



Attachment C

Annual Program Evaluation SWOT Analysis

Preparation for the Self Study

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GMEC

April 23, 2015

Recent UMMC Experiences related to the APE

- Ortho Focused SV
 - SV specifically required meeting with the PEC
- OBA Initial SV
 - SV read/reviewed PEC minutes
 - Suggested (a) revisiting improvements proposed for the previous year, (b) documenting progress and outcome after implementing change, (c) closing the loop on improvement

The Self-Study

- Offers insight into:
 - how prior areas for improvement were addressed, and
 - information about current areas still in need of improvement
- A new approach to self-assessment that focuses on:
 - producing a record of improvements
 - Identifying areas still being worked on
 - followed by Self-Study Visit (SSV)
 - information about current areas still in need of improvement.

Self Study Process

- Derived from currently existing program elements:
- APE-I & PEC Minutes
- Annual Accreditation LON—new, resolved or continued citations, AFIs, concerning trends
- Special Reviews & Site Visit Reports

ADS
Update
Information

Milestone
Data

Resident
Survey

Faculty
Survey

Operative
and Case
Logs

Board Data



APE Minutes Template

- Includes essential elements for effective program review



Overview of UMMC Program's APE Minutes (submitted Sept 2014)

See annotated to APE template

Annual Program Evaluation Minutes

Enhancing Documentation

- Written plan of action to document the initiatives to improve performance in identified areas
- How initiatives for improvement will be measured and monitored
- Monitor and track progress on previous year's action plans
- Formative document for the Self-Study
- May be requested by the review committee to “trace” longitudinal improvements of selected program processes (Program QI)



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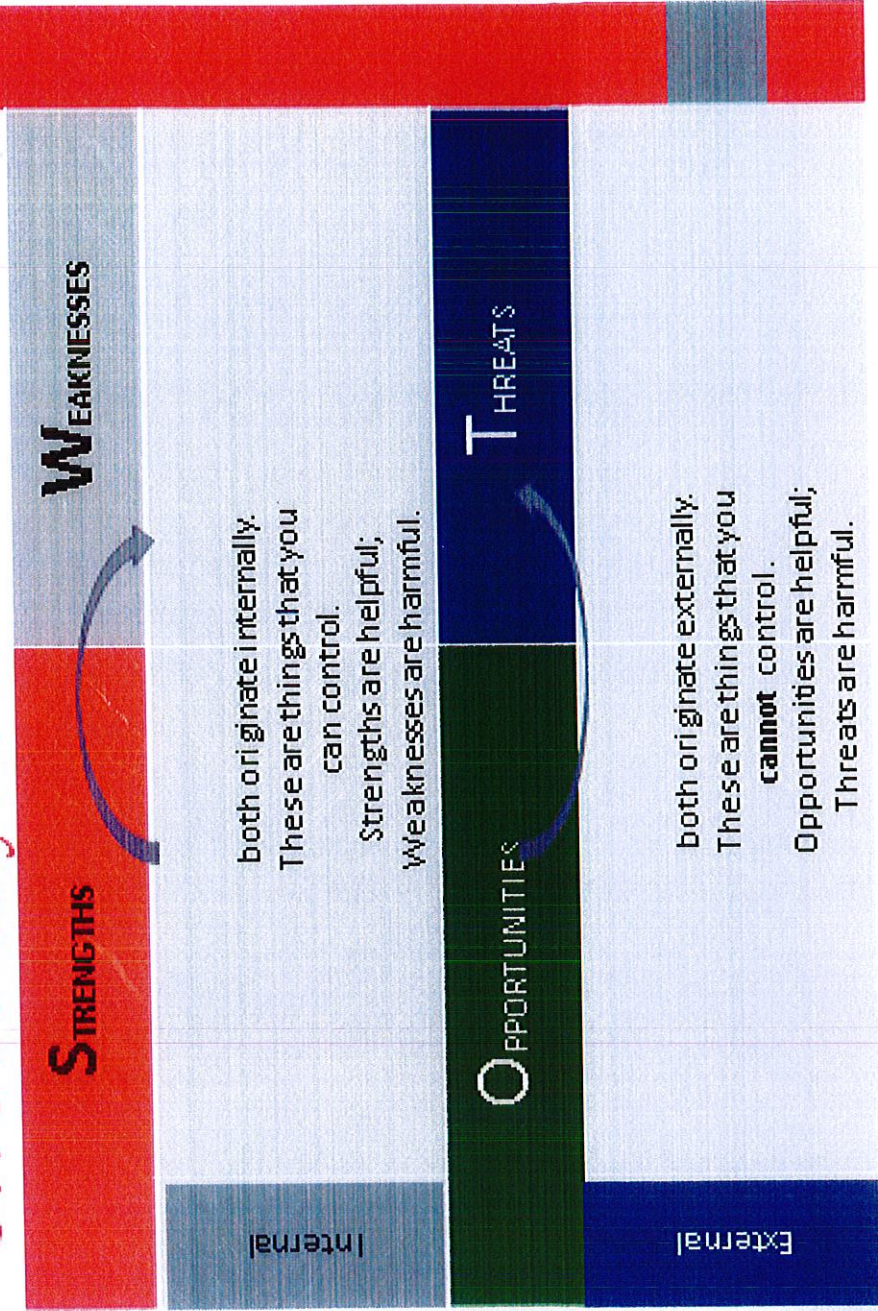
SWOT Analysis

What is SWOT Analysis?

