

# Slaying the Three-Headed Monster, Part 3: Resident Remediation

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# Disclosures

- In recovery
  - 30 years as a practicing general surgeon
  - 21 years as a Program Director in Surgery
- Full-time employee of ACGME
- Adjunct Professor of Surgery, UT Houston Medical School
- Senior Scholar, University of Illinois-Chicago Medical School
- No relevant financial disclosures

# Slaying the Three-Headed Monster

Patient Safety and QI

Resident Well-Being

Remediation

# Taming the Four-Headed Animal

Patient Safety

Quality Improvement

Remediation

Resident Well-Being

# Taming the Four-Headed Animal

Patient Safety

Quality Improvement

Remediation

Resident Well-Being

# Patient Safety

- MUST be the overriding goal for every doctor
- Adverse events in patient safety
  - *demand* quality improvement efforts
  - *may* require resident remediation
  - damage resident well-being

# Taming the Four-Headed Animal

Patient Safety

Quality Improvement

Remediation

Resident Well-Being

# Quality Improvement

- “The framework used to systematically improve the ways that care is delivered”
- May or may not be aimed directly at patient care
- The things that drive them crazy adversely affect resident well-being



# Taming the Four-Headed Animal

Patient Safety

Quality Improvement

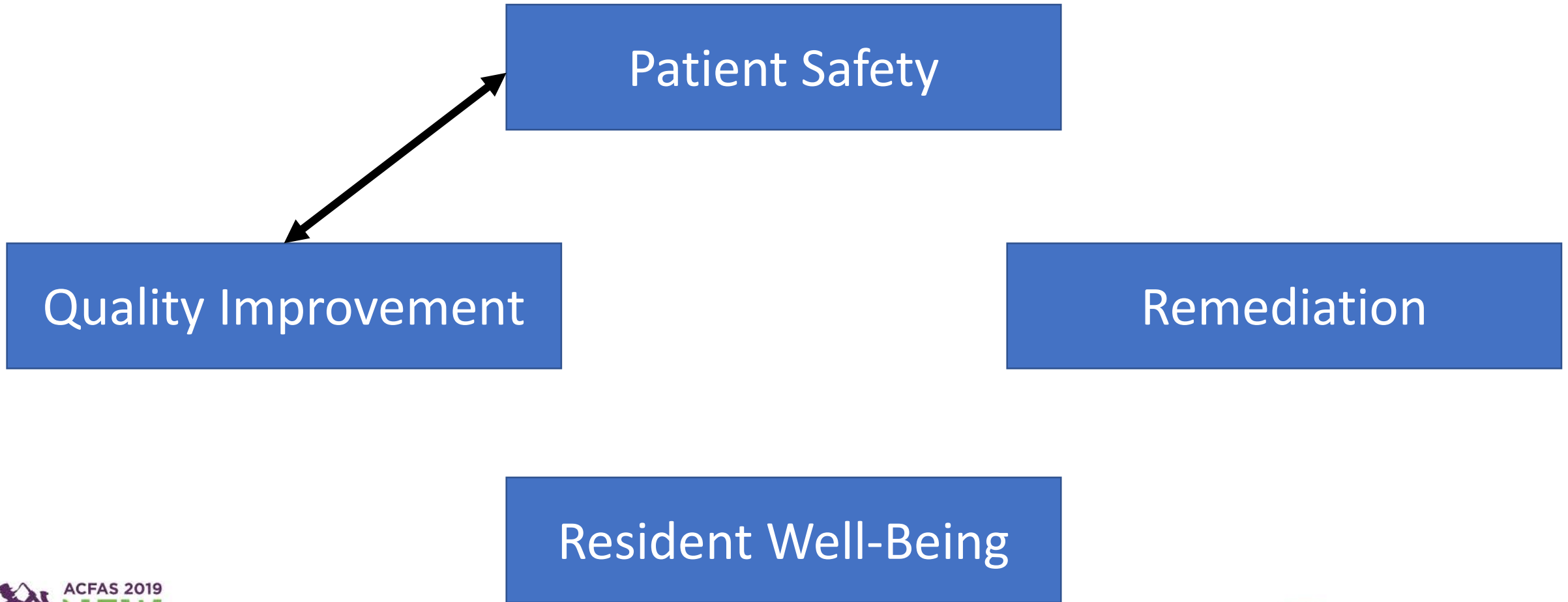
Remediation

Resident Well-Being

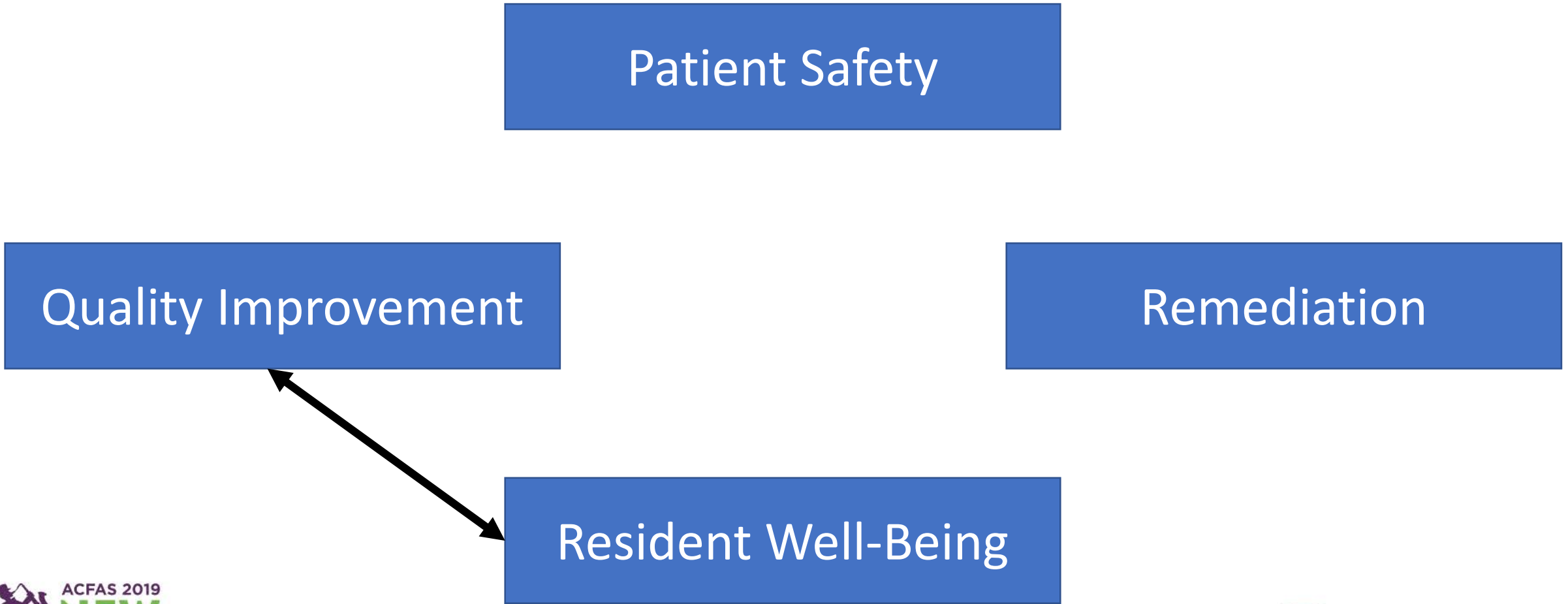
# Resident Remediation

- Graded and progressive authority and responsibility is a core tenant of American medical education
- *Appropriate* supervision requires:
  - allowing residents to work up to the level of their incompetence
  - regular evaluation and feedback
  - occasional remediation
- Remediation is not a disciplinary action
- Resident well-being is improved when they are confident that they are doing their work correctly

