

# The USA EPA Experience: Lessons Learned

## *The Faculty Perspective*

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*Associate Professor of Surgery  
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Baylor College of Medicine*



**Baylor**  
College of  
Medicine

MICHAEL E. DEBAKEY  
DEPARTMENT OF  
SURGERY

# FINANCIAL DISCLOSURE

I have the following financial relationships to report with ACCME defined ineligible companies.

Name of Company	Nature of Relationship	Current Status
Novartis	Speaker	Ended Jan 2025

I will not be discussing unlabeled/investigational uses of medical devices or pharmaceuticals during this presentation.

# My Two Hats

Gen Surg APD



EPA launch for BCM surgery  
residents

Ped Surg APD



Ped Surg Board EPA Scope  
Council

# BCM Surgery EPA Launch

- Grand Rounds Sept 2023 with John Mellinger from ABS to announce initiative
- Presentations at faculty and resident meetings throughout year
- Assigned two senior residents as “EPA leads”

## Department of Surgery Grand Rounds

Baylor College of Medicine

Wednesday, Sept. 20, 2023

7:00 to 8:00 am

One Baylor Plaza, Alkek  
N315 [Map](#) and [Driving Directions](#)

## "Entrustable Professional Activities (EPA)"

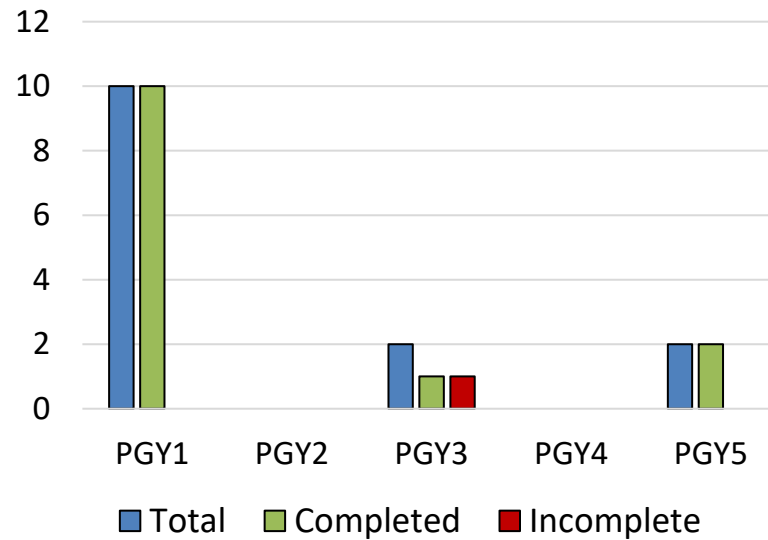
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**John D. Mellinger, MD**  
Vice President, American Board of Surgery

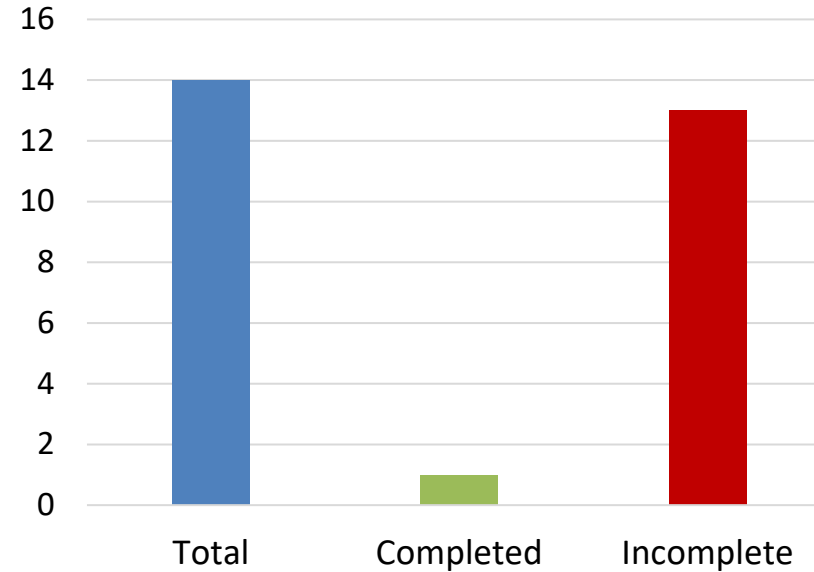
**Kristy Rialon, MD**  
Division of Pediatric Surgery  
Baylor College of Medicine

