

American College of Radiology

RLI Power Hour Webinar: Using a Change Management Framework to Address Gaps in Residency Training

Brought to you by the Radiology Leadership Institute® (RLI) and the Association of Program Directors in Radiology (APDR)

Mary Helene Scanlon, MD, FACR
The Perelman School of Medicine at the University of Pennsylvania

acr.org

1

APDR Procedural TF Recommendations

Adopt TF list of Procedures Expected of a General Radiologist to include:

- Defined minimum numbers
- Robust assessment (procedure specific check list)
- Faculty attestation
- Intentional curricular design
 - Exposure trainees throughout all 4 years
 - Create (as needed) general procedure rotations
 - Strongly encourage R4 elective
- Use of complimentary resource's
 - Sim training –resident lounge on a shoestring
 - On line self modules- procedural toolbox

2

TF Recommendations to Stakeholder societies

ABR

- Test Procedures expected of a general radiologist core/certifying ✓
- Add PD procedural sign off to R4 final attestation

ACGME

- Revamp procedure log to include procedures expected of a general radiologist ✓
- Define minimum numbers

APDR/APDIR

- Champion Procedural Programming
- Collate best practices for general procedural access and assessment
- Support /create opportunities/rotations for resident exposure to PP models

3

TF Recommendations –Training today for the needs of tomorrow

Need both the Generalist and the Specialist
Can do both with new oral exam focus and messaging

The Generalist



- Fundamentals taught in residency enable graduates to provide good care in all aspects of radiology
- Don't let "perfection" get in the way of doing a good job providing necessary care

The Specialist

- Train them to be the smartest person in the room
- Not just read but DO!

To all resident societies - Need a culture change – get this message out

YOU CAN DO IT






4

Penn Plan to implement through a Change Management Approach

Prepare organization for change

- Bring them along the journey -Spring 2021,AUR 2022,TF formation
- Kurt Shoppe AUR 2023 talk "Learning to do, not just read"
- Present/ discuss with chief residents, modify based on feedback
- Present/discuss at PEC, modify based on feedback
- Present/discuss at resident townhall



5

Penn Plan to implement through a Change Management Approach


Craft a Vision- Graduating residents will be comfortable and competent in procedures expected of a general radiologist

Plan for change

- Get baseline data
 - How many of these proccures did the graduation class of 2023 actual do
 - Collate section specific stated policy on number of procedure days
- Re-assess current sign off process
 - Review current procedural check lists, create new forms for procedures not previously defined as PC4 procedures expected of GR.
 - Review current min numbers deemed independent





6

Penn Plan to implement through a Change Management Approach 


Implement the changes

- Announce go live date
- Roll out new checklists with new min
- According to assessment increase number of procedure days on US, CT, MSK, NR
- Make sure chief fellows are aware and will schedule
- Incorporate procedure modules into rotations and offer to fellowships
- Disseminate to Class of 2025 available blocks for R4 elective
- Schedule Intro to Resident Lounge Sim center to class of 2027, moving forward schedule into R1 Intro to Radiology

 American College of Radiology
Radiology Leadership Institute


© 2023 American College of Radiology. All rights reserved. 7

7

Penn Plan to implement through a Change Management Approach 

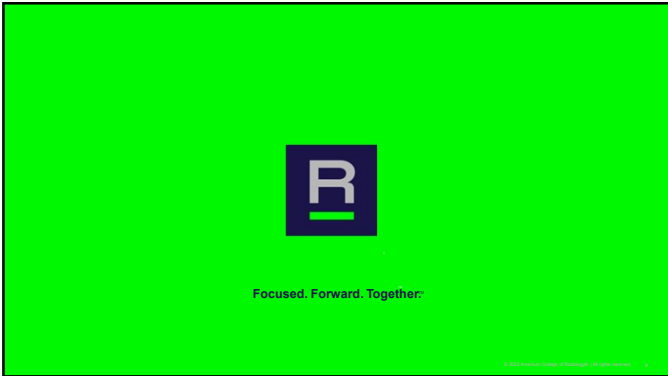
Review progress and analyze results


- Review ACGME Procedure log resident submission at each semiannual review
- Review Procedural competency submissions in LP at each semiannual review
- Review LP procedural competency submission in 4 year aggregate-%residents achieving new expectations by graduation
- Review number of expected procedural day to what is scheduled
- Review number of R4 Procedural electives
- Review number of fellows using procedural modules
- Feedback- semiannuals, resident rotation evaluations, ACGME survey
- Graduate survey on their competency and comfortability

 American College of Radiology
Radiology Leadership Institute

© 2023 American College of Radiology. All rights reserved. 8

8





Focused. Forward. Together.

© 2023 American College of Radiology. All rights reserved. 9

9
