

- II.A.1.c)** The program must demonstrate retention of the program director for a length of time adequate to maintain continuity of leadership and program stability. <sup>(Core)</sup>

**Background and Intent:** The success of residency programs is generally enhanced by continuity in the program director position. The professional activities required of a program director are unique and complex and take time to master. All programs are encouraged to undertake succession planning to facilitate program stability when there is necessary turnover in the program director position.

- II.A.2.** At a minimum, the program director must be provided with the salary support required to devote 20 percent FTE of non-clinical time to the administration of the program. <sup>(Core)</sup>

- II.A.2.a)** Additional support for the program director and associate program director(s) must be provided based on program size as follows: <sup>(Core)</sup>

Number of Approved Resident Positions	Minimum Program Director FTE	Minimum Additional Aggregate Program Director/Associate Program Director FTE
8-15	0.2	0.3
16-23	0.2	0.4
24-31	0.2	0.5
32-39	0.2	0.6
40 or more	0.2	0.7

- II.A.2.b)** Programs with 16 or more residents should have an associate program director to assist the program director with program administration and management. <sup>(Core)</sup>

**Background and Intent:** Twenty percent FTE is defined as one day per week.

“Administrative time” is defined as non-clinical time spent meeting the responsibilities of the program director as detailed in requirements II.A.4.-II.A.4.a).(16).

The requirement does not address the source of funding required to provide the specified salary support.

- II.A.3.** Qualifications of the program director:

- II.A.3.a)** must include specialty expertise and at least three years of documented educational and/or administrative experience, or qualifications acceptable to the Review Committee; <sup>(Core)</sup>

**Background and Intent:** Leading a program requires knowledge and skills that are established during residency and subsequently further developed. The time period from completion of residency until assuming the role of program director allows the

individual to cultivate leadership abilities while becoming professionally established. The three-year period is intended for the individual's professional maturation.

The broad allowance for educational and/or administrative experience recognizes that strong leaders arise through diverse pathways. These areas of expertise are important when identifying and appointing a program director. The choice of a program director should be informed by the mission of the program and the needs of the community.

In certain circumstances, the program and Sponsoring Institution may propose and the Review Committee may accept a candidate for program director who fulfills these goals but does not meet the three-year minimum.

**II.A.3.b)** must include current certification in the specialty for which they are the program director by the American Board of Pathology or by the American Osteopathic Board of Pathology, or specialty qualifications that are acceptable to the Review Committee; <sup>(Core)</sup>

**II.A.3.b).(1)** The program director must have current certification in anatomic and clinical pathology, anatomic pathology, or clinical pathology from the American Board of Pathology (ABPath) or in either anatomic pathology or clinical pathology/laboratory medicine from the American Osteopathic Board of Pathology (AOBPa). <sup>(Core)</sup>

**II.A.3.b).(2)** If the program director is not certified in both anatomic and clinical pathology, there must be an associate program director with certification in the complementary specialty area by the ABPath or the AOBPa. <sup>(Core)</sup>

**II.A.3.c)** must include current medical licensure and appropriate medical staff appointment; and, <sup>(Core)</sup>

**II.A.3.d)** must include ongoing clinical activity. <sup>(Core)</sup>

**Background and Intent:** A program director is a role model for faculty members and residents. The program director must participate in clinical activity consistent with the specialty. This activity will allow the program director to role model the Core Competencies for the faculty members and residents.

#### **II.A.4. Program Director Responsibilities**

The program director must have responsibility, authority, and accountability for: administration and operations; teaching and scholarly activity; resident recruitment and selection, evaluation, and promotion of residents, and disciplinary action; supervision of residents; and resident education in the context of patient care. <sup>(Core)</sup>

**II.A.4.a)** The program director must:

**II.A.4.a).(1)** be a role model of professionalism; <sup>(Core)</sup>