# August-December 2023 Assessments

- Trainee



- Faculty

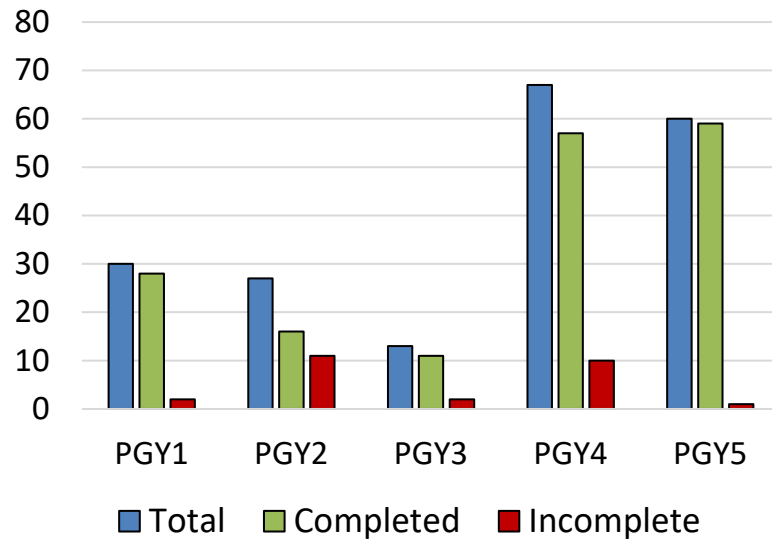


10 residents/year; >100 faculty

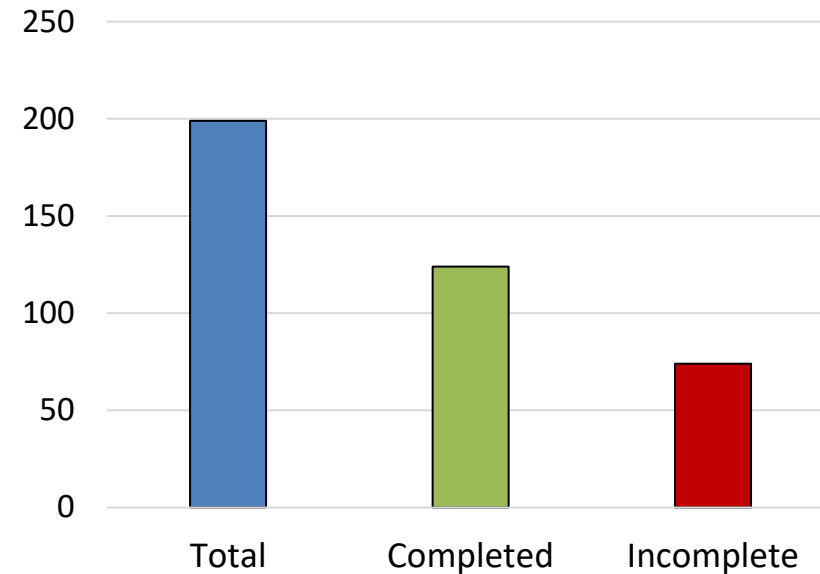
High rate of incomplete assessments

