



The Dysfunctional Resident: Identification and Remedy

Amram Dahukey, DPM, FACFAS



American College of
Foot and Ankle Surgeons®

2020 ACFAS SCIENTIFIC CONFERENCE

HENRY B. GONZALEZ CONVENTION CENTER | SAN ANTONIO, TEXAS

WEDNESDAY, FEBRUARY 19 - SATURDAY, FEBRUARY 22, 2020

Disclosures

- Board Certified Foot and Ankle Surgery
- Fellow American College Foot and Ankle Surgeons
- Adjunct Associate Professor Midwestern University College of Health Sciences
- Director and founder, Tucson Medical Center and MWU Podiatric Surgical Residency Program
- Co-Director and founder, S.A.L.T “Save a Limb Tucson” Program, Tucson Medical Center
- Medical Director, Sahuaro Research Institute, PLLC



Identifying the Resident at Risk

- Change in behavior
 - Interaction with co-resident
 - Interaction with attending
 - Interaction with admin staff



Identifying the Resident at Risk

- Change in behavior
 - Is it personal issue?
 - Is it professional issue?
 - Is there an issue we could not identify while interviewing potential residents?



Identifying the Resident at Risk

Measures to take initially

- Discuss with co-residents
- Discuss with attending
- Discuss with admin staff



Identifying the Resident at Risk

If it is a personal problem

- Consult with the director of education if available
- Identify agencies in institution or in the community who provide counseling
- Have a private meeting with the resident
- Explain you are aware of the problem and you are there to help, suggest help by professional



Identifying the Resident at Risk

If it is a professional problem

- Discuss with co-residents
- Consult with attending and chief resident
- Once problem is identified, meet with resident to offer assistance and help
- Follow up to monitor progress until issue resolves



Identifying the Resident at Risk

- Early detection leads to prevention and fast resolution
- Spend more time with First Year Residents
- In every interaction be an intelligent officer

THANK YOU



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