

Army-Baylor Residency Manual & Deliverables

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Army-Baylor Residency

- The application phase of the Army-Baylor MHA or MHA/MBA competency-based curriculum
- Builds on competencies learned during the didactic year
- Each resident is evaluated using:
 - Experiences
 - Residency projects
 - Written communications
- 9 Semester Hours / 405 Contact Hours

Army-Baylor Residency

- Two tracks – Traditional and ECL
- Traditional – full year post didactic education
- ECL – condensed, one-year program running didactic & residency concurrently
- Traditional – early to mid-career
- ECL – Healthcare providers with 12+ years of healthcare experience

Army-Baylor Residency Objectives

- Further develop Army-Baylor competencies appropriate to management, administrative, and leadership positions within the federal healthcare sector.
- Develop a practical knowledge of the clinical and administrative elements of healthcare institutions across the Army-Baylor competencies.
- Identify and target the resident's skills and competencies identified by the resident, preceptor, and/or faculty advisor which require enhancement.

Army-Baylor Residency Objectives

- Strengthen a code of personal ethics, a philosophy of management, and a dedication to the high ideals and standards of excellence in federal healthcare administration.
- Develop Army-Baylor competencies by completing preceptor-sponsored residency projects and submitting written summaries of these projects for evaluation.

Army-Baylor Residency Core Rotations

- **Executive or Command Suite**
 - CEO, CFO, COO, CIO, CNO, CMO, Accreditation, HRO
- **Resource management**
 - Financial, Intellectual, Billing Office, other
- **Logistics/Facilities**
 - Warehouse operations, acquisitions
- **IT/IM**
 - Helpdesk, Cybersecurity, Privacy Office, Informatics
- **Patient Administration/Managed Care**
 - Safety, quality, patient experience, ombudsmen, coding,
- **Inpatient settings**
 - Physician, nursing, scheduling

Army-Baylor Residency Core Rotations

- **Outpatient settings**
 - Physician, nursing, scheduling (Primary care, specialty care clinics, pharmacy, lab, etc.)
- **Surgical settings**
 - Same day, in-patient, emergent, scheduling, templating
- **Behavioral Health**
 - Behavioral health, social work, inpatient, other
- **Education & training**
- **Emergency Management**
 - Readiness, crisis action team, response team, other
- **Human resources**
 - Legal, labor, volunteer, union representative

Preceptor Responsibilities

- Page 9-10 in the manual
- Evaluate all deliverables submitted by resident
- Orient the resident to your organization
- Guide the resident to find, plan, and execute projects and best practices
- Provide the resident with office space and computer
- Meet with the faculty advisor and resident quarterly

Preceptor Responsibilities

- Guide the development of the residency plan
- Take an active role in developing projects
- Use eBEAR to identify competency development opportunities
- Provide recommendations of curtailments
- Forward any concerns to the Program Director
- Complete the preceptor survey and statement of residency completion
- Complete mid-year and end of residency competency assessments

Resident Responsibilities

- Complete all residency requirement
- Execute the residency plan while including any developing opportunities
- Submit a report every other week to preceptor & faculty
- Work with the preceptor to find and complete projects
- Attend meetings, symposiums, training, etc. directed by preceptor

Residency Key Dates

- Residency begins 18 July 2022
- Residency ends 14 July 2023

Key Deliverables – What to Know

- First key deliverable – Meeting among Faculty, Resident, and Preceptor NLT 26 August
- Residency Plans
- Discussion Boards
- Pre-project Write-ups
- Post-project Write-ups
- Reflection Paper
- Best Practice Presentation
- Project Presentation

Key Deliverables – The Evolution

- 3 projects and 1 best practice papers (Portfolio)
- 2 projects and 1 best (New Portfolio)
 - Included Pre/Post write-up requirements
- 2022-2023 requirements
 - 3 pre/post write-ups
 - 1 best practice presentation
 - 1 project presentation
 - 1 residency competency-based reflection
- Better aligns with CAHME requirements and higher-level learning expected of graduate students

Best Practices & Presentations

- What is this assignment?
 - Is the student performing a best practice?
 - Is the student observing and reporting a best practice?
- What is the program looking for with the best practice?
- Why are we using presentations?
- Presentations will occur in January and you will receive an invite (page 23)

Projects & Presentations

- Concentrate of decision-making and problem solving
- Integrate competencies, applications, and methodologies
- Topics: strategic management, project management, financial management, economic analysis, productivity, quality improvement, change management, leadership, case competitions
- Creativity, independence, methodical, professional
- Presentations in May (page 22)

Pre/Post Project Worksheets

- Let's review the pre/post project blank worksheets
- Now let's break into small groups and go over an actual pre-project worksheet
 - How would you advise the student

Final Thoughts

- There are numerous templates for the residents and preceptors in the manual, please use these
- Residency should benefit the student, organization, and the preceptor
- This is an unbelievable opportunity for you to mentor the future of the Federal Health System and promote your organization and yourselves
- Residencies could not happen without you, so thank you from the Army-Baylor Program!

Questions

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