# January-June 2024 Assessments

- Trainee



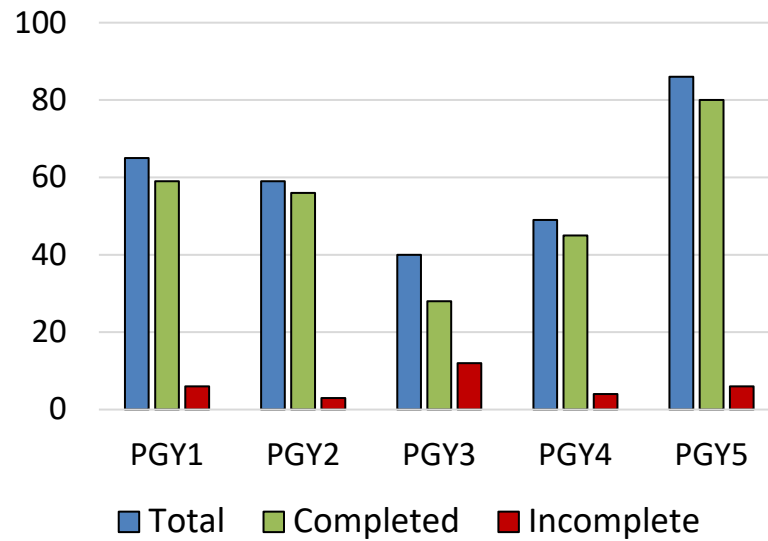
- Faculty



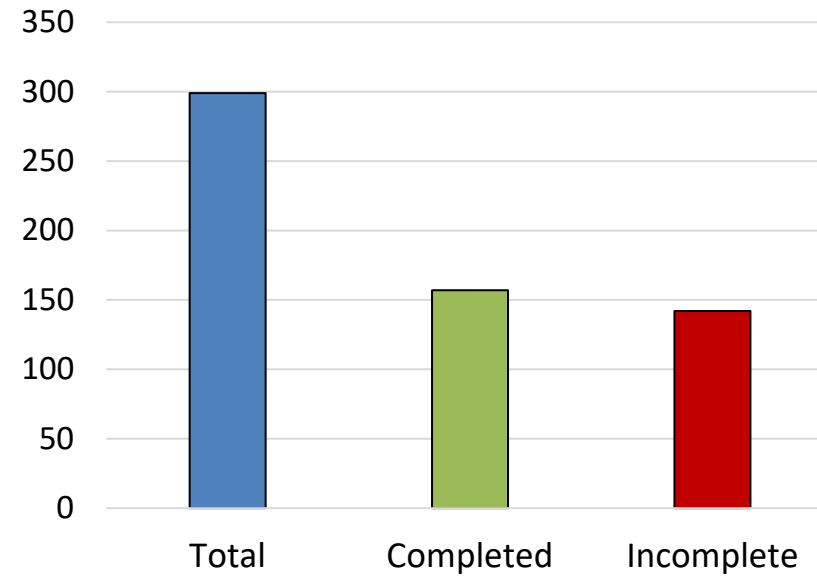
PGY4/5 leading the way (thanks to EPA chiefs)

