

**2020 CORD Academic Assembly  
Navigating PD Transitions:  
What Works & What Not to Do**

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**Vignette #1**

**Resident Perspective**

You are heading to didactics one morning and noticed that there is a half hour spot marked for a town hall event. You noticed that many attendings and program leadership are in attendance, which peaks your curiosity. Your program director steps up to the podium and suddenly announces his decision to step down as the Program Director to focus on being the Vice Chair of Education. You are overall happy for him, but you feel confused, as do many of your co-residents. Some of the comments you hear include, "I chose this program for you. I moved across the country because I trusted in the vision you told me on my interview day." Your co-residents and you begin to ask questions regarding the future direction and identity of the program.

**Questions**

1. Could there have been a better way to communicate the transition?
  - a. Is there a "best" approach?
2. What could have been done to help residents process the information?

**Vignette #2**

**APD Perspective**

You have been the APD for a few years now. The program director has just announced that he/she is stepping down as PD. Shortly thereafter, residents start expressing their concerns about the transition. They feel that "it isn't fair" or "this is not what they signed up for". They do not want to talk with the PD or the chair about their concerns.

**Questions**

1. How can the APD most effectively provide stability/consistency for residents during the transition?
2. How does the APD balance resident perception versus reality?