

designated as program director and made responsible for the program. This individual will have dedicated time for the leadership of the residency, and it is this individual's responsibility to communicate with the residents, faculty members, DIO, GMEC, and the ACGME. The program director's nomination is reviewed and approved by the GMEC. Final approval of program directors resides with the Review Committee.

- 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. ^(Core)

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 50 percent FTE of non-clinical time to the administration of the program. ^(Core)

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

Number of Approved Resident Positions	Minimum Aggregate Program Director/Associate Program Director FTE
12-30	0.75
31-60	1.0
61-90	1.25
91-120	1.5
>120	1.75

Background and Intent: Fifty percent FTE is defined as two-and-one-half (2.5) days 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; ^(Core)

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 Pediatrics (ABP) or by the American Osteopathic Board of Pediatrics (AOBP), or specialty qualifications that are acceptable to the Review Committee; ^(Core)

II.A.3.b).(1) The program director should meet the requirements for either Maintenance of Certification in pediatrics or a subspecialty of pediatrics through the ABP or Osteopathic Continuous Certification through the AOBP. ^(Core)

II.A.3.c) must include current medical licensure and appropriate medical staff appointment; and, ^(Core)

II.A.3.d) must include ongoing clinical activity. ^(Core)

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. ^(Core)

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

II.A.4.a).(1) be a role model of professionalism; ^(Core)

Background and Intent: The program director, as the leader of the program, must serve as a role model to residents in addition to fulfilling the technical aspects of the role. As residents are expected to demonstrate compassion, integrity, and respect for others, they must be able to look to the program director as an exemplar. It is of