

Society of Academic Urology

Perspectives about Education and Role of the PD

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FINANCIAL DISCLOSURE

I do not have any relationships to report with ACCME defined ineligible companies.

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

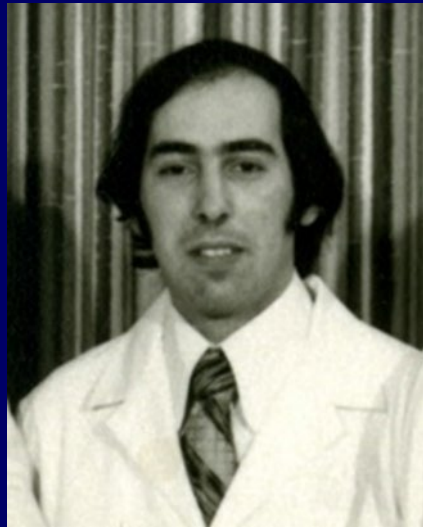
Overview

- What makes a great resident?
- **What is the Program Director's main responsibility?**
- Regulations, regulations, and more regulations?
- What is the key to surviving as a PD?
- **PD as a role model?**
- Shortage of urologists, an existential crisis for academic urology?

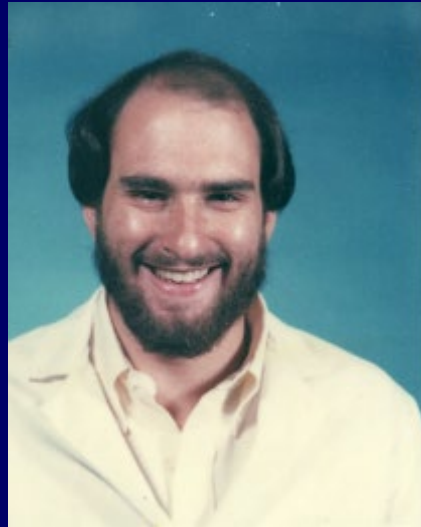
Mentors and Colleagues, Cleveland Clinic



