



# Program Aims— An Exploration

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# GME Reform

- **Accountability for our outcomes**
- Train physicians for ambulatory care where most health care is delivered
- Train physicians to fix the broken health care system

# Accountability for Outcomes

- Graduate performance is our ultimate outcome
- Difficult to measure outcomes without defining aims

# Aims

- Required for self study
- Built on program strengths
- Measured by graduate survey and other data

# ACGME Self Study Template

## ***Program Description and Aims***

Describe the program and its aims, using information gathered during the self-study.

### **Question 1: Program description**

Provide a brief description of your residency/fellowship program, as you would to an applicant or a prospective faculty member. Discuss any notable information about this program. (Maximum 250 words)

### **Question 2: Program aims**

Based on information gathered and discussed during the self-study, what are the program's aims? (Maximum 150 words)

### **Question 3: Program activities to advance the aims**

Describe current activities that have been or are being initiated to promote or further these aims. (Maximum 250 words)

## Gather with 3 other people

- **2 minutes**--think about what you are most proud of in your training program; how do you 'sell' the program to applicants? What is unique about your program
- **4 minutes**--describe what you are most proud of to a partner who asks clarifying questions
- **10 minutes** --share with your foursome and record possible aims for your program

# Report on aims

## Other examples of aims— credit to Case Medical Center Program Directors!

Graduates are:

- Good consumers of research literature
- Participate in registries
- Obtain independent funding
- Have title of medical director
- Publish about ethics
- Educate physicians and other providers

## Metrics for those aims

On graduate survey, report:

- Which journals are read
- Participation in registries/ big data
- R01, K Award, PCORI within 10 years
- Job title
- Publication topics
- Teaching activities

## With your partner

- **5 minutes**--Create metrics for your program aims
- Consider creating percentages of graduates expected to fulfill each aim. Not all graduates need to look alike!

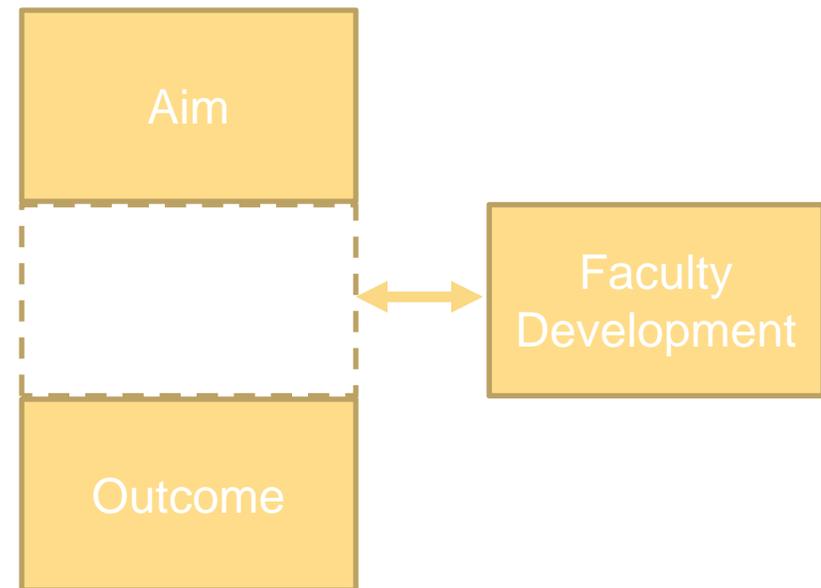
# Report back on metrics

# Program Evaluation Committee data for:

- Resident Performance
- Program Quality
- Graduate Performance
- Faculty Development

# Continuous Improvement-Programs

- Aims refined, based on unique strengths
- Graduate survey to assess outcomes
- Gap between aims and outcomes instructs faculty development



# Improvement Plan for Faculty Development

- Role modeling clinical application of research
- Learning and teaching about big data
- Mentoring physician scientists
- Leadership curriculum
- Applying ethics in daily practice

# Report on Faculty Development Needs

# Summary

- Well defined aims are essential in the NAS
- Data needed for graduate performance beyond board passage rates and fellowship matches
- Gap between aims and outcomes instructs faculty development needs
- Faculty development needs should be reflected in annual improvement plan