A SUCCESSFUL FORMULA FOR FINANCING A CENTRALIZED GME RESEARCH AND SCHOLARLY ACTIVITY SUPPORT TEAM
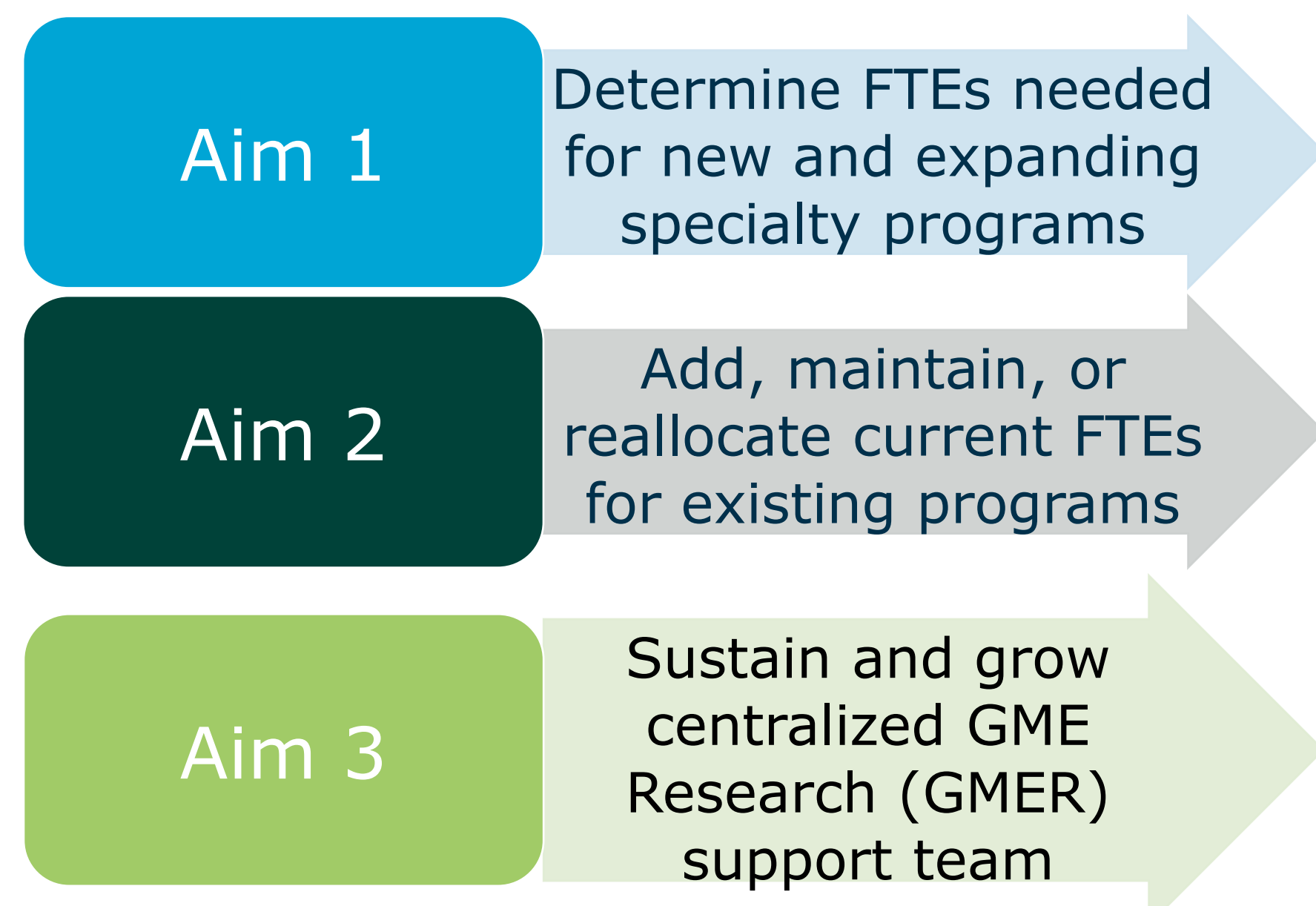
