



**Council of
Emergency Medicine
Residency Directors**

Best Practices in Residency Education – CORD 2018

Session title	Beyond the Chiefs: How to Get All Residents Involved in Leadership Roles
Speaker name (s)	Robert Huang, Jaime Jordan, Daniel Runde
How this info can change current practice	This information can be used to implement programs and initiatives that provide leadership opportunities for residents outside the role of “Chief Resident.”
Major teaching point #1	Incorporating leadership roles for residents beyond chiefs has potential benefits for both the individual residents and the training program.
Major teaching point #2	Multiple barriers exist to implementing additional resident leadership roles including: resident interest, faculty oversight, resident workload, lack of infrastructure, lack of resources, and sustainability.
Major teaching point #3 (as needed)	There are multiple strategies/models for expanding resident leadership roles, each with potential advantages and challenges and it is important to consider your programs’ specific needs, available resources and residents’ perspectives prior to implementation.
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Other Info

Example Models for Expanded Resident Leadership Roles

Model	Advantages	Challenges
Resident Committees (i.e. education, wellness, recruitment, operations, etc.)	<ul style="list-style-type: none">•Generally understood format•Opportunity for residents to self-select multiple leadership opportunities within each committee	<ul style="list-style-type: none">•Balancing resident interest with program needs•Adequate faculty oversight/support•May be resource intensive depending on goals and objectives of committees
Resident Class Councils	<ul style="list-style-type: none">•Engagement from residents in all stages of training	<ul style="list-style-type: none">•Unequal leadership opportunity
Resident Appointees to Hospital Committees	<ul style="list-style-type: none">•Impact extends beyond department•Recognition within institution	<ul style="list-style-type: none">•Actual value in terms of skills gained or outcomes produced may be highly variable•Resident interest may not align with available opportunities
Nomination of Residents to National Professional Society Committees	<ul style="list-style-type: none">•Impact extends to national level•Opportunity for networking beyond program	<ul style="list-style-type: none">•Requires nomination and selection•Opportunities are more limited
Directorship/Czar Program for Seniors (each senior resident is given primary responsibility of a program initiative)	<ul style="list-style-type: none">•Clear responsibilities•Core program needs met	<ul style="list-style-type: none">•Resident interests may not always align with needed positions