



## 2022 Residency Directors Forum

Wednesday, February 23, 2022

1 PM – 5:30 PM

*All times listed in Central Time Zone*

**Hilton Austin Salon J - Austin, TX**

**Moderator:** Randall Dei, DPM, FACFAS

**Overview:**

This year's Forum is 80's themed – in honor of the Annual Scientific Conference's 80<sup>th</sup> Anniversary – and we have a righteous program for you. The Forum will start with a primer on milestones, exploring lessons learned from already proven milestones in an orthopedic residency program. And, if you are interested in learning about virtual education, then come hear our bodacious experts as they explain how you can incorporate a simulation lab within your program.

The Forum continues with a discussion of what you as an educator can do to increase your residents' chance of becoming ABFAS Board Certified while reducing their risk for any grody legal exposure through appropriate chart documentation. And as requested by popular demand, we will share examples of processes in managing your problematic residents in need of academic, behavioral, performance or legal remediation. In helping you to support your residents, we will also discuss how you can recognize and help a burned-out resident or attending to overcome their difficult situation. And if that was not enough, we'll share the latest in resident education, GME funding and resident transfers as some programs across the nations are merging together.

To conclude the Forum, we will have a dedicated time for you to veg out and listen to representatives from AACPM, COTH, CPME, PRR, ABFAS and ABPM on what is new and changing. It's a totally tubular program!

**Audience:** The intended audience for this Forum includes residency directors and residency faculty at all CPME approved programs; podiatric medical school deans and interim deans; and fellowship directors at all fellowship programs with ACFAS status.

**Cost:** This Forum is complimentary for all attendees.

***This activity has been planned and implemented in accordance with the standards and requirements for approval of providers of continuing education in podiatric medicine through a joint provider agreement between AACPM and ACFAS. AACPM is approved by the Council on Podiatric Medical Education as a provider of continuing education in podiatric medicine. AACPM has approved this activity for a maximum of 4.0 continuing education contact hours.***

*No commercial interest provided financial support for this continuing education activity.*



# 2022 Residency Directors Forum Agenda

**1:00 PM CT Introduction and Session Goals**

*Randall Dei, DPM, FACFAS*

**1:05 PM CT I Would Walk 500 Miles – to Learn about Milestones**

*Paul Dougherty, MD*

*Jason Piraino, DPM, FACFAS (Moderator)*

Dr. Paul Dougherty, Chairman of the Orthopaedics Department at University of Florida College of Medicine, author of “The Orthopedic Educator” and nationally renowned medical educator gives insight to the ACGME process regarding orthopedic milestones. This session will encompass history behind milestones, their advantages and their major shortcomings. Dr. Dougherty will discuss his opinions on what he believes are effective strategies to implement the milestones in residency programs. We will also be given a brief update on where CPME is in implementing the milestone system

*Learning Objectives – Attendees will be able to:*

1. Understand the milestone process currently in place in orthopedics
2. Comprehend the advantages and disadvantages of the milestone system
3. Acquire strategies to implement milestone in their residency programs as needed
4. Gain an understanding of where the CPME is in the milestone process

**1:30 PM CT Watchu Talkin’ ‘Bout Willis? Importance of Good Documentation**

*Ross Taubman, DPM, FACFAS*

*Roya Mirmiran, DPM, FACFAS (Moderator)*

Whether the goal is to provide evidence for coding and billing services, support medical necessity for a suggested treatment or provide means to communicate with other providers, proper documentation is a must. With the new imposed 21<sup>st</sup> Century Act, progress notes are no longer just meant for other providers or insurance companies. In this presentation, we will discuss how you can help residents improve their methods of note taking to reduce patient calls and complaints. Furthermore, we will explore the medicolegal aspect of proper documentation and what residents need to know to excel in documenting clinical care. And, to help you increase the chances of your residents becoming board certified surgeons, a representative from the American Board of Foot and Ankle Surgery will discuss progress note elements considered and reviewed during surgical case review. Information will be shared with you on common weaknesses seen in chart documentation that result in possible failure of ABFAS Case Review.

Learning Objectives – Attendees will be able to:

1. Learn principles of documentation
2. Recognize crucial elements of a progress notes
3. Improve patient safety through effective record keeping
4. Understand the medico-legal ramification of poor documentation
5. Explore ways to overcome barriers in appropriate documentation
6. Assist residents in improving their techniques in documentation to increase chances of passing ABFAS case review

**2:00 PM CT      **Weird Science: Sim Labs and Virtual Education****

*Steven A. Godwin, MD; Laura Sansosti, DPM, FACFAS; Bill Stiers, MD  
David E. Waters, DPM, FACFAS (Moderator)*

Traditionally and prior to Covid-19 pandemic, resident education and training was based on direct hands on and direct patient care model. With advancement in technology, we now have great tools to supplement our way of teaching and education. As a result of held or reduced elective cases, program directors and residents have seen a need to augment current training and surgical skills. Virtual and simulation learning provides another supplementary avenue in helping residents acquire both knowledge and skills. Virtual training gives residents a safe place to practice and hone their skills and knowledge base and to be able to take those skills and knowledge into the direct patient care model that exists. Simulation learning can also provide additional means for residents who need to improve any areas of deficiency. In this session, the program directors will be provided tips and suggestions on how best to utilize alternative options to traditional learning and maximize the training of students and residents.

