

Residents Working for Residents: *How Investing in Your Colleagues Invests in Your Program*

Sabrina Goddard, MD PGY-2
Eileen Kleffner, Program Coordinator
UT Health San Antonio
ARAS National Conference 2018



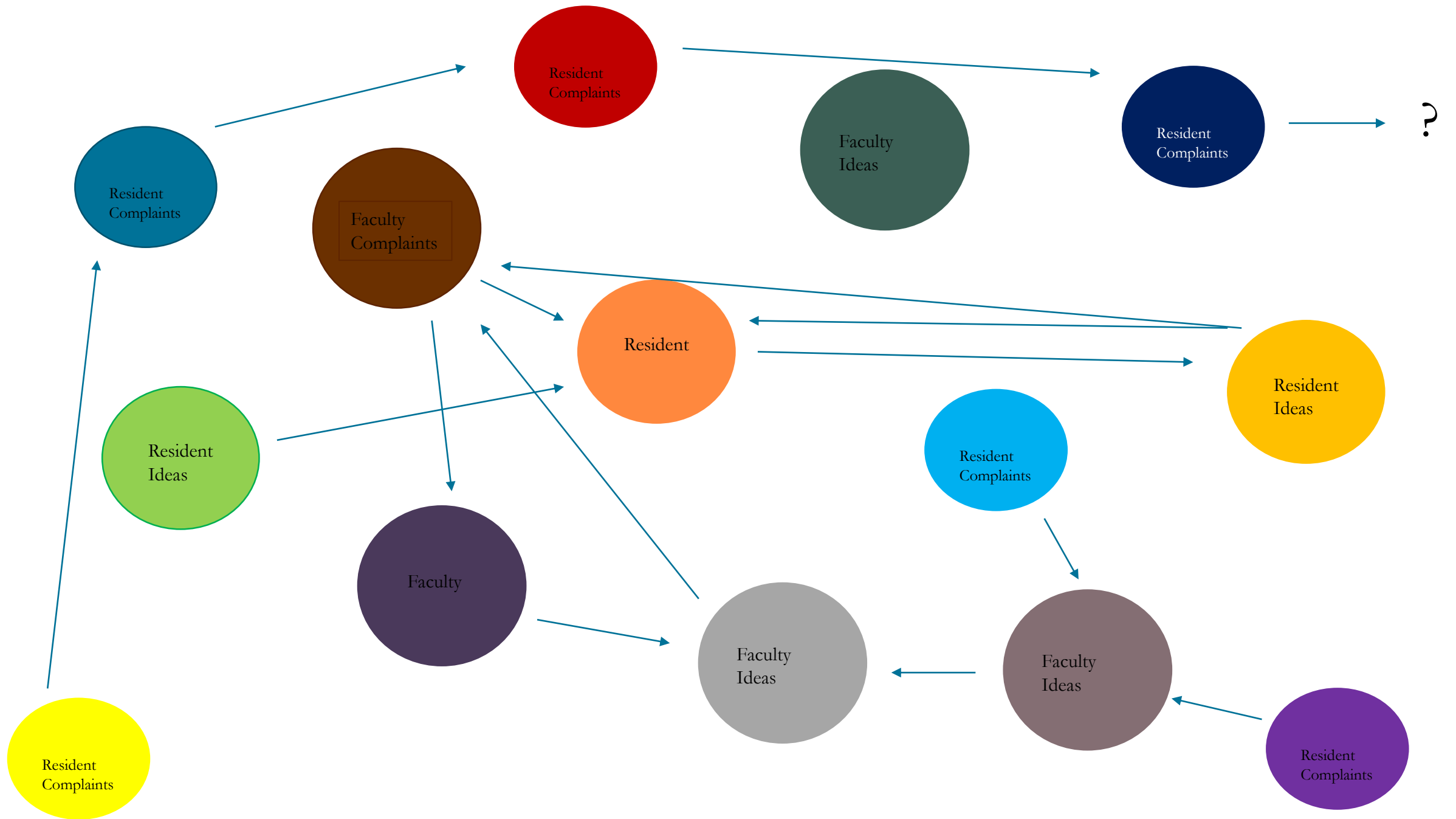
UT Health
San Antonio

Objectives

- What is the General Surgical Residency Council (GSRC)?
- Who comprises the GSRC?
- What is the role of the GSRC?
- How to form a GSRC
- GSRC at UT Health SA: What we have accomplished

