

**Title: New Training Director Symposium**  
**Thursday, March 1, 2018**

**Presenters:**

**Melissa Arbuckle, MD, PhD – Program Chair**  
**Sallie DeGolia, MD, MPH – Co-Chair Membership**  
**Sandra DeJong, MD - President**  
**Kim Kirchner, Program Administrator**  
**Erica Shoemaker, MD - Co-Chair Membership**  
**Sara Stramel-Brewer, Executive Director**

**Educational Objectives:**

- 1) To provide new Program Directors with basic information and important tools to succeed in the administration and coordination of their programs;
- 2) To provide a framework that helps new Program Directors advance their academic careers by networking and seizing opportunities within local and national organizations and regulatory agencies (e.g., AADPRT, ACGME, ABPN);
- 3) To provide a forum for interactive discussion in small groups led by senior Program Directors to discuss common problems new directors face.

**Abstract:** Program Directors (PDs) are in the unique position of certifying that each graduate is competent to practice independently in the community. This privileged position comes with significant responsibilities and requires substantial expertise to ensure that training is effective and that each graduate has gained the requisite knowledge, skills, and professionalism for independent practice. Success as a PD relies on developing a practical, organized approach to daily demands while relying on the support of colleagues, mentors, and the Program Coordinator. Ultimately, career satisfaction derives from watching your trainees develop into leaders in advocacy, research, education, and patient care in the field.

**The workshop has three parts:**

- 1) **Brief didactics:** Designed to orient the new Program Directors (and Associate/Assistant PDs) to the position, to career opportunities, to new challenges, and to AADPRT as an organization. The didactic portion brings together master clinician-teachers to orient the new training director to the organization and initiatives of AADPRT. The “nuts and bolts” all new training directors should know (Sallie DeGolia, MD, MPH and Erica Shoemaker, MD), and to acquaint new PDs with the importance of the Program Administrators (Kim Kirchner). In addition, leadership of the Program Coordinators’ group will provide practical tips for working effectively with your Coordinator;
- 2) **Moments in Mentoring:** Seasoned program directors and AADPRT members will be stationed at several tables set up based on key training director topics to enable more intimate discussions among new TDs.

3) **Small Break-Out Groups:** Led by senior PDs and Assistant/Associate PDs in general and child and adolescent psychiatry, these groups will offer their new peer group members the opportunity to meet, network and discuss practical solutions to challenges and opportunities faced. An experienced director will facilitate discussion of issues confronting the group's new directors. Participants are invited to present current problems in their own programs. Group members will work together to develop constructive responses and solutions. In the spirit of teaching the teachers, we hope to enhance the knowledge and skills of each training director as they approach their new role, to facilitate long-term working relationships, and to promote the organizational philosophy of joint collaboration in the interest of training the next generation of superior psychiatrists.

**Practice Gap:** In many instances, new Program Directors are introduced into their new role with insufficient training about the highly demanding managerial aspect of their jobs and a lack of mentorship (1). They quickly need to learn the numerous administrative requirements and expectations set by regulatory agencies. Program directors and associate program directors need administrative leadership development and resources, separate from general faculty development to meet their role-specific needs for orientation and development and to better equip them to meet GME leadership challenges (2). With this challenging task, it is not uncommon for new training directors to lose track of their own professional and career goals. This workshop intends to provide a roadmap of how to advance their careers at the same time they maintain and enhance their training programs.

Scientific citation:

1. Arbuckle MR, DeGolia SG, Esposito K, Miller E, Weinberg M, Brenner AM. Associate Residency Training Directors in Psychiatry: Demographics, Professional Activities, and Job Satisfaction. [Academic Psychiatry](#) 36(5):391–394, 2012.
2. Haan CK, Zenni EA, West DT, Genuardi FJ. Graduate Medical Education Leadership Development Curriculum for Program Directors. *J of Grad Med Ed* 3(2):232-235, 2011.