

ACGME Program Requirements for Graduate Medical Education in Plastic Surgery

Summary and Impact of Focused Requirement Revisions

Due to the small number of changes, the full revised Program Requirements have not been posted on the Review and Comment page and the changes are noted only in this Impact Statement. Visit the link below to comment on the revision.

<https://forms.office.com/r/yX552dR9YK>

Background

In June 2020, the ACGME Board approved formation of a special task force to examine the principles that should guide creation of requirements that quantify the effort required to participate in the educational programs of residents and fellows. The task force, comprised of representatives of the ACGME Board and ACGME leadership, reviewed more than 100 position papers submitted by representatives from across the medical community, data collected through the ACGME's Accreditation Data System, a comprehensive literature search, and feedback from internal and external stakeholder congresses.

The proposed requirements were posted for a 45-day public comment period in February 2021 and will be effective as of July 1, 2022.

To balance the unique needs of each specialty/subspecialty with the responsibility to maintain fair and equitable standards across specialties/subspecialties, in February 2021 the ACGME Board directed the Committee on Requirements to develop guidance for Review Committees to use in the development of specialty-specific requirements related to dedicated time for program leadership, program coordinators, and core faculty members.

The Review Committees have now been asked to review their existing requirements for consistency with the guidance from the Committee on Requirements and, where needed, to propose modifications needed to conform to the guidelines.

The guidelines for dedicated time requirements for specialties are consistent with the recent modifications to the Common Program Requirements, and take into account the minimum required for the smallest programs in each specialty, with the ability to scale up required dedicated time based on program size and complexity. It is important to note that while the Program Requirements specify the minimum dedicated time required, individual programs may determine that additional time and support is needed.

Requirement #: **II.A.2., II.A.2.a)- II.A.2.c)**

Requirement Revision (significant change only):

II.A.2.a) ~~At a minimum, the program director must be provided with the salary support required to devote 20 percent FTE of non-clinical time to the administration of the program. Program leadership, in aggregate, must be provided with support equal to a dedicated minimum time specified below for administration of the program. This may be time spent by the program director only or divided between the program director and one or more associate (or assistant) program directors.~~ ^(Core)

<u>Number of Approved Resident Positions</u>	<u>Minimum Support Required FTE</u>
<u>1-6</u>	<u>.20</u>
<u>7-10</u>	<u>.25</u>
<u>11-20</u>	<u>.30</u>
<u>21-30</u>	<u>.35</u>
<u>31-35</u>	<u>.40</u>
<u>>36</u>	<u>.45</u>

II.A.2.a) ~~Additional support must be provided based on program size as follows:~~ ^(Core)

<u>Number of Approved Resident Positions</u>	<u>Minimum FTE</u>
<u>>20</u>	<u>.25</u>

II.A.2.b) All programs must appoint an associate (or assistant) program director(s). ^(Core)

II.A.2.c) ~~For p~~Program directors who oversee both with responsibility for an integrated and independent plastic surgery programs, must be provided the requirement for salary support for administration of the programs based upon ~~applies to~~ the total number of approved residents in both programs. ^(Core)

Specialty-Specific Background and Intent: The Review Committee recognizes that many institutions have both an Independent and Integrated Plastic Surgery program and share one Program Director. The Review Committee will allow programs with the same Program Director across both formats to count the total number of residents in both programs to determine required dedicated time for administration of the programs. However, this time is comprehensive and not additive, so an Institution that has a total of 20 residents across both the independent and integrated programs would require a total of 30% FTE for program leadership which must consist of a program director and an associate/assistant program director.

Overseeing plastic surgery residency programs requires oversight of the clinical, educational, and administrative aspects of the program. The Review Committee feels that the addition of an

associate/assistant program director should provide residents with additional clinical and educational resources and augment the work of the program director.

1. Describe the Review Committee's rationale for this revision:
The proposed change is in alignment with the ACGME's new guidance related to dedicated administrative time.

2. How will the proposed requirement or revision improve resident/fellow education, patient safety, and/or patient care quality?
As reflected in the Background and Intent for Common Program Requirement II.A.2., the ultimate outcome of graduate medical education is excellence in resident/fellow education and patient care. The Common and specialty-specific Program Requirements related to administrative time and support are intended to ensure that the program director and, as applicable, the program leadership team, are able to devote a sufficient portion of their professional effort to the oversight and management of the program to ensure an effective and high quality educational program.

3. How will the proposed requirement or revision impact continuity of patient care?
No impact is anticipated.

4. Will the proposed requirement or revision necessitate additional institutional resources (e.g., facilities, organization of other services, addition of faculty members, financial support; volume and variety of patients), if so, how?
The requirements define the required minimum dedicated time for administration of the program based on program size. For some programs, the new requirements represent a decrease in the minimum administrative time and support required for program leadership, while for other programs the new requirements represent an increase.

