

Teaching Professionalism in Orthopaedic Surgery Residency

Manuela Gaviria, Daniel Raza, Conner Todd Callaway, Michaela A Stamm, Mary K Mulcahey

INTRODUCTION: Professionalism training is an important component of orthopaedic surgery residency programs and the medical field at large, demanding accountability among medical providers. The purpose of this study was to investigate what resources are offered by ACGME-accredited orthopaedic surgery residency programs to foster the development of professionalism skills among their residents.

METHODS: An anonymous survey was distributed to orthopaedic residency program directors (PDs) at ACGME accredited programs within the United States who are also members of the Collaborative Orthopaedic Educational Research Group (COERG) via email using Qualtrics (Provo, UT).

RESULTS: Six PDs responded to the study, for a response rate of 6/7 (86%). Five of the six (86%) PDs reported that their residency programs have resources dedicated towards educating their residents about professionalism. Regardless of their individual interpretation of how effective their program was at providing resources, all six (100%) PDs agreed that it would be beneficial to have professionalism training accessible to all orthopaedic surgery residents and 4 out of 6 (67%) PDs agreed that it should be required. Some factors preventing programs from instituting professionalism development opportunities as pointed out by participating PDs included being too time consuming and being too expensive. One PD reported having to terminate a resident for lack of professionalism. A more detailed breakdown of the results can be seen in Table 1.

DISCUSSION AND CONCLUSION: Most of the residency programs surveyed in this study have professional education resources available for their residents with only one PD reporting not offering opportunities for residents to develop their professionalism skills yet was interested in providing such opportunities. Despite not all residency programs having professional education resources available for their residents, all PDs that participated in this survey agree that it would be beneficial for all orthopaedic surgery residents to undergo professionalism training. Having agreed that professionalism training is advantageous for the residents, PDs from our study brought up specific factors that can prevent implementation such as time, cost, and lack of a standard curriculum.

Survey Question	Answers	N (%)
How many residents are there per year in your orthopaedic surgery residency program?	3-4 5-6 >8	4 (67%) 1 (17%) 1 (17%)
How important do you believe it is for orthopaedic surgery residents to exhibit professionalism?	Very unimportant Very important	1 (17%) 5 (83%)
How often do you believe that your current residents exhibit professionalism?	Most of the time	6 (100%)
Have any of your program's current or past residents been dismissed for a lack of professionalism?	Yes No	1 (17%) 5 (83%)
Does your orthopaedic surgery residency program have resources allocated to professionalism development for its residents?	Yes No	5 (83%) 1 (17%)
If your program has resources allocated to professionalism development, please indicate what specific resources are available. Please select all that apply. (Skip to question 9)	Allocated didactic/seminar time Career development workshops Leadership development workshops Communication development workshops Other (please specify) <u>Leadership and professionalism course of study with associate program Director</u> None	4 (67%) 2 (33%) 3 (50%) 3 (50%) 1 (17%) 1 (17%)
If there are no professionalism development opportunities at your institution, are you interested in helping to create a program for your orthopaedic residents?	Very Interested	1 (100%)
What do you think is the most significant factor preventing your program from instituting professionalism development opportunities?	Too time consuming to develop a program Too expensive Other (please specify) <u>lack of specific programming available for ortho residents</u> Not applicable – nothing is preventing my institution from instituting professional development opportunities	1 (25%) 1 (25%) 1 (25%) 1 (25%)
In your opinion, on a scale from 0-10 (0 being not effective at all and 10 being the most effective that you can imagine), how effective are the resources offered by your program in helping to develop professionalism among your residents?	3-4 6-7 8-9	1 (20%) 3 (60%) 1 (20%)
In your opinion, how beneficial would it be to have professionalism development training accessible to all orthopaedic surgery residents?	Beneficial Very beneficial	4 (67%) 2 (33%)
Do you believe professionalism training should be required for all orthopaedic surgery residents?	Yes No	4 (67%) 2 (33%)
Are the residents in your program encouraged to provide feedback to you regarding the professionalism training they receive?	Yes	6 (100%)
How many years have you served as Program Director for your institution's orthopaedic surgery residency program?	<1 1-5 6-10 >15	1 (17%) 2 (33%) 2 (33%) 1 (17%)