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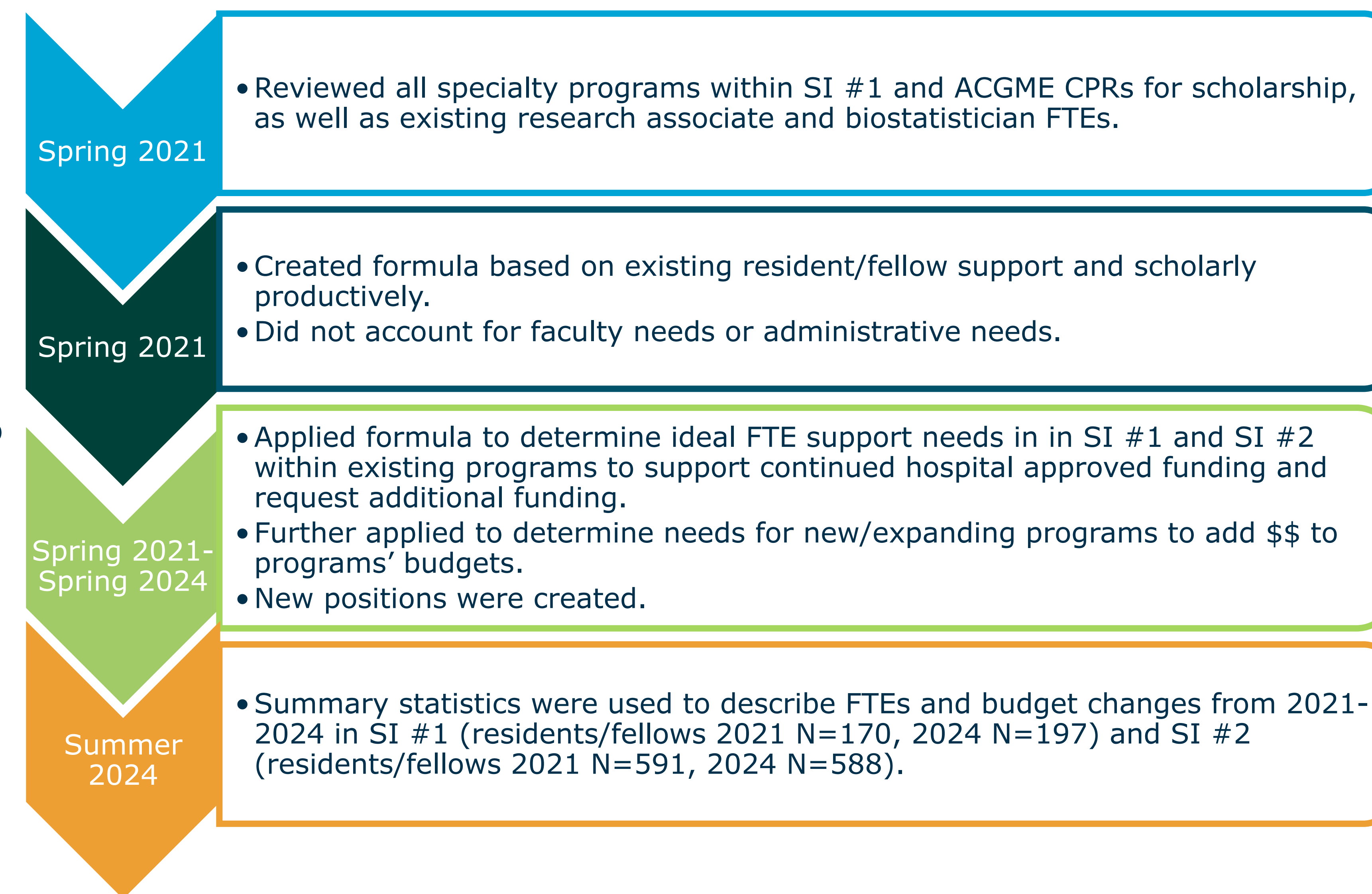
Background

