

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	<ul style="list-style-type: none"> • Volume over case log minimum? • Duty hours compliance? 	<ul style="list-style-type: none"> • Rotation satisfaction? 	Yes
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Prioritization

Proposal Content		Sample Metrics	Ranking
1	Academic Training Development	<ul style="list-style-type: none"> • Changing RRC requirements • PSTP/Scientist tracks 	<ul style="list-style-type: none"> • Scholarly activity opportunities • Professional, quality, safety project development 1-3
2	Program Standing	<ul style="list-style-type: none"> • Department infrastructure stability • Faculty engagement 	<ul style="list-style-type: none"> • ACGME/internal citations • Resident and faculty survey results • ACGME Wellness survey results 1-3
3	Program Quality	<ul style="list-style-type: none"> • Post-graduate statistics (# academic appointments, % top program fellowship match) • Board pass rate • # AOA 	<ul style="list-style-type: none"> • Diversity • # of publications • # of abstracts/papers at regional and national society meetings • # of grants awarded 1-3
4	Alternatives to Complement Increase	<ul style="list-style-type: none"> • Fellows vs. ↑ residents and vice versa • APPs vs. ↑ residents and vice versa • Recruit more faculty 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • # residents lost to competitors • Peer (U.S. News Top 10) match data 	<ul style="list-style-type: none"> • Peer (U.S. News Top 10) post-graduate placement statistics • Resident to hospital bed ratio 1-3
6	Timeline and Cost	<ul style="list-style-type: none"> • Projected future costs • Funding Source 	<ul style="list-style-type: none"> • Comparison of current and future rotation grids 1-3
7	Vice Chair of Education (or Chair) Proposal	<ul style="list-style-type: none"> • Rationale to support an increase in complement that is aligned with the department's overall education plan 	1-3
Subtotal		Ranking Guidelines	Subtotal