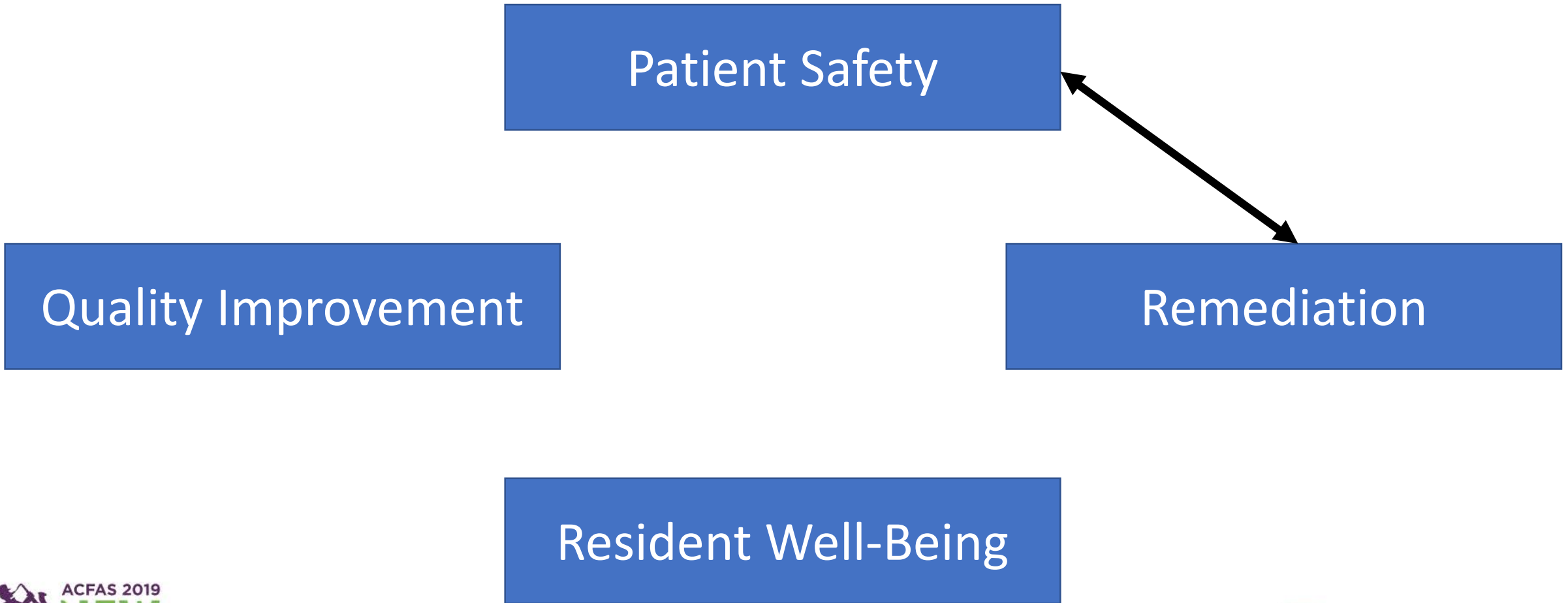
# Taming the Four-Headed Animal



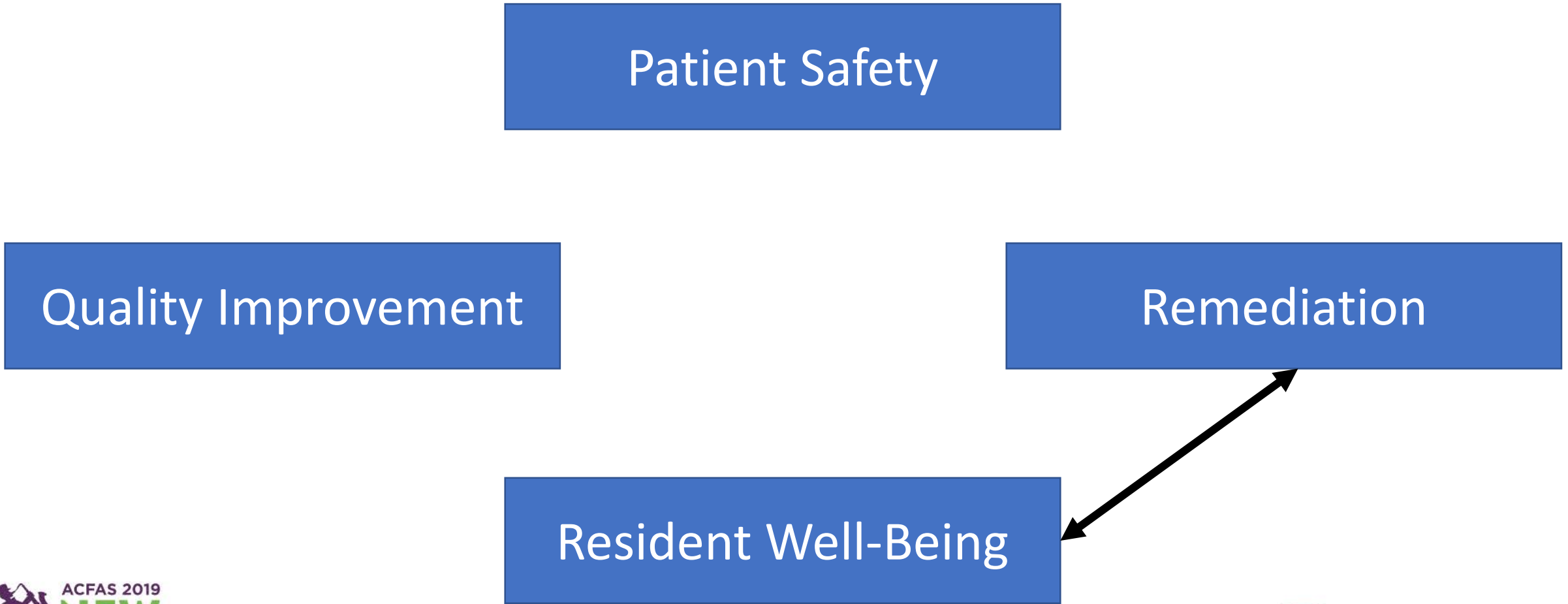