Programs for which the required minimum has decreased are encouraged to consider whether additional time and support should be provided based on factors such as program complexity and level of experience among the members of the program leadership team. It is anticipated that some programs may choose to decrease administrative time and support to the level specified in the new requirements if that is sufficient to meet the administrative requirements of the program. Other programs may determine that the time and support currently provided is optimal and may, therefore, elect not to make a change.

Programs for which the requirements for administrative time and support have increased will need, in partnership with their Sponsoring Institution, to provide additional support for administrative time as specified in the requirements.

Both provision of support for the time required for the leadership effort and flexibility regarding how this support is provided are important. Programs, in partnership with their Sponsoring Institution, may provide support for this time in a variety of ways. Examples of support may include, but are not limited to, salary support, supplemental compensation, educational value units, or relief of time from other

professional duties. Program directors and, as applicable, members of the program leadership team, who are new to the role may need to devote additional time to program oversight and management initially as they learn and become proficient in administering the program. It is suggested that during this initial period, the support described above be increased as needed.

5. How will the proposed revision impact other accredited programs?
Not applicable

Requirement #: **II.C.2., II.C.2.a)-II.C.2.c)**

Requirement Revision (significant change only):

II.C.2. ~~At a minimum, the program coordinator must be supported at 50 percent FTE for the administration of the program. The program coordinator must be provided with dedicated time and support adequate for administration of the program based upon its size and configuration.~~ ^(Core)

II.C.2.a) ~~Additional support must be provided based on program size as follows: (Core) At a minimum, the program coordinator must be provided with the dedicated time and support specified below for administration of the program:~~ ^(Core)

<u>Number of Approved Resident Positions</u>	<u>Minimum Support Required FTE</u>
<u>1-6</u>	<u>.50</u>
<u>7-10</u>	<u>.70</u>
<u>11-15</u>	<u>.80</u>
<u>16-20</u>	<u>.90</u>
<u>21-25</u>	<u>1.0</u>
<u>26-30</u>	<u>1.10</u>
<u>31-35</u>	<u>1.20</u>
<u>36-40</u>	<u>1.30</u>
<u>41-45</u>	<u>1.40</u>
<u>46-50</u>	<u>1.50</u>
<u>>50</u>	<u>1.60</u>

<u>Number of Approved Resident Positions</u>	<u>Minimum FTE</u>
<u>7-20</u>	<u>1.0</u>
<u>21-30</u>	<u>1.5 (including 100% FTE coordinator)</u>
<u>>31</u>	<u>2.0 (including at least 100% FTE coordinator)</u>

II.C.2.b) For coordinators with responsibility for both an independent and integrated Plastic Surgery program the requirement for support is additive. (Core)

II.C.2.c) Programs with a total of 21 or more residents must have at least a 1.0 FTE coordinator, with the remaining required support provided by one or more additional persons. (Core)

Specialty Specific Background and Intent: The Review Committee recognizes that many program coordinators support both an Integrated and an Independent Plastic Surgery program. Administrative support for coordinators who support both formats is additive. For example, a program with 3 residents in the Independent program and 7 residents in the Integrated program would require a total of 120% FTE for program coordinator support (50% FTE for the Independent program + 70% FTE for the Integrated program) across both programs.

6. Describe the Review Committee's rationale for this revision:

The proposed change is in alignment with the ACGME's new guidance related to dedicated administrative time.

7. How will the proposed requirement or revision improve resident/fellow education, patient safety, and/or patient care quality?

The program coordinator plays a key role in developing and maintaining a high quality educational program, and the Common and specialty-specific Program Requirements are intended to ensure that the FTE support for the coordinator is sufficient to meet the administrative needs of the program.

8. How will the proposed requirement or revision impact continuity of patient care?

No impact is anticipated.

9. Will the proposed requirement or revision necessitate additional institutional resources (e.g., facilities, organization of other services, addition of faculty members, financial support; volume and variety of patients), if so, how?

The requirements define the required minimum dedicated time for administration of the program based on program size. For some programs, the new requirements represent a decrease in the required FTE support for the coordinator, while for other programs the new requirements represent an increase. It is important to note that the FTE support defined in the requirements must be devoted exclusively to responsibilities related to the accredited program. Time spent by a coordinator related to other duties, such as providing support for unaccredited fellowships or other departmental responsibilities, must not be counted toward the required FTE. Coordinators may support more than one accredited program only if the total FTE required across programs does not exceed 1.0 FTE.

Programs for which the required minimum has decreased are encouraged to consider whether additional time and support should be provided based on factors such as program complexity, the administrative responsibilities delegated to the coordinator, and level of experience of the coordinator. It is anticipated that some

programs may choose to decrease administrative time and support to the level specified in the new requirements if that is sufficient to meet the administrative requirements of the program. Other programs may determine that the time and support currently provided is optimal and may, therefore, elect not to make a change.

Programs for which the requirements for administrative time and support have increased will need, in partnership with their Sponsoring Institution, to provide additional support for administrative time as specified in the requirements.

10. How will the proposed revision impact other accredited programs?

Not applicable