

A Synergistic Approach to Teaching Practice Management and the ACGME Competencies

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Context/Setting:

The course is designed for Anesthesiology residents in their first year of training. This practice management program can be adapted to accommodate the strengths and needs of any residency program.

Need:

Anesthesiology residents need to understand the organizational, administrative and financial challenges they will face in practice. In addition, residents must demonstrate competence in the six areas identified by the ACGME¹.

Action:

Our department conducts a four-week program that teaches the basic concepts of finance and accounting, quality of care, administration, communication and health care delivery systems. Instructional methods and modalities are highly participatory and include guided discussions of books and CD-ROM² materials, lectures by medical and Public Health faculty, simulation exercises, field trips to "best practice" sites, and guest presentations by skilled practitioners in billing, human resources, and hospital management. The month concludes when teams present their capstone project, an analysis of a healthcare organization using a Balanced Scorecard³ approach.

Impact:

Participants acquire a broad understanding of practice management principles and complete assignments in multiple competency areas. These assignments provide documented output that can be placed in each resident's permanent portfolio.

References:

¹ACGME General Competencies. 1999. Available at:
<http://www.acgme.org/outcome/comp/compHome.asp>. Accessed February 6, 2006.

²*InterAct: Understanding the Business Side of Medicine* [lectures on CD-ROM]. Tampa, FL: The American College of Physician Executives

³Oliveira, J. The Balanced Scorecard: An Integrative Approach to Performance Evaluation. *Healthcare Financial Management*. May 2001: 42-46.