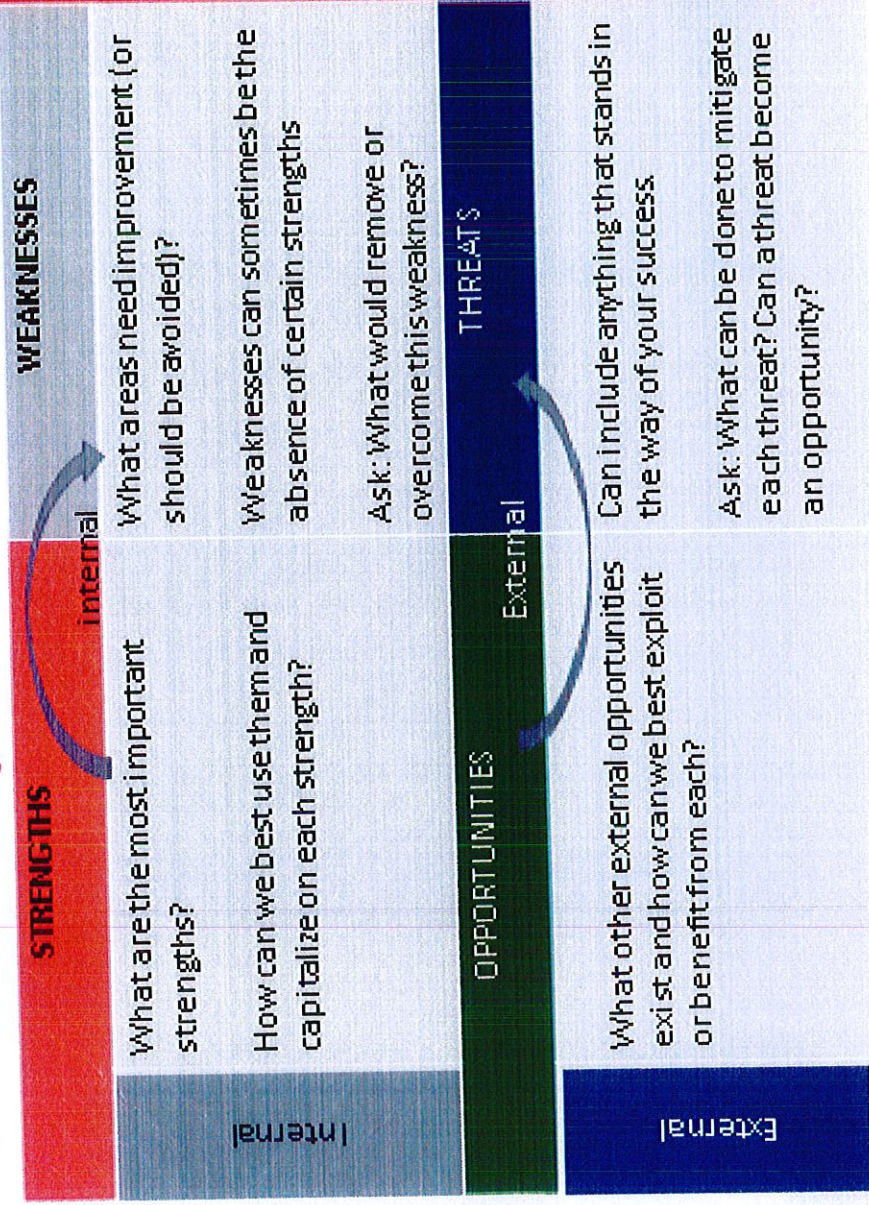
A SWOT analysis is a standard way of looking at a program/project to identify opportunities for improvement and potential areas of risk by listing a project's strengths, weaknesses, opportunities, and threats.

A benefit of identifying potential threats is that it facilitates the development of contingency plans for dealing with them.

SWOT Analysis Matrix



SWOT Analysis Matrix



STRENGTHS

Faculty experience
Capabili-ties & dedication,
Resident excellence and caring

Internal

WEAKNESSES

(COMMON AREAS FOR IMPROVEMENT)

Capabilities of vendor-provided residency management suites to generate useful data for Clinical Competency Committees

-Faculty development needs particularly needs related to faculty members' expanded role in making Milestone assessments.

OPPORTUNITIES

Factors beyond the immediate control of the program that, if acted upon, contribute to enhanced success

External

THREATS

Factors that could have a negative effect on the program (i.e: community settings for resident experiences & the pressure for clinical productivity on community practitioners)

The Affordable Care Act (i.e reduced community faculty ability and willingness to serve as preceptors for residents).

SWOT

Strengths and Areas for Improvement

- Identify by
 - Annual Letter of Notification (LON)
 - Accreditation Status
 - Citations
 - Areas for Improvement (AFI)
 - Concerning Trends
 - APE-I Minutes
 - Other Program or Institutional Data Sources
 - National or Regional Program Specialty Metrics
 - UMMC GME measures

SWOT

Areas for Improvement

- What factors within the program's control detract from the ability to maintain a high-performing program?
- What does the program lack (in expertise, technology, access to patient population, research)?

Annual Program Evaluation Minutes

Tips

- Discussion section should include sufficient detail to understand the program or its processes
- Written plan of action for the current year should
 - document the initiatives to improve performance in the identified areas
 - How initiatives for improvement will be measured and monitored
- Monitor and track progress on previous year's action plans & outcome(s) after implementing changes
- APE-I is a formative document for the Self-Study
- May be requested by the review committee to "trace" longitudinal improvements of selected program processes (program QI)



Questions, Comments, Discussion