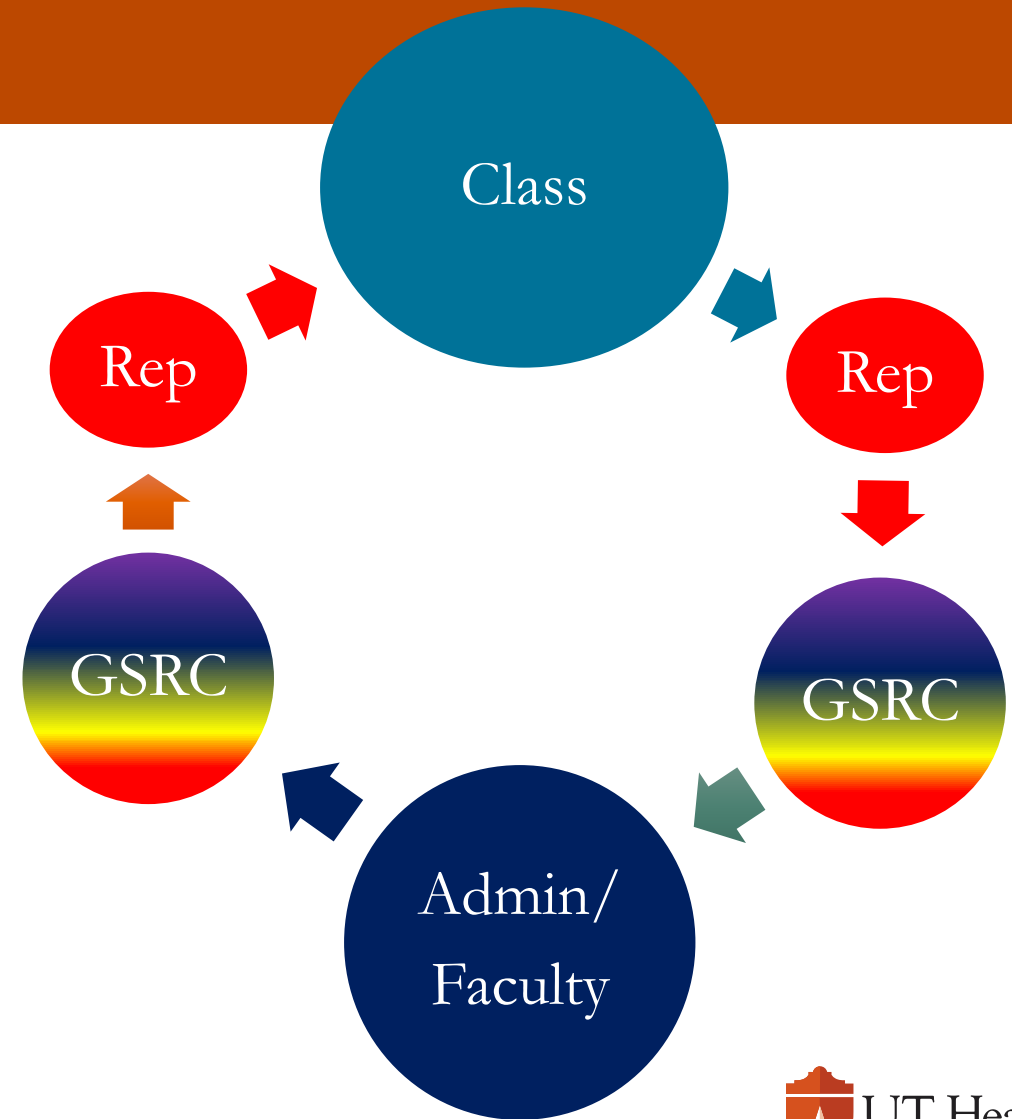
General Surgery Residency Council

- House staff at each PGY level
 - Motivated leaders
 - Elected by Peers
- Program Administrator
- Administrative Chiefs
- Meetings held monthly



The Role of GSRC

- Specific requests, concerns, issues
 - Class
 - Rotation
 - Program
- Ideas for advancement and/or improvement
- Consultation and advice amongst PGY levels



Formation of the GSRC at UT Health SA

- Deficit noticed: program comprised of multiple residents and rotations – how to keep up with it all? How to take care of them all?
- Goals
 - Improve communication between classes
 - Recognize and accommodate needs at different levels
 - Promote residents as program leaders

❖ Eileen, 2007: *“Increase **ownership** in the program, making sure concerns and suggestions are heard, develop leadership.”*

How Can the GSRC Improve a Residency Program?

- Resident
 - Sense of community
 - Opportunity for input
 - Well-being
- Program
 - Rotations
 - Administration
 - Didactics

“Burnout can be prevented, mitigated, or limited if residents are more involved and feel that they belong to a community: socially or professionally”

How to Build Your Own GSRC

1. Identify Motivated Individuals

- Desire to lead
- Wish to improve program
- Willingness to dedicate time and energy
- Effective communicators

2. Ensure Program Administration and Faculty Support

3. Explore an Introductory Matter

- Develop a system for problem-solving
- Determine how to expand

How to Build Your Own GSRC

4. Resolve Council-Based Issue

- Solicit ideas on how to effectively tackle problems
- Develop solutions instead of solely identifying areas of concern

5. Gather Further Issues

- Start with small, attainable goals
- After proven consistency, consider expansion

6. Inform Faculty and Residents of Council Efforts

- Garner support and trust

How has the GSRC Improved UT Health SA General Surgery?

- Resident Well-Being
- Rotations
- Didactics
- Recruitment

Resident Well-Being

1. Sense of Community
2. Democratic System
3. Work Environment

“We get to know each other better as a SURGICAL FAMILY, with a legacy and responsibility towards future generations. Even after graduating I still keep in touch with my co-chiefs and many of the residents still in San Antonio. This collegiality was only made possible thanks to the “community” approach that the GSRC embraces.”

- Pedro Pablo Gomez, GSRC Alum

Rotations

1. Addition and removal
 - Meeting goals?
 - Technically adequate?
2. Duty Hours/ Call
3. Team Members

Didactics

1. M&M/Grand Rounds
2. Chief Didactic Sessions
3. Motivation for ABSITE

Recruitment

- Wanted to OWN the program ourselves, as residents, by helping recruit our future colleagues – but how?
 - Chief Involvement in interview process
 - Junior residents involved in tours/discussions
 - Modification of website
 - Recruitment video





General Surgery Residency Council 2017-2018

“Working with You and for You”: The Program Administrator’s Role

- Receptive to changes regarding problems identified by those with different viewpoints, roles on team
- Allows continuity as residents change
- Sets agenda, goals
- Offers history and information regarding previous changes
- Assists in troubleshooting
- Provides additional level of communication between residents and administrative faculty

Discussion

1

What type of resident involvement in administration does your program have?

2

What type of resident feedback system does your program have?

3

What areas do you think your program could benefit from by having a residency council?