Karl Montague



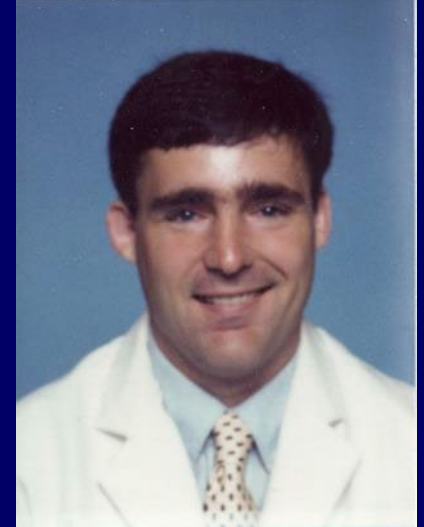
Andy Novick



Eric Klein



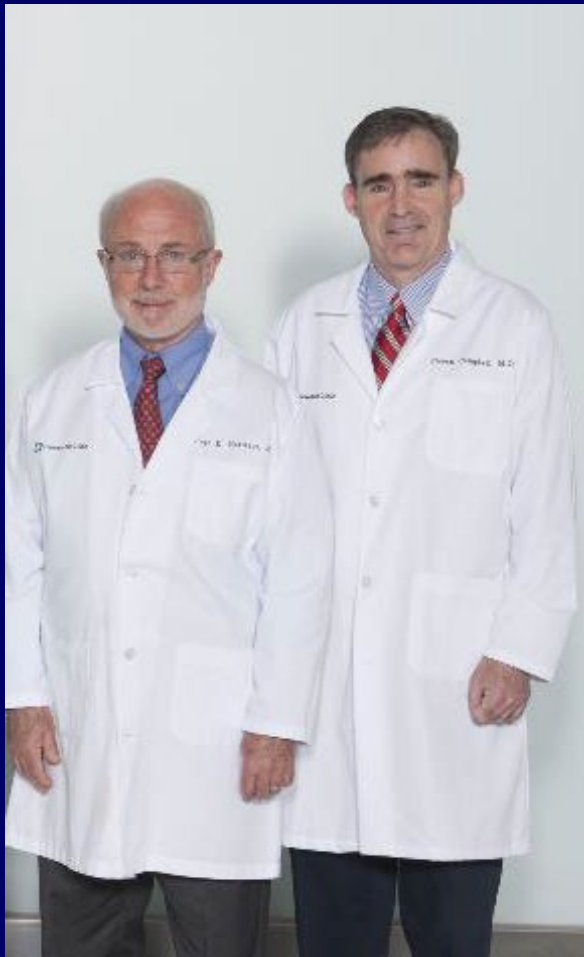
Ken Angermeier



Steve Campbell

Other Wonderful Leaders and Colleagues





**Drs Montague and Campbell
Program Directors, 2012**



**Drs. Montague and Campbell
and Residents, 2010**

Many Great Memories

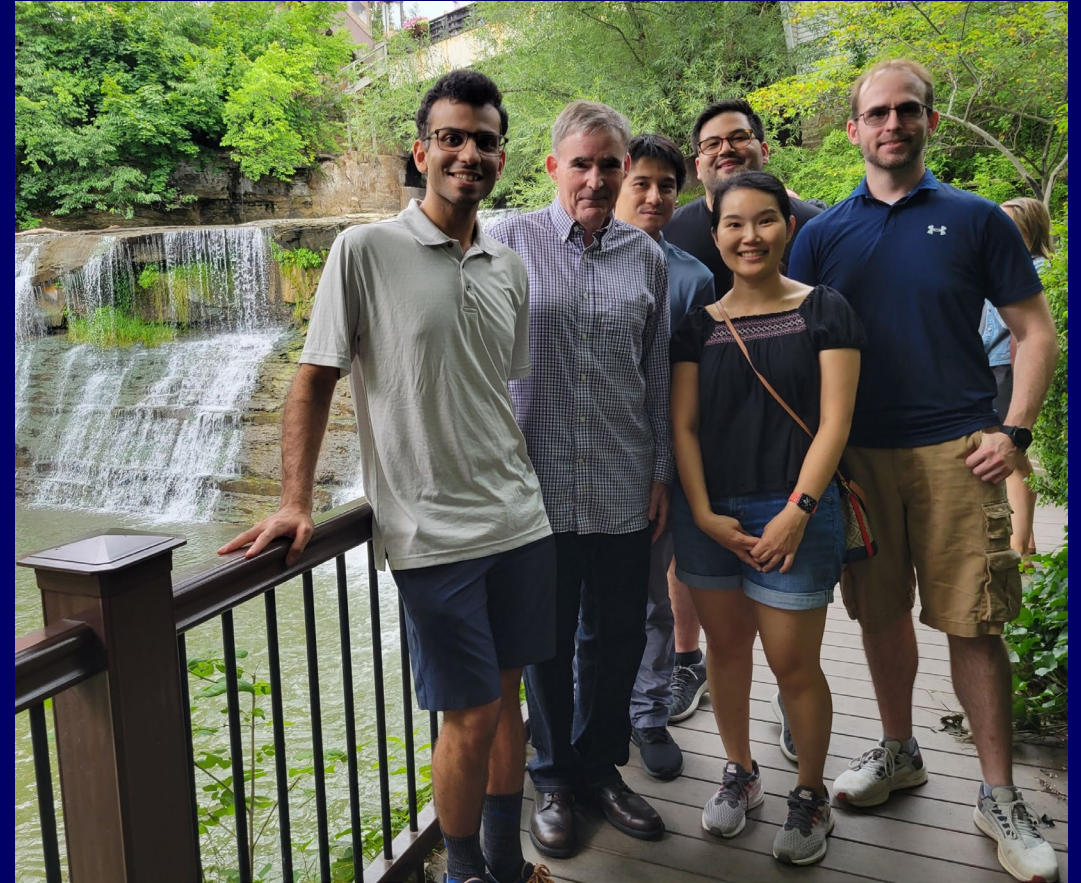


**Residents circa 2013
Distracted by cell phones and
admiring themselves in selfies**



**Residents circa 2014
Fun action photo!**

Great Students and Fellows



The Changing of the Guard (2025)

*Molly, Lynn, Ken, and Nima have taken over and will be great
Karl and I have retired*



New Colleagues, A New Start, 2025

West Virginia University Department of Urology



New Residents, a New Start, 2025

Ali Hajiran (PD) and the Residents



Thank You to Nancy Campbell and Our Wonderful Children



What makes a great resident?