# June-December 2024 Assessments

- Trainee

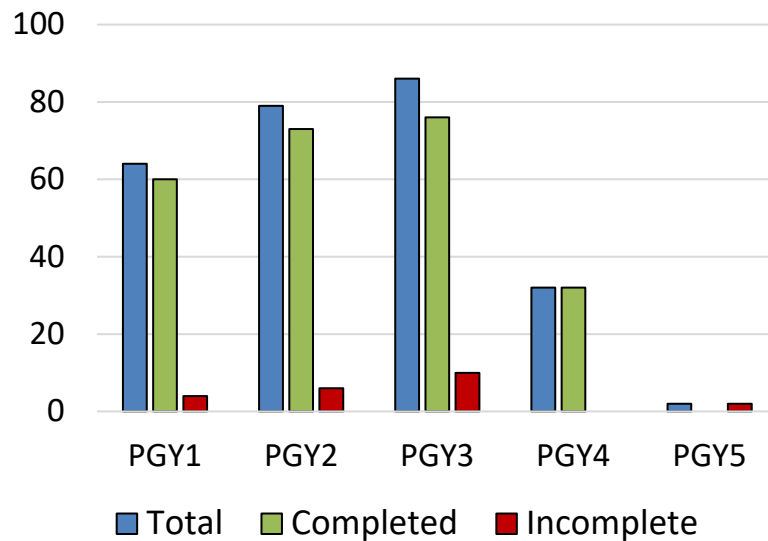


- Faculty



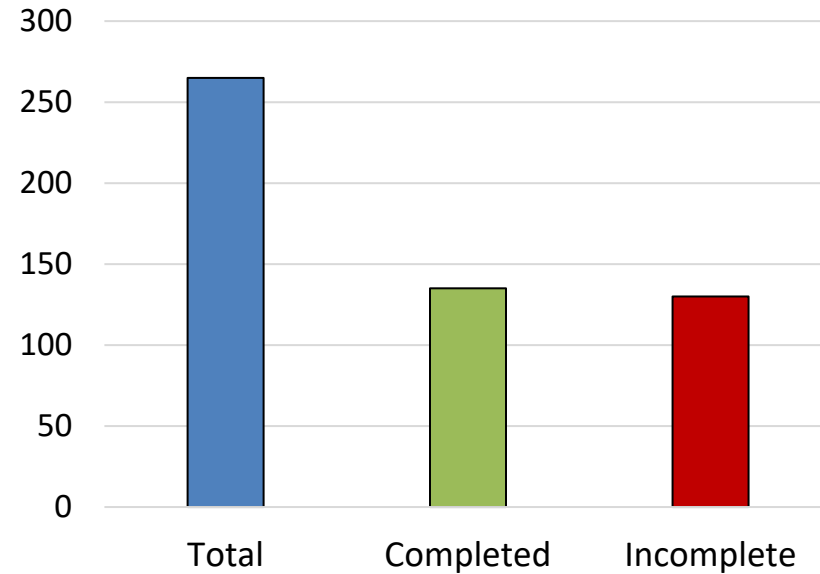
# January-June 2025 Assessments

- Trainee



Chiefs checking out

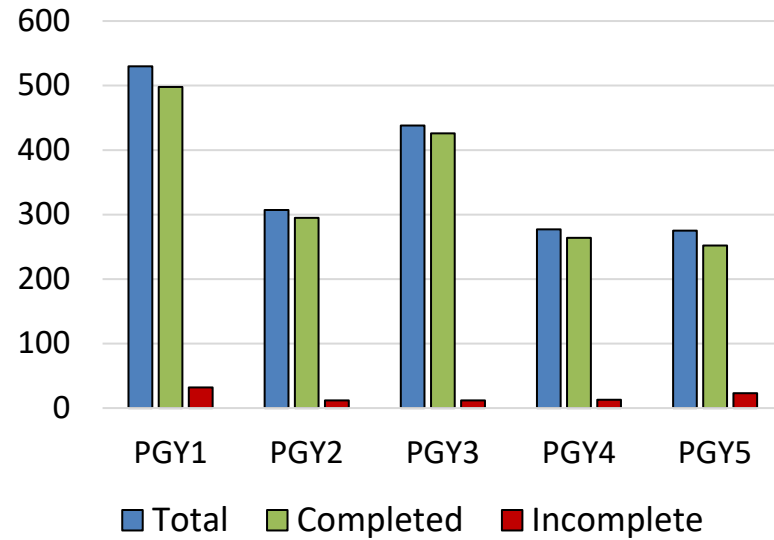
- Faculty



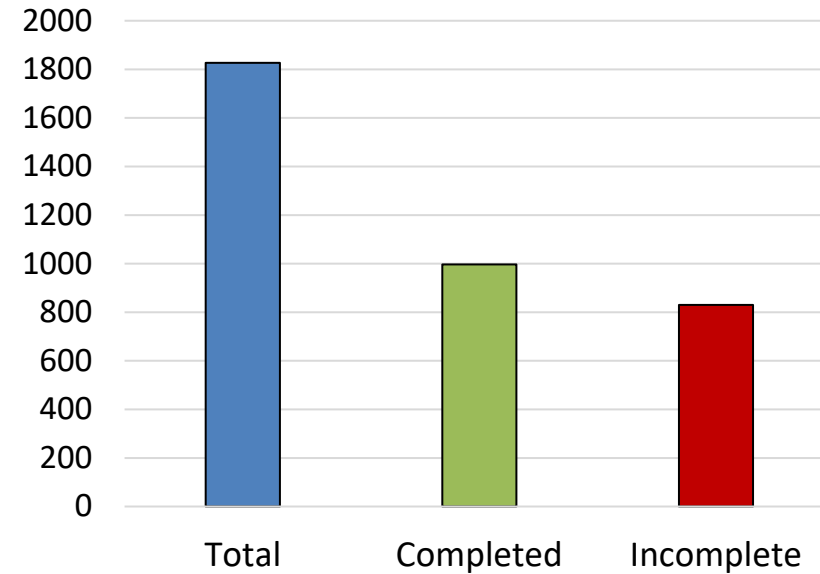
Not much change

# June-December 2025 Assessments

- Trainee

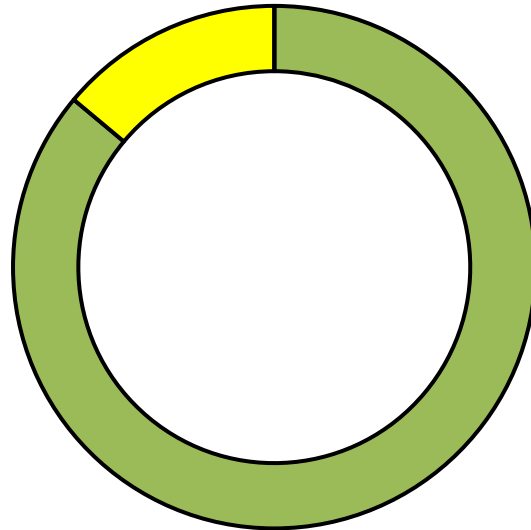


- Faculty



# SIMPL Registration

## Trainees

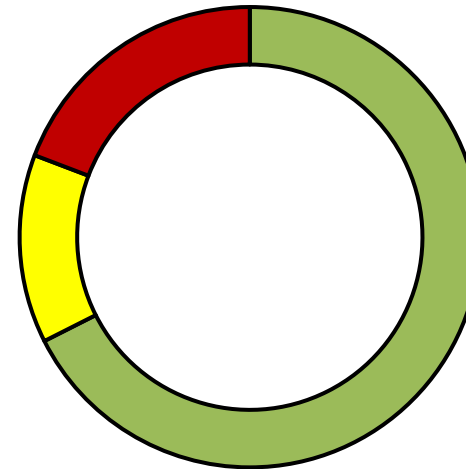


■ Active ■ Inactive ■ UnRegistered

Active	Inactive	Unregistered
68	11	0

Prelims and research residents inactive

## Faculty



■ Active ■ Inactive ■ UnRegistered

Active	Inactive	Unregistered
102	20	29

Multiple reminders sent to register

# Constructive Comments

- Difficulty of procedure
- What did resident do well?
- Rate in relation to others at level
- Specifics regarding technical aspects that can be improved upon (set-up, identifying tissue planes, exposure, stapling, suturing, etc)
  
- Not helpful: “NA”

# Ped Surg EPA Scope Council

- Two year commitment (2022-2024)
- Responsible for creating broad categories (20 total) that define the specialty (e.g. esophageal atresia, anorectal malformations, neuroblastoma)
  - Included and excluded diagnoses, procedures, special populations
- Variety of stakeholders: chairs, PDs, APDs, academic and community practices, fellowship and non-fellowship
- Separate council wrote the specifics of each EPA
  - What qualifies for each level of supervision at different phases of the operation (pre, intra, post)

