<b>100.0</b>
Note: For 106 of 106 respondents who reported “In-office work exclusively” as their current work model and any option other than “In-office work exclusively” as their preferred work model in Q57.		

Q59 Would you leave your current position for an equivalent position that was exclusively in-office?		
	Number of Responses	Weighted Percent
No	3	59.7
Yes	1	17.4
<i>Maybe</i>	1	22.8
<b>Total</b>	<b>5</b>	<b>100.0</b>
Note: For five of five respondents who reported any option other than “In-office work exclusively” as their current work model and “In-office work exclusively” as their preferred work model in Q57.		

**END OF SECTION V**

**Q61 The APDIM Program Administrators Advisory Council wants to ensure that the needs of GME administrative professionals are addressed.**

**Q61 The APDIM Program Administrators Advisory Council wants to ensure that the needs of GME administrative professionals are addressed. Please provide one area that you are struggling with and / or would like the Council to review as an opportunity to better support program administrators, coordinators, and other program administrative professionals.**

*Total: 178 open-text responses*

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