Can we fit this into a single slide?

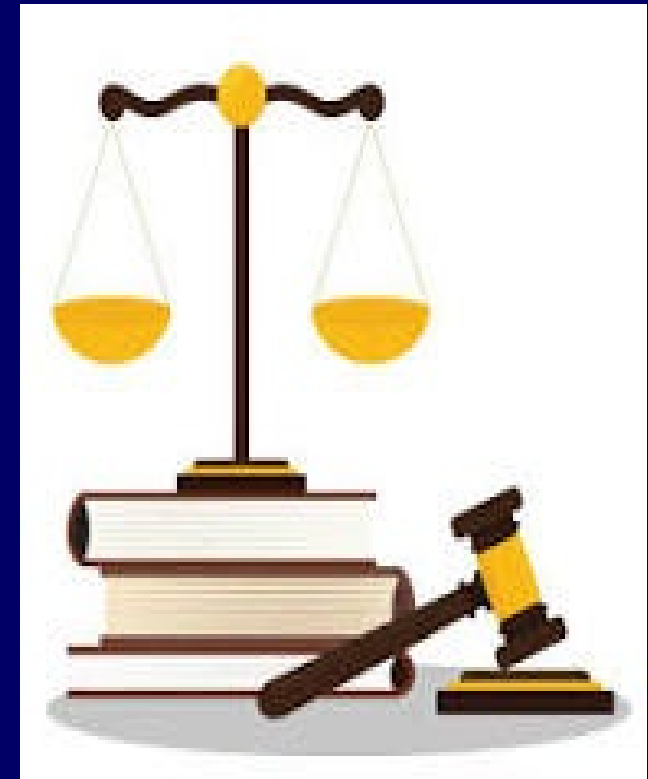
- Takes ownership of his/her training experience
- **Holds self accountable**
- Always prepared to get as much as possible out of each educational opportunity
 - Reading ahead of time
 - Knows the anatomy and the sequencing of steps
 - Has worked on skills and watched videos to be ready to step up to the plate
- Dedicated to great patient care, strong communications with patients, families, and team members, and contributing to research



What is the Program Director's main responsibility?

- **Oversee the training experience of all the residents, to make sure it is robust, the curriculum is strong, the staff are teaching, etc.**
- **To work with the APD's and Chair to ensure that this is happening**
- **Always available 24/7 to help if needed!**

- **Hierarchy in residency is necessary, but need to make sure it is not abused, that younger residents can have a reasonably humane experience... Really an important part of the job, particularly for larger programs**
- **Consider meeting with each class individually at least every several months, the main challenge is for the PGY2 residents...**
- **Consider a rule that the structure of the residency cannot be changed without a notification of the PD's and a discussion to adjudicate**



Regulations, and everything after...

Duty hours, core competencies, ISE and Board pass rates, ADS deadlines, ...

- The regulations in GME are cumbersome but necessary, they make sure all programs have a curriculum, have adequate surgical volume, etc
- The real value is everything we do beyond that...
- This is where the PD can really make a difference
 - Meetings with the group, with each class
 - One on one meetings to help a resident
 - Keeping everything constructive
 - Working with faculty to make sure they know their efforts are appreciated
- Always have a few active initiatives in place to improve the program
- And always remember residents are adult learners, so best to have reminders, not rules, whenever possible



One on One Meetings

The psychology of a young surgical resident

- The workhorses of the department
- Often not getting to do very much in the OR
- Anxiety often sets in: can I really do this?
- Encouragement... and more encouragement
- Importance of surgical skills programs
 - Fundamentals: knot tying, closing the fascia, etc
 - Laparoscopic knot tying and other skills
 - Robotic training with the backpack and other skills that approximate surgery: such as urethral vesical anastomosis
 - Cadaveric experiences
 - **I can do this!**



What is the key to surviving as a PD?