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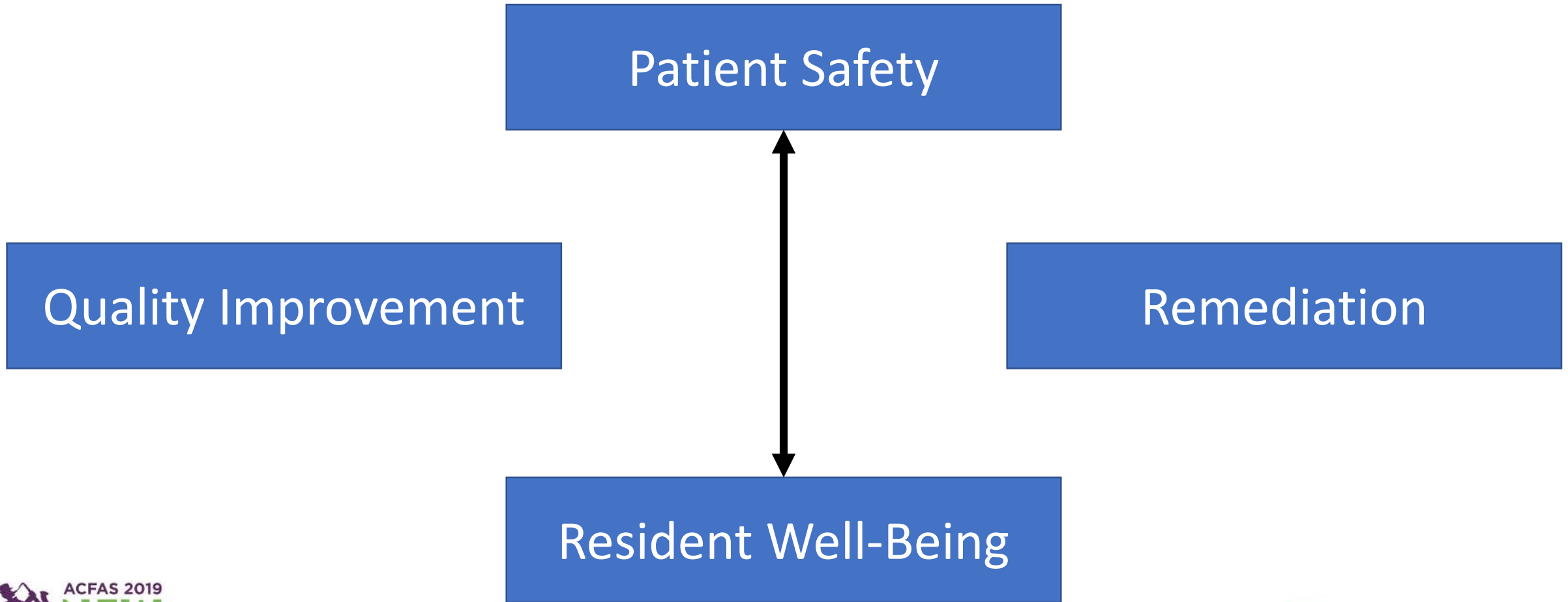
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