# Final Thoughts

- Faculty and residents need constant reminders
  - Assessments disappear from app in a week
  - Run numbers at least quarterly
  - Model good behavior with chief residents and faculty leads
- Make it part of your competency committee and semi-annual evaluations
- Creating EPAs for your specialty takes time and commitment
  - Impact on training TBD

# The USA EPA Experience: Lessons Learned

## *The Resident Perspective*

Emma G. Burke, MD  
General Surgery Resident, Surgical Education Research Fellow  
Baylor College of Medicine

Disclosures: None

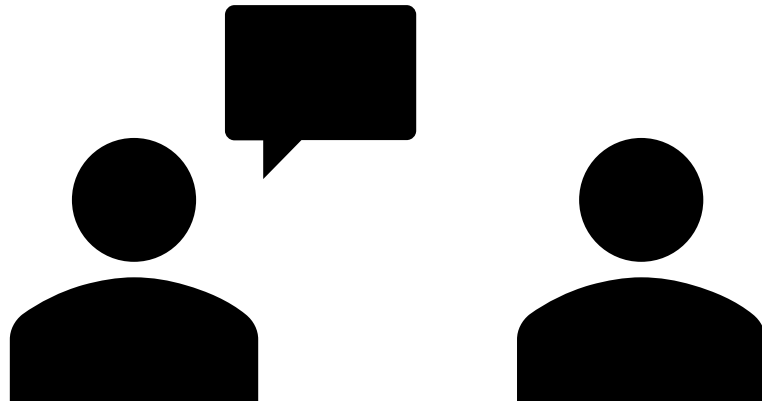


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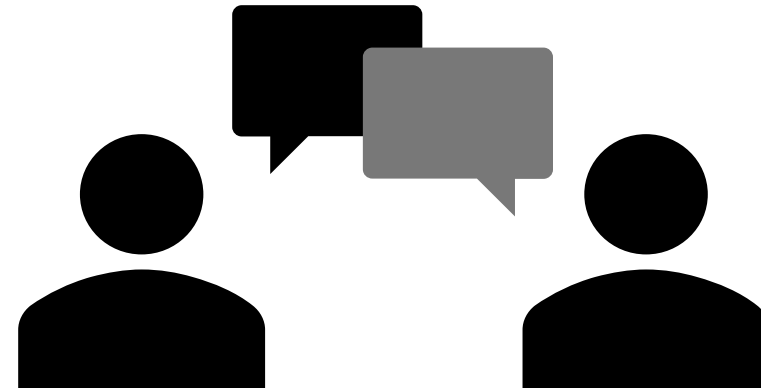
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# Role of the Resident in EPAs

Feedback as Telling



Feedback as a Conversation



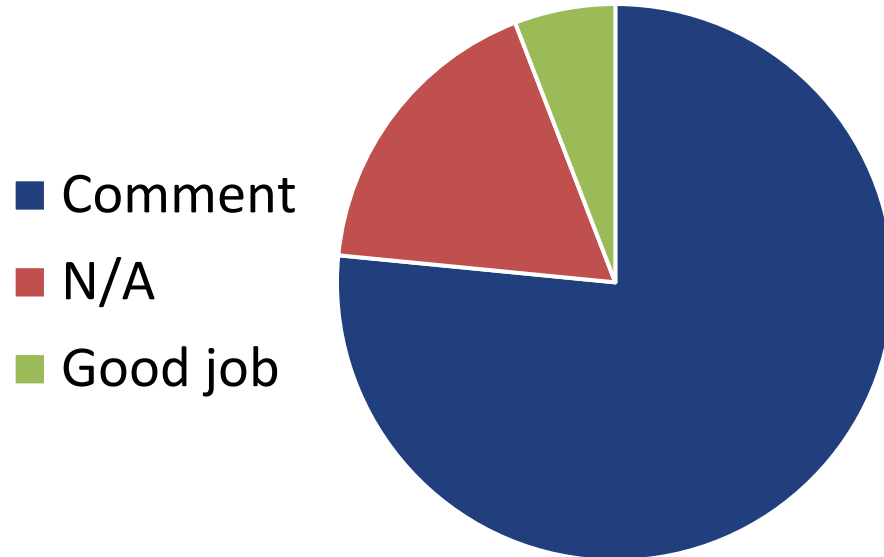
# The Resident Experience of EPAs

## Strengths

- Add value to training
- Opportunity for self-assessment
- Allow for comparison against shared standards
- Guidance through narrative feedback

