

Building the Chief Resident Role
Miriam Kulkarni, MD
Somy Thottathil, MD
CORD Academic Assembly March 8 2020

Things to keep in mind when selecting chiefs

1. Opt in vs opt out
2. Voting by residents and faculty vs selection by residency leadership
3. Transparency of process
4. How you were selected will continue to influence resident and faculty perceptions as you assume the chief role

Things to keep in mind when designing chief role

1. Tasks that absolutely need to be done (discuss with PD/residency leadership)
 - a. Clinical and conference schedule
 - b. Wellness events
 - c. Roles/tasks done by previous chiefs
2. Specific needs of your residency (filling the holes):
 - a. Building research
 - b. Peer mentorship
3. Your specific talents, likes and dislikes and those of your co chiefs
4. Expectations of the PD/residency leadership
5. Perceived needs of co residents
6. Ways for non-chief residents to contribute/assume leadership roles

Tools for survival as middle management:

1. Transparency with PD
2. Transparency with co residents
3. Frequent meetings with co residents and program leadership (what's app or slack)
4. Building your network—other chiefs, faculty mentors
5. Presenting a united front with residency leadership and co chiefs

Planning the transition

1. When should planning start?
2. Analysis of chief roles—what worked and didn't work
3. Adding non chief leadership roles
4. Learn from selection process of previous year
5. Transition of responsibility from old chiefs to new chiefs