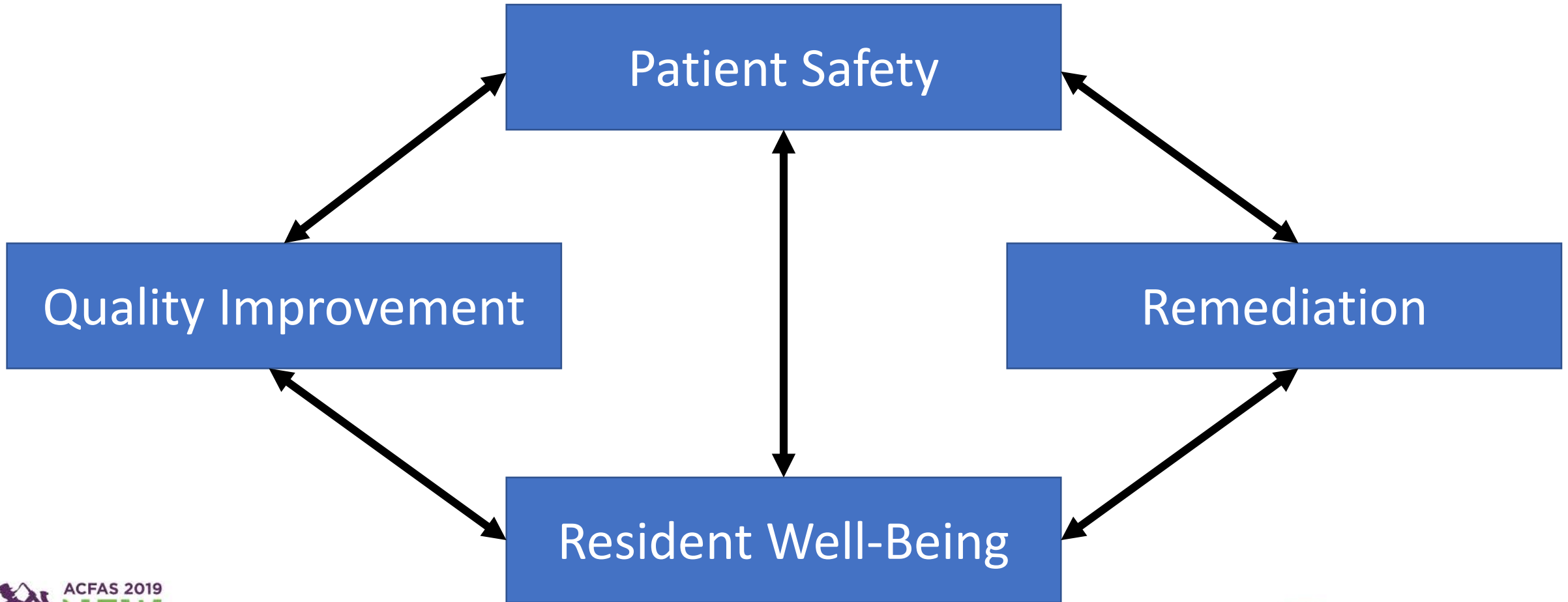
# Taming the Four-Headed Animal



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Thank you

