

STATUS

Team development

Talking with faculty about giving feedback, respectful interactions, etc.

Use the sandwich technique when giving feedback. Ex: this was great, would work on this, the rest of this is great.

if negative feedback is going to be delivered, do so privately

Faculty member to give Grand Rounds on professionalism and showing respect to residents.

Encourage faculty to seek out trainees' opinion/help

Speak to everyone as equals.

Include chiefs in Faculty meetings and clinical operations as appropriate to help keep a flow of information and input between statuses.

Get feedback on faculty and trainees

Positive reinforcement, along with constructive feedback

Complete schedules further in advance to promote increased resident 'certainty'

Monthly checkins with trainees

Small subgroup of residents who relay collective concerns to leadership- no faculty, no leaders, on that committee

Hold Town Hall meetings with chief residents

Confidential ideas box

Initiate committees of residents where they are heard.

Certainty

Realtime feedback

PD/Faculty should do faculty work. Coordinators should be able to do our work.

Having schedules done well in advance and avoiding changes

Ask residents to take initiative to ask for feedback, don't always expect the faculty to remember

feedback that is specific, timely and actionable

Clear expectations and firm boundaries

Create a culture of open communication

Bring department leadership in to support changes to address the issues.

Develop and implement policies and structure

holding monthly meeting for feedback for all.

require in person meetings for feedback with supervisors

Leadership needs to lead

Share information that you have with trainees

CLEAR policies, and what are the policies for exceptions.

Create more consistency with schedules and procedure share

Use an app (SIMPL) that gives immediate feedback - resident -> faculty OR faculty -> resident.

Feedback is timely

Making sure that trainees have protected time for didactics, procedures, etc. Follow up with - pagers off, expectations communicated with faculty that trainees are excused.

Autonomy

allow residents to make first drafts of call and rotation schedules

Allowing residents to trade/make own call schedules

I will add POLICY for a 4th time!!!

Set APP to cover during didactics/role pager.

Have class rep structure to bring concerns to PD regularly. Put minutes along with action items out to all trainees for transparency of action items.

Give trainees a chance to share what they want to try.

Give residents a script on how to ask for richer feedback when they told they are good

put small issues up for resident vote

Clear communication plan

Including learners in PEC
Including their input in rotation/structure and training program requirements

protected time for residents during didactics so they aren't getting paged: have attendings hold pagers, work with nursing, etc.

Clear expectations up front between faculty and residents

Resident/fellow exclusive meetings to discuss topics and bring forth issues and ideas to leadership.

Do regular check ins
Develop and implement fair structured rotation

Allow residents to cover shifts for colleagues after time away request deadline if they're willing.

Ombudsperson to report (develop a process)

Giving residents say in policy. Go beyond a listening session; allow resident to co-create policies.

Take ownership for your mistakes

spend time at (monthly) resident meetings to share program updates, leadership tasks being worked on, changes to rotations based on feedback, etc. Helps residents feel that they know what's happening in program.

Relatedness



Fairness

there is a life outside of work--balanced scheduling to meet work/life demands as required

Policy work groups with residents

Having the policies readily accessible in written form

Ensure trainee rotation schedules are equivalent by the end of their training time

Policy, policy, policy!

Allowing post partum resident to review schedule ahead of time

Having clear policies that are well communicated.

Make vacation requests transparent and share a vacation calendar with the entire program

Make reasons for policies transparent to trainees

Clear policies, transparency and mechanism for anonymous feedback

Implementation of standardized framework for scheduling/Leave including external neutral oversight Feedback without retaliation

Track and show data - for example - backup shifts (showing it's equitable because the program tracks all shifts)

Standards for access to procedures. Written policy for when you can do a procedure.

creating equal schedule so everyone has same opportunity to reach procedure number.

Policy for return to work for returning birthing people (what assignments they have, etc.)

Develop a set of acceptable rotations for post partum residents, bereavement and other leave

Written policy for return from parental leave

Have trainee representatives on policy-writing committees

DEI and implicit bias training

Have residents input and help address problems that affect