



PROGRAM AIMS

Educational:

1. To provide the best basic urology education through *an integrated curriculum and abundant case experience* which will enable residents to independently and competently practice state of the art urology by the time of graduation.
2. Instill a sense of life-long learning that will allow the residents to evaluate accumulating evidence and adjust to advances & changes in the field of Urology.
3. Maintain a robust faculty with clinical and research interests in all major areas of Urology.

Resident Identity, Comradery and Well-being:

1. Embrace significant diversity in the Resident complement regarding race, religion, gender, orientation, socio-economic status and national origin.
2. Foster a team approach to patient care that emphasizes interdependence among the residents and faculty.
3. Develop an attitude of ownership of urologic patient problems that spans the natural history of the process and in some cases the lifetime of the patient.
4. Ensure that the training program fits well with and balances family life and the responsibilities of being a diligent physician.

Patient Safety and Well-being:

1. Develop a culture of practice that places patient health and well-being first in the priorities of the training program.
2. Develop a training mentality of *Patient First*, that places emphasis of integrating best evidence-based practice with patient autonomy and respect.
3. Provide training that allows meaningful development of an atmosphere of substantial improvement in patient evaluation, education, treatment and recovery activities.
4. Foster a robust resident participation in Quality Improvement & Patient Safety projects.

PROGRAM ACTIVITIES TO ADVANCE THE AIMS

Educational:

1. Curriculum and conference schedules as outlined in the Resident Handbook. This will include more efforts at Faculty educational skills development, more direct Faculty teaching at conferences and more general Faculty attendance at conferences.
2. To date we have successfully recruited a general urologist, a pediatric urologist and additional faculty for Female, Pelvic Medicine and Reconstruction.

Resident Identity, Comradery and Well-being:

1. Continue the current objective criteria for Resident selection including the team scoring & panel interview process. This has resulted in a diverse group of trainees from various backgrounds, ethnicities and cultures. The cosmopolitan nature of our resident complement ensures that the Urologists graduating from this program will be prepared to care for a diverse patient population and interact with an equally varied group of colleagues.

2. Provide periodic extracurricular activities for family events that foster resident and faculty involvement.
3. The team approach to patient care at each institution in the program will foster interdependence and encourage lifelong friendship among the residents.
4. Enhancing peer and social support networks for trainees: To assist our program in developing a wellness-enhancing strategy, the UTHSCSA GMEC Wellness Standing Committee, under the leadership of Chairman Jon Courand, M.D., has developed a “Wellness Bistro.” The bistro is a repository for wellness and resilience building tools and activities that can be used to create a program-specific wellness plan. Currently, there are over 40 tools in the bistro. Some of the tools are used individually while others are designed to be used in group activities. There are options for using the tools both within and outside the clinical learning environment. This is integrated with nonclinical activities to promote camaraderie and a sense of unity throughout the department.
5. Encouraging Trainee healthy lifestyle: Through junior faculty efforts, the residents are invited to Orange Theory workout sessions weekly. Residents and faculty also participate in the UT Medicine intramural games. Residents are encouraged to have a balanced work/family lifestyle. Many of our residents have young children, so periodic family-centered events throughout the year are arranged by the Department.
6. Addressing trainee workload/work compression: At the beginning of each year, time management and efficiency training is provided for the incoming residents. Senior residents and faculty help the junior residents to streamline their efforts for maximal productivity and minimal frustration. The resident assignments are monitored and designed for the maximal educational benefit.

Patient Safety and Well-being:

1. Dr. Michael Liss serves as the departmental QI champion
2. We have implemented a departmental protocol for development and tracking of all current and future QI projects. This will include standardization of the submission process and a dedicated support person to assist Residents in paperwork & submissions. The faculty QI champion will monitor and update projects continuously.

METRICS TO SHOW ACCOMPLISHMENT OF THE AIMS

Educational:

- Board Pass rates
- Graduate Survey Results
- Attainment of level 4 in all milestones
- Attainment of at least the minimum case log numbers

Resident Identity, Comradery and Well-being:

- Residents join AUA, state and regional Urology associations
- Participation in the Wellness Curriculum
- Adequate performance on Wellness Bistro tools

Patient Safety and Well-being:

- Completion of QI projects
- Participation in training and actual RCA reviews