- Per ACGME's Common Program Requirements, residents/fellows must participate in scholarship and "programs must demonstrate evidence of scholarly activities consistent with its mission(s) and aims."[1]

- Scholarly activity requirements vary by program specialty and may include quality improvement and research.[1]

- Adequate resources must be provided to programs by the sponsoring institution (SI) to support scholarship.[1]
  - Studies have demonstrated doing so increases scholarly output.[2]

- ACGME has not established a standardized framework for programs to determine full-time equivalent (FTE) research support (i.e., research associates, biostatisticians).
  - Literature provides limited guidance.[2]

Objectives

Create a tool for determining research associate and biostatistician FTE needs based on each program specialty's ACGME requirements

Aim 1 — Determine FTEs needed for new and expanding specialty programs

Aim 2 — Add, maintain, or reallocate current FTEs for existing programs

Aim 3 — Sustain and grow centralized GME Research (GMER) support team

Methods

Spring 2021
- Reviewed all specialty programs within SI #1 and ACGME CPRs for scholarship, as well as existing research associate and biostatistician FTEs.

Spring 2021
- Created formula based on existing resident/fellow support and scholarly productivity.
- Did not account for faculty needs or administrative needs.

Spring 2021- Spring 2024
- Applied formula to determine ideal FTE support needs in in SI #1 and SI #2 within existing programs to support continued hospital approved funding and request additional funding.
- Further applied to determine needs for new/expanding programs to add $$ to programs' budgets.
- New positions were created.

Summer 2024
- Summary statistics were used to describe FTEs and budget changes from 2021-2024 in SI #1 (residents/fellows 2021 N=170, 2024 N=197) and SI #2 (residents/fellows 2021 N=591, 2024 N=588).

Results

We proposed allocating:
- 0.1 FTE research associate support per average number of residents/fellows per year per program
- 0.1 FTE biostatistician support per every 0.2 FTE research associate

Formula multipliers for programs included:
- 0.5-1.0 for fulfilment of general or moderate ACGME program specific scholarship requirements (e.g., in our institution would include Family Medicine)
- 1.5 for fulfilment of above average ACGME program specific requirements (e.g., Obstetrics & Gynecology)
- 2.0-2.5 for fulfilment of major or rigorous ACGME program specific requirements or service line association (e.g., Cardiology Fellowship)
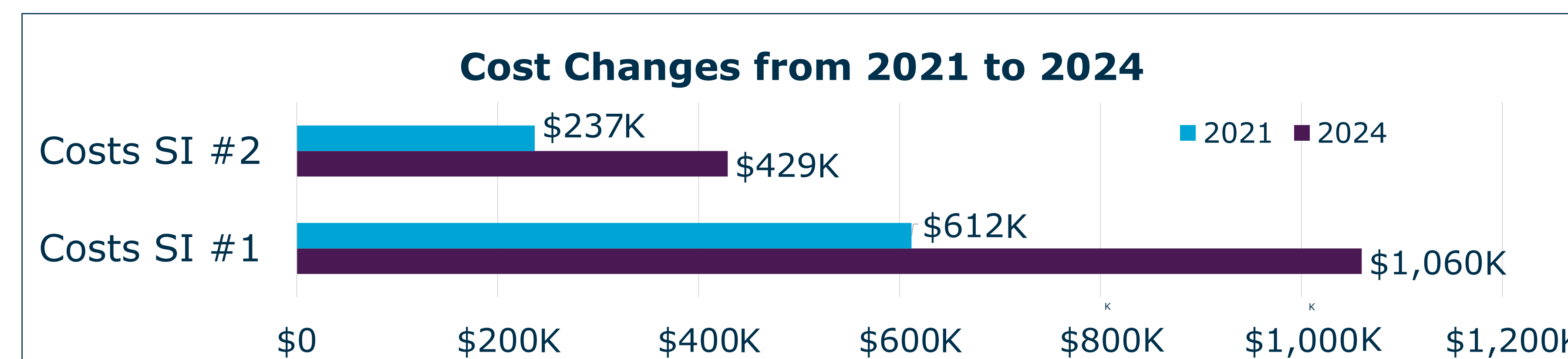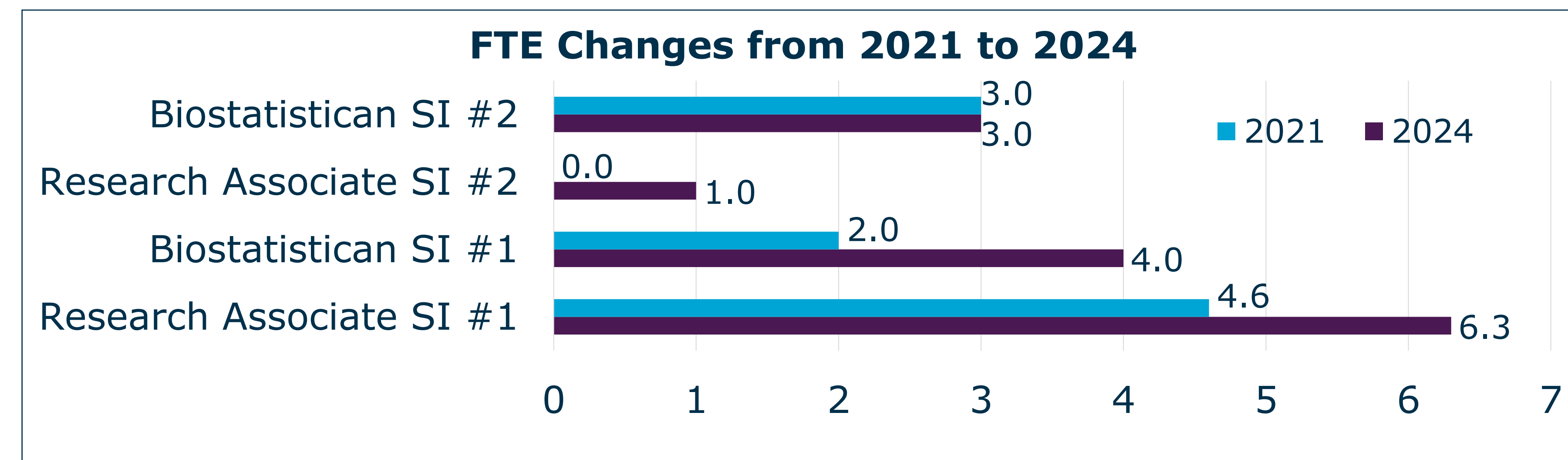
Example calculation:
- 0.1 FTE research associate x (2 fellows/2-yr program) x 2.5 program multiplier= 0.25 FTE
- 0.1 FTE biostatistician per 0.2 FTE research associate = 0.125 FTE