Learning Objectives – Attendees will be able to:

1. Increase awareness of residency directors about virtual and simulation learning opportunities that can be integrated in their residency training curriculum.
2. Educate directors on the usefulness of virtual and simulation education and how it can aid in improving the training of the residents.
3. Discuss how virtual training can help in remediation of a resident who may need to improve on certain skill sets.
4. Present access to broader training that may not be available in your local area.

**2:30 PM CT      BREAK – 5 minutes**

**2:35 PM CT      **You Wouldn't Like Me When I'm Angry: Resident Remediation****

*Candice Mateja, DO, Rachel King, JD  
Tatyana Hamilton, DPM, AACFAS (Moderator)*

There are challenges and certainly challenging people in every residency program, regardless of type of the program. The goal of the session is to provide guidance and resolution recommendations in managing a resident with personal, academic, or

behavioral obstacles. Personality issues will affect interpersonal relationships with patients and colleagues. Academic deficiencies may result in unsafe care to patients due to inadequate surgical skills or gaps in medical knowledge. Behavioral obstacles such as substance abuse may yield in time management concerns, social media issues, or problems with the law. In this presentation, our expert speaker will provide tips on how to identify a problem resident and will recommend course of actions to help the resident, the faculty and the program director. There will be a discussion among a multi-disciplinary panel to pinpoint appropriate approaches to remediation and resident dismissal.

Learning Objectives – Attendees will be able to:

1. Identify a problem resident
2. Provide guidance on managing a resident with personality issues and inappropriate interactions
3. Recognize and correct gaps in a resident’s medical/surgical knowledge and provide educational rectification
4. Identify and assist a resident with behavioral concerns such as substance abuse.
5. Determine appropriate social media presence for resident and residency program.
6. Learn on steps to remediation and when to proceed with termination.
7. Learn about managing potential resident legal disputes

**3:50 PM CT** BREAK – 15 minutes

**4:05 PM CT** **“I’ve Fallen and I Can’t Get Up” – Resident Burnout**

*Allison Ventura, PhD*

*Ramez Sakkab, DPM (Moderator)*

Burnout is present amongst residents and attending physicians at a rate of 27-75%, depending on specialty. There are many factors within work, life, and training that contribute to burnout, which can then lead to psychological and physical distress. Such distress can cause physical or mental injury to a resident, as well as inferior patient care. Attendees will learn to describe the prevalence of clinical distress related to residency. As well as identify the differences between burnout and moral injury. Features of burnout can be recognized early to facilitate interventions. Solutions to address both burnout and moral injury within resident(s) and an organization are a group effort. Reconstructing our approach and interventions for burnout may improve resident lives and patient care.

Learning Objectives – Attendees will be able to:

1. Describe the prevalence of clinical distress related to residency.
2. Identify the difference between burnout and moral injury.
3. Discover solutions to address BOTH burnout and moral injury within residency and your organization.

**4:35 PM CT     **Another One Bites the Dust: VA Disbursement Agreements****

*Keith Cook, DPM, FAFAS; Mark Hardy, DPM, FAFAS; Danae Lowell, DPM, FAFAS  
Susan Claffey (Moderator)*

This session focuses on VA Disbursement Agreements and how it is changing the landscape of VA Residency Programs. We will explain Disbursement Agreements, how many have been implemented among VA Residency Programs, and many more will come. Drs. Hardy and Lowell will give “after action reports” on the recent completion of their Distribution Agreement and merger.

*Learning Objectives – Attendees will be able to:*

1. Learn the purpose of VA disbursement agreements
2. Describe the process for payment of salaries while residents are on rotation at the VA
3. Explain the types of reimbursable activities covered under the disbursement agreement

**4:55 PM CT     **Can I Buy a Vowel? Stakeholder Update****

*Randall Dei, DPM, FAFAS (moderator)*

Learn as representatives from relative organizations give their latest updates: ABFAS and ABPM updates, what's new at AACPM/COTH, PRR revisions and progress of the CPME 320 re-write. Also, hear from the ACFAS Research Committee regarding latest efforts in the College's elevated support of research and scholarly activities.

*Learning Objectives – Attendees will be able to:*

1. Receive updates from educational organizations that impact teaching and residency programs
2. Become familiarized with new standards and guidelines in residency curriculum management
3. Learn about steps in promoting scholastic research and extramural activities

**5:30 PM CT     **Conclusion****