Resilience... and a dedicated/experienced Program Coordinator

- You will take some hits every now and then, it goes with the leadership role which can be lonely
- **You will love to teach, and you want to make a difference**
- **Have to keep your eye on the prize: seeing the residents make progress and becoming capable surgeons and urologists, this is the greatest reward**



PD as a Role Model

A very important aspect of the position

- Strong clinical and surgical practice
- **Good communication with patients and families**
- Positive interactions with support teams
- Contributing to the field with research efforts
- **Mentoring residents, students, research fellows**
- Taking care of yourself to set good example
- Enjoying the practice of Urology and the teaching role
- **Hard to hit all of these characteristics every time but the PD should be succeeding most in these domains most of the time**

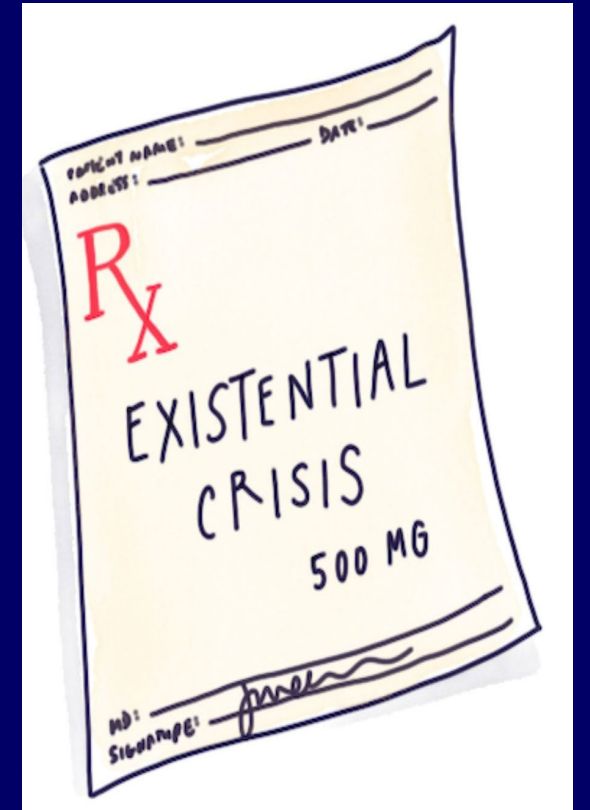
- Wonder if the common practice of putting the younger staff in the PD role for a short term is well advised?



PD ages 46-65

Shortage of Urologists

- Now 148 programs, 340 positions in USA
- **Urologists in demand, many are on the move, locum tenens, etc... can destabilize academic programs...**
- Many urologists in USA are not interested in academic positions; the focus is on work/life balance...
- Community based urologists now often negotiate for no weekend call or no call at all...
- **Result is more challenging calls at the tertiary centers, making an academic position less desirable...**
- Are we headed towards an existential crises? A situation where we will not be able to adequately staff the teaching programs, leading to further decline in the number of training positions or the quality of the training experiences... How do we counteract this?



Bringing Urologist into the Academic World and Retaining Them

- Encourage older faculty to stay active, they can help in many important ways
- **Expand number of active trainees**
- Encourage bright students to consider urology
- **Wellness: avoid moral conflict**
 - **More autonomy and adequate resources**
 - **Reasonable activity levels**
 - **Let the urologists enjoy their practices**



Campbell children having happy childhood
on way to becoming... Urologists

Your Residency

The Great Differentiator to Retain Faculty

- Working with residents makes patient care and on call experiences more enjoyable
- It is fun to teach, and there is no better way to learn than to teach. Also, you will be able to contribute to progress in the field
- It is wonderful to see the residents develop, to see them reach their goals from a professional standpoint
- And one other thing, although this often unrecognized and almost always unspoken, as PD you should always remember that you are serving a very important role: You are building the future for your department and the field!
- Hang in there and keep your eye on the prize!



THANK YOU!

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