

When 22% of Your Residents Take a Leave in the Same Academic Year – Creative Scheduling at Its Finest

- Speakers
 - Kelly Barringer, MD – Assistant Program Director, Regions Hospital Emergency Medicine Residency
 - Shannon Tomfohrde, MD – Chief Resident, Regions Hospital Emergency Medicine Residency, 2018-2019
 - Sara Hevesi, MD – Chief Resident, Regions Hospital Emergency Medicine Residency, 2018-2019
 -
- Course Objectives
 - Construct your residents' schedule to provide coverage for medical and personal leaves
 - Discuss and utilize various ways to get creative in covering additional leaves
 - Discuss how to engage your residents in the solution
- Course Outline
 - Introduction and background
 - Specific challenges faced
 - Problem solving / creative ideas

Lessons Learned

- Programs need to show support for any residents who need to take leave
- Having a two-tiered backup system is extremely helpful – allows for flexibility and optimal coverage
- When facing additional strains on your schedule, get key players together to problem solve and think out of the box
- Consider rewarding those who had been on the receiving end of the additional scheduling strains
- Residents requiring leaves is not a new problem and will continue to be an issue in the future. Plan ahead and be flexible.

Moving Forward

We would like to optimize crowdsourcing to gather the best ideas from programs across the country.

Please send an email to kelly.w.barringer@healthpartners.com with your program's solutions, personal ideas, thoughts, experiences, etc. We will send out a summary to those who are interested.