# The Resident Experience of EPAs

## Narrative Comments



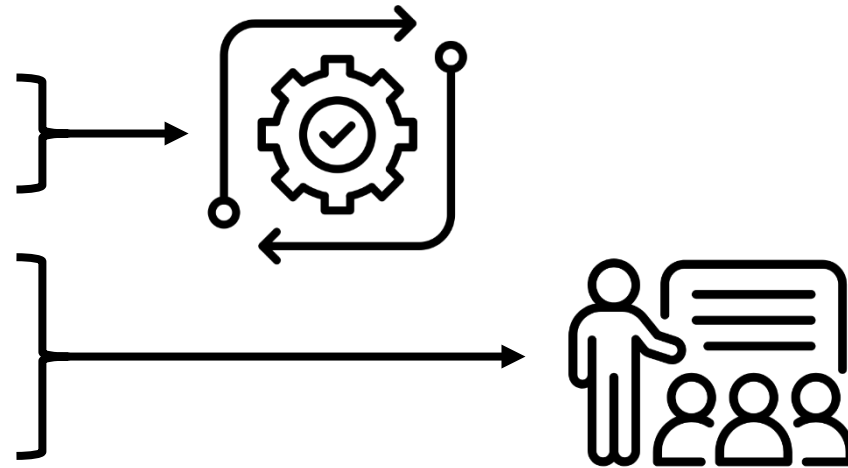
## Challenges

- Integration into workflow
- Inconsistent faculty engagement
- Variable narrative feedback quality
- Fear of negative feedback

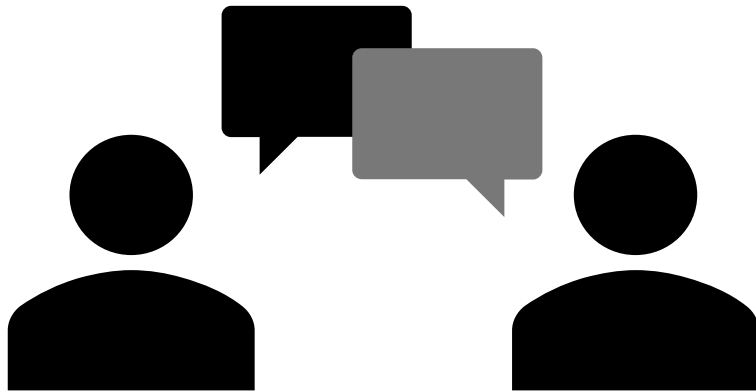
# What should the future of EPAs hold?

## Challenges

- Integration into workflow
- Inconsistent faculty engagement
- Variable narrative feedback quality
- Fear of negative feedback



# Our Feedback Training



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HOW I DO IT

## How I Do It: A Structured Faculty Development Workshop for Verbal Feedback

Emma G. Burke MD <sup>†</sup> , Peter Boedeker PhD <sup>§</sup>

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<https://doi.org/10.1016/j.jsurg.2025.103866>



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# Verbal Feedback Framework



## Attending to Resident

What do you think went well during the case?

What would you do differently next time?

## Resident to Attending

What do you think I did well during the case?

What should I do differently next time?

# Conclusions

- The success of EPAs relies on **buy-in** from both faculty & trainees
- Common resident-reported barriers are integration into **workflows**, inconsistent **faculty engagement**, and fear of **negative feedback**
- Creative solutions applying **educational theory** may increase residents' engagement with EPAs