

Valuation of APD Time and Effort & Departmental Responsibility

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Disclosures

- Consultant Boston Scientific®
 - IMR Boston Scientific®
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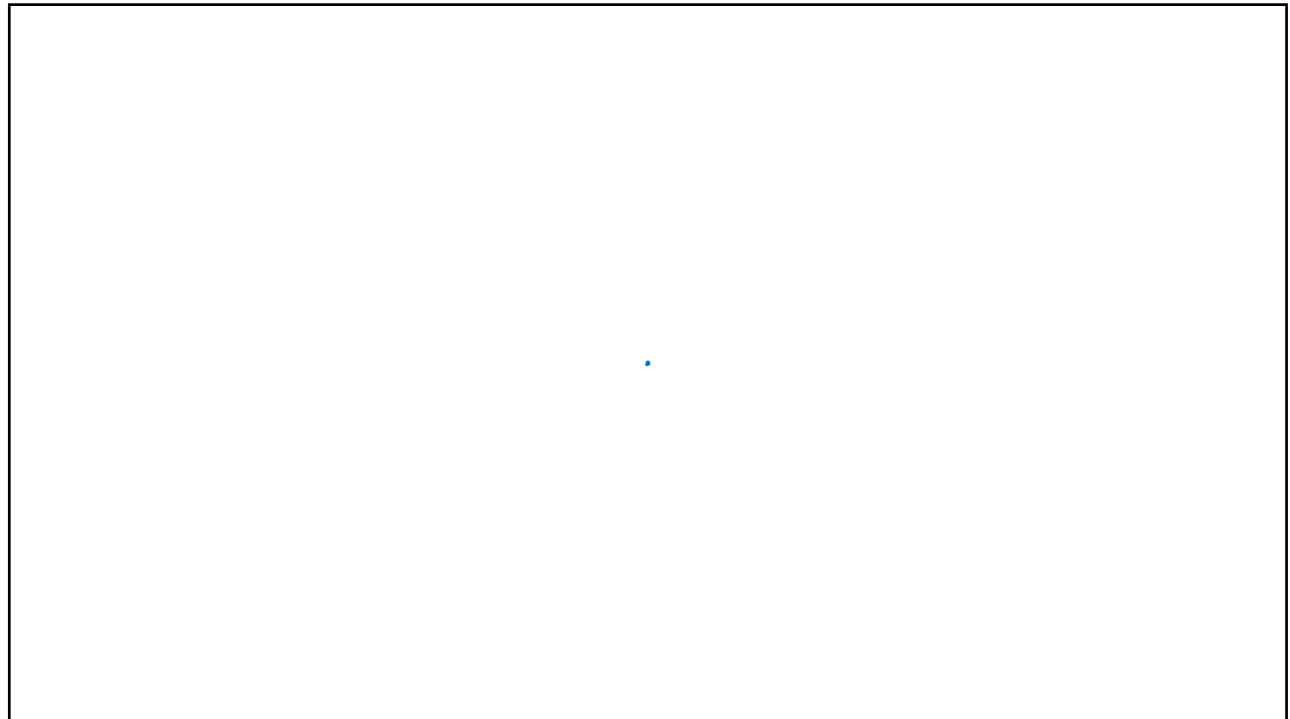
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Selection process

- Willing and capable
- 2-3 years out of training to allow for professional maturation
- High degree of integrity and professionalism
- Some scholarly activity
- Some Leadership skills
- Residents already like the candidate

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Issues with the APD position

- Responsibilities (who is doing what?)
- What Model?



OR


More responsibilities

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Issues with the APD position

- Compensation
 - No ACGME guidelines for urology
- Thankless job in many instances
- Future

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PD

II.A.2.a) At a minimum, the program director must be provided with support equal to a dedicated minimum of 0.2 FTE for administration of the program. (Core)

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Program coordinators

II.C.2.a)

At a minimum, the program coordinator must be provided with support equal to the dedicated time and support specified below minimum of 0.5 FTE for administration of the program. (Core)

Number of Approved Resident Positions	Minimum FTE
1-5	0.5
6-10	0.7
11-15	0.8
16-20	0.9
≥ 21	1.0

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II.A.2.a) At a minimum, the program director must be provided with the dedicated time and support specified below for administration of the program: (Core)


Number of Approved Resident Positions	Minimum Support Required (FTE)
≤7	.2
7-10	.4
>10	.5

II.A.2.b) Programs with more than 15 residents must appoint an associate program director(s). The associate program directors(s) must be provided with support equal to a dedicated minimum time for administration of the program as follows: (Core)

Number of Approved Resident Positions	Minimum Aggregate APD Support Required (FTE)
<15	0
16-20	.1
21-25	.2
26-30	.3
31-35	.4
36-40	.5

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How to Support



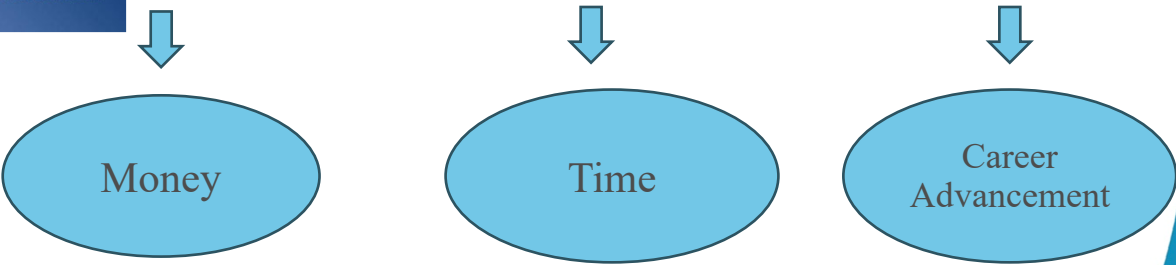
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Valuation



Money

Time

Career Advancement

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Protected time from clinical activities

- At least 0.1 Compensated FTE (Half day/week)
- After 5 pm and weekend work are not ok (culture change)

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Offer opportunities for professional development

- More involvement in the AUA section & and its meetings
- AUA leadership course (every 2 years)
- SAU (Sponsored by the division/department)
- Leadership courses within the institution
 - Most institutions have
- Art of Communication class

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Provide financial compensation and incentives

- Depends on the amount of time being invested in the position
- It is a problem for small programs
- **Salary**
 - 0.1 FTE protected built-in within the salary for a new recruit
- **Compensation plan**
 - 5-10% of the median salary should be added to the RVUs
- **Mission dollars allocation**
- **Department funds or endowments**

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Express appreciation and gratitude

- Praise in public, especially in senior staff and faculty meetings
- Make sure that they feel appreciated
- Make sure that they have a say
- Value their opinion

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Regular meeting

- Power of mentorship internally or externally
- At least a quarterly meeting
- Honest discussion about the future
 - 2, 5 and 10 years plan
- Professional Coaching when needed
- Feedback when things go wrong
 - You are doing good but not great

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Promote work-life balance and well-being

- Outside of the hospital meetings, dinners etc
- Support the family-oriented program model
- Celebrating milestones
- Encourage efficient hard work but go home on time

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Thank you



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