Guiding Principles for Complement Change Review

Please consider the following Guiding Principles.

Guiding Principles

• Resident complement changes will be driven by education needs.

• Complement changes contribute to excellence and allow programs to be more competitive.

• Programs will demonstrate good standing.

• Complement changes will enhance, not compromise, the quality of the education program and patient care.

• Complement changes will not further strain system resources.
## Requested Program Submission

Each program is asked to compile complete submission materials. Please organize in the following sections. A subcommittee will rank on the following criteria.

**Pre-screen**

### Education/Service Balance
- Volume over case log minimum?
- Duty hours compliance?
- Rotation satisfaction? **Yes**

### Prioritization

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<th>Proposal Content</th>
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| **1** Academic Training Development | • Changing RRC requirements  
• PSTP/Scientist tracks  
• Scholarly activity opportunities  
• Professional, quality, safety project development | 1-3 |
| **2** Program Standing | • Department infrastructure stability  
• Faculty engagement  
• ACGME/internal citations  
• Resident and faculty survey results  
• ACGME Wellness survey results | 1-3 |
| **3** Program Quality | • Post-graduate statistics (# academic appointments, % top program fellowship match)  
• Board pass rate  
• # AOA  
• Diversity  
• # of publications  
• # of abstracts/papers at regional and national society meetings  
• # of grants awarded | 1-3 |
| **4** Alternatives to Complement Increase | • Fellows vs. ↑ residents and vice versa  
• APPs vs. ↑ residents and vice versa  
• Recruit more faculty  
• Department funding for outpatient services  
• Increase time at affiliate training site (with financial commitment)  
• Changes in coverage model or service | 1-3 |
| **5** Comparison to Peers | • # residents lost to competitors  
• Peer (U.S. News Top 10) match data  
• Peer (U.S. News Top 10) post-graduate placement statistics  
• Resident to hospital bed ratio | 1-3 |
| **6** Timeline and Cost | • Projected future costs  
• Funding Source  
• Comparison of current and future rotation grids | 1-3 |
| **7** Vice Chair of Education (or Chair) Proposal | • Rationale to support an increase in complement that is aligned with the department’s overall education plan | 1-3 |

### Ranking Guidelines

1 = Minimal impact to rationale for increase  
2 = Moderate impact  
3 = Major driver for increase