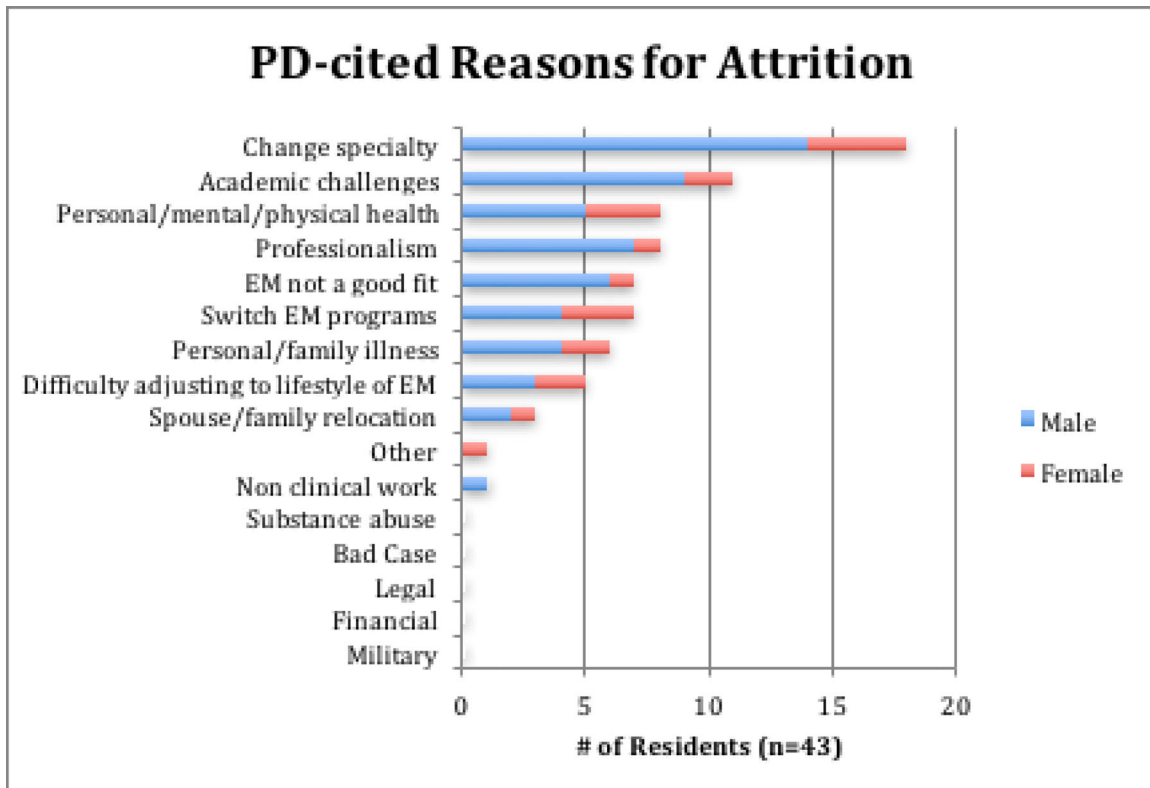


YOU'RE LEAVING??
RESIDENT ATTRITION FUNDAMENTALS
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SCOPE OF THE PROBLEM

1. AMA National Graduate Medical Education Census data (the annual survey of EM Program Directors conducted by the ACGME) – Academic years 2007-'08 through 2015-'16.
 - a. Approximately 0.5 to 1% of EM residents leave their training program prior to completion each year
 - b. Approximately **23%** of EM training programs lose at least one resident each year.
 - c. 'Transfer to a new program' and 'Withdrew from program' were the most common reasons cited for attrition
2. Individual study of resident attrition – quantitative study of EM program directors, data acquisition ongoing
 - a. 94 EM programs responded (217 programs queried) – 43% response rate (so far)
 - b. 43 residents left EM training programs prematurely – within that group;
 - i. 36 of 43 left by end of PGY1 year (84%)
 - ii. 31 of 43 male (72%)



ISSUES FOR CONSIDERATION WHEN A RESIDENT LEAVES THE PROGRAM

1. Wellness
 - a. Yours
 - i. Acknowledge/accept your own emotional response
 - ii. Realize that this really isn't about you
 - iii. Lead the practical response and balance issues
 - b. The residents
 - i. Complex emotional response to a resident leaving
 - ii. Opportunity for residents to take leadership roles
 - c. The residency
 - i. Did the residency contribute to the resident leaving?
 - ii. Will the residency be negatively impacted by the departure?
2. Practical matters to address
 - a. Educational objectives of the residency
 - b. Resident schedule and departmental pressures
 - c. Accreditation
 - i. Report in the ACGME ADS
 - d. Recruiting in the next season
 - e. Replacement considerations
 - i. PGY of the vacancy
 - ii. Number of residents in the program
 - iii. Time of year that the vacancy occurred
 - iv. Circumstances leading to the resident vacancy
 - v. Discussion with remaining residents regarding their preferences
 - vi. Quality of replacement candidates/integrating new resident into the program
 - vii. Amount of credit for prior training that can be awarded to the replacement candidate
 1. ABEM office is very helpful (and the final authority) in figuring out how much credit you are allowed to give to a replacement candidate
 - viii. NOT AN OPTION: Remaining residents forced to violate duty hours if the hole isn't filled--this may require negotiation with your department and off-service rotations
3. Getting the word out about a vacancy
 - a. Write a job description/qualifications (see SAEM website below for examples)
 - b. Post the vacancy on the following websites
 - i. CORD PD and Faculty Community Discussion Board
 - ii. SAEM saem.org/resources/services/residency-vacancy-services
 - iii. AAMC aamc.org/services/program_staff/steps/
 - iv. www.openresidencypositions.com
 - v. Residentswap.org
 - c. Screen the applicants based on your qualifications
4. Building your team in a management crisis
 - a. Honesty
 - b. Transparency
 - c. Respect for all emotions/parties; no shame or blame