Conclusions

Our formula was applied to 2 different SIs to add, maintain, or reallocate FTE support for a centralized GMER support team.

While developed based on our interpretation of ACGME scholarship requirements our formula:
- May be further supported by Haas et al.[2]

- Is a novel guideline for building a centralized GMER support team for navigating systematic processes, supporting regulatory needs, providing scientific project input, conducting analysis, interpreting results, disseminating findings, and offering resident/fellow education

- Supported the development of education lecture series for trainees and faculty

- May be applicable to other SIs as they navigate corporate structures and budgets

- Could be amended to consider administrative, medical director, and specialty-specific faculty FTE needs

FTE Changes from 2021 to 2024

	2021	2024
Biostatistician SI #2	3.0	3.0
Research Associate SI #2	0.0	1.0
Biostatistican SI #1	2.0	4.0
Research Associate SI #1	4.6	6.3

Cost Changes from 2021 to 2024

	2021	2024
Costs SI #2	$237K	$429K
Costs SI #1	$612K	$1,060K

SI #1 FTE costs increased from ~$3,600 to ~$5,380 per resident/fellow; SI #2 costs increased from ~$404 to ~$727 per resident/fellow.

References
1. The Accreditation Council for Graduate Medical Education. Common Program Requirements (Residency and Fellowship). https://www.acgme.org/globalassets/pfassets/programrequirements/cprresidency_2023.pdf Published: July 1, 2023. Accessed: August 9, 2024.
2. Haas DM, Hadaie B, Ramirez M, Shanks AL, Scott NP. Resident research mentoring teams: A support program to increase resident research productivity. J Grad Med Edu. 2023;15(3):365-372. doi: 10.4300/JGME-D-22-00499.1

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