


## From the Chair's Perspective...

Cynthia A. Lien, MD  
Professor and John P. Kampine Chair  
Department of Anesthesiology  
Medical College of Wisconsin

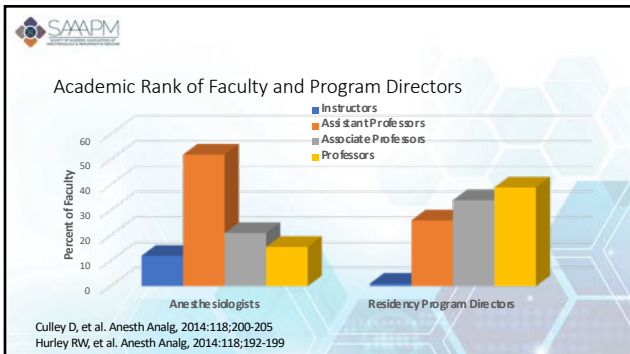
1



## Disclosures

None...except for personal experiences

2



3

### Tasks of a Program Director

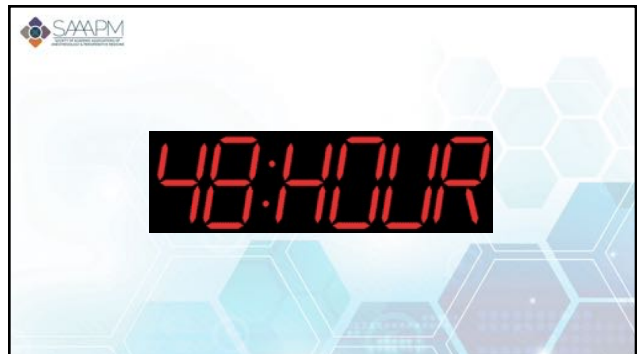
- Review applications
- Choose interview committee
- Schedule candidates for interviews
- Interview candidates
- Create rank lists of interview results
- Write to applicants
- Create match list
- Develop orientation program for new residents
- Develop curriculum for residents
- Work with directors of other services to which your residents rotate to ensure that teaching goals are met
- Create call schedule for residents
- Create rotation schedule for residents
- Create vacation schedule for residents
- Account for/track unannounced absences
- Speak with faculty to select in terms of goals for resident education
- Create lecture schedule for residents
- Ensure that residents can get to their scheduled teaching programs
- Review with each resident their academic progress and program
- Follow each resident's progress on his or her academic project over the course of the residency
- Ensure that each project is completed satisfactorily by the end of residency
- Review results of in-training scores with each resident
- Review the results of AET with individual residents
- Oversee the mentoring program for residents
- Write letters of recommendation for residents for future job employment
- Coordinate review resident evaluations
- Coordinate subspecialty evaluations
- Coordinate professional evaluations of residents
- Review evaluations with the residents
- Contribute to the Medical Education Committee
- Participate in the ECC meetings and evaluations of residents
- Ensure that appropriate teaching of residents is happening
- Monitor resident portfolio
- Review the ACME website and ensure that policies regarding resident rotation and evaluations are up to date
- Maintain accreditation for the residency
- Ensure that residents have appropriate necessary educational material prior to their lectures
- Talk with the residents periodically for their feedback on the program
- Monitor and take their policy for residents in terms of availability in-line to their complaints and suggestion
- Look forward with each resident



4



5



6

### There will never be enough time



- Budget time
- Stay focused
- Say "No" when possible
- Delegate responsibility
- Maintain wellness

7

### Career Goals Evolve

What do you want to accomplish?

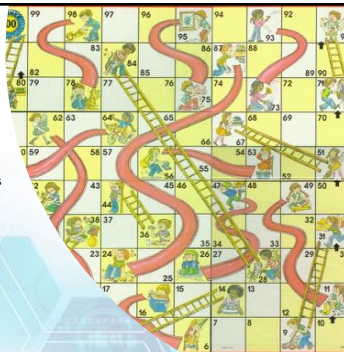
- Be a Program Director
- Become a Chair
- Become a Dean
- Become a Medical Director
- Practice Clinical Medicine
- Engage in Science: Clinical, Education, Data-Based
- Grow from the collegiality in an Academic Department



8

### Tips for Success:

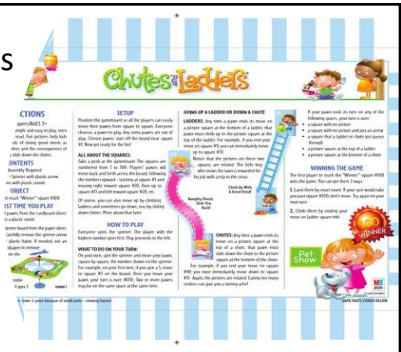
- Ask for support
- Build a network
- When appropriate (possible), ask to do things
- Develop scholarship
- Find the joy in your work



9

### Requirements for Success:

- Understand of the rules
- Find mentors
- Seek support
  - Time
  - Money
  - Emotional
- Be a mentor



10

Collaborate



11

### Think Positively



12



13