The First Non-University Based CAMPEP Accredited Residency Program

Brian Wichman, MS, DABR
Kansas City Cancer Center
ABR 2012/2014 Eligibility Changes

You know the changes – you know the dilemma.

However, for those who have been under a rock or just don’t subscribe to Medphys listserver:

“Beginning in 2012, in order to take the American Board of Radiology Part 1 examination in Radiologic Physics, candidates must be enrolled in or have graduated from a CAMPEP accredited education program”
ABR 2012/2014 Eligibility Changes

For those under rocks, part II:

“Beginning in 2014, in order to take the American Board of Radiology Part 1 examination in Radiologic Physics, candidates must be enrolled in or have completed a CAMPEP accredited residency program”
Medphys listserver, an aside

FYI for any students out there:

1. There are more than 10-15 physicists with strong opinions out there
2. Most of us don’t have time to post regularly
3. Don’t categorize us all by those who post
4. Your success in graduate school $\propto$ (time you spend on World of Warcraft)$^{-1}$ **to be published soon**
ABR 2012/2014 Eligibility Changes

So what does it all mean?

The sky is falling – already has fallen for some recent grads
We’re a bunch of masochists – well maybe, but physicists didn’t instigate the ABR changes
We’d better get to work – definitely, we’re (arguably) 100 CAMPEP accredited residency positions short
We have an opportunity to grasp – YES! Let’s give our future patients (you, me?) the best trained physicists we can while reaping the benefits.
Residency Benefits

- Enthusiastic workers ready to learn
- Promote continual learning in the clinic
- Second year residents ≈ junior physicists
- Half the salary of junior physicists
- Very motivated to do well and graduate
- Built-in recruiting base of well-trained people for future vacancies
- Sending well-trained people into independent practice to better serve patients
KCCC Description

- 5 comprehensive cancer centers
- 2 hospital based departments
- 3D, IMRT, IGRT, SRS/SRT, Tomo, LDR, HDR, TBI, radioimmunotherapy, radiomicrospheres
- 8 accelerators, 3 PET/CT, SPECT/CT, diagnostic CT, interventional oncology suite
- No prostate seed program, no TSE, no IORT
- 3 board certified physicists (1 conditioned)
- 8 radiation oncologists, 7 dosimetrists
Why a Residency at KCCC?

- We identified the need for
  1. Additional physics manpower
  2. A recruitment source (of well trained people)
- Originally approved jr physicist position for 2007
- US Oncology Medical Physics Development Program
- 2012 Initiative
How to Start a Residency?

- No defined pathway at the time for non-academic centers
- AAPM ad hoc committee on medical physics training led by Larry Reinstein (2004-05)
- TG-133 Alternative Pathways for Clinical Medical Physics Residency (2006-08)
TG-133 Pathways

1. Start residency independently from scratch

2. Dependent affiliation with CAMPEP program

3. Limited affiliation with CAMPEP program
TG-133 Pathways

1. Start residency independently from scratch

- KCCC does not have all necessary treatment modalities in-house to satisfy CAMPEP
- We needed help and advice (hey, no one had ever done this before)
TG-133 Pathways

2. Dependent affiliation with CAMPEP program

- An option, but we wanted to maintain control of the residents in our facilities
- Wanted to develop a more personal relationship with residents, rather than just “placement”
- Third reason I’ll get to later
TG-133 Pathways

3. Limited affiliation with CAMPEP program

- Solves problem of providing all necessary treatment modalities
- Can use expertise of those with experience in resident training
- Form reciprocal relationship and hopefully a bond with prestigious institution
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Eureka! Now, how do we get this off the ground?
Getting Started

- Set your goals – what do you want to achieve?
  1. Produce well trained physicists
  2. The residents have positive production
  3. Assist with departmental projects
  4. Recruitment for open positions
  5. Improve patient care
The Affiliation

- Discussions with Mike Herman during TG133 writing process
- Directors develop the framework to an agreement
- Draft agreement taken to administrations at both institutions
- Final changes made to accommodate both sides
- Approval – now the real work begins
Selling a Physics Residency to Administration

Or: How I learned to stop worrying and love the resident salary structure

- Jr Physicist position budgeted for $90-95K
- Resident salary of $45-50K
- Sweet music to administrative ears
- Other training costs (est $5K/yr)
- AAPM/ASTRO grant
Selling a Physics Residency to Administration

Part II

- Need implicit trust from administration that a training program can be run successfully
- Need to show that resident can be productive member of physics staff
- Need physician buy-in
- Need legal buy-in
CAMPEP Resources and Guidelines

Specific guidelines for affiliate residencies spelled out
CAMPEP Resources and Guidelines

The self study is the best place to start

CAMPEP
Commission on Accreditation of Medical Physics Education Programs, Inc.

Self Study Template
Residency Program in Medical Physics
Institution Name
Date
Program Director
Name, etc
Self Study – A Plan to Succeed

- The self study is the roadmap to creating, running, and improving a residency
- The CAMPEP template is very thorough and specific to the information that is needed
- CAMPEP can provide examples of self studies for accredited residencies
The KCCC Self Study

- Program goal and objectives
  1. As stated before
  2. These should be clear
  3. Residency is NOT for primary research purposes
  4. Residency is NOT for “cheap labor” only
The KCCC Self Study

- Program evolution and history
  1. As stated before
  2. This section may be brief, depending upon history training junior physicists
  3. Need to show a commitment to resident education, even if lacking history
The KCCC Self Study

- Program structure and governance
  1. Program Director – Brian Wichman
  2. Steering committee responsibilities
  3. Roles of other physicists, radiation oncologists, dosimetrists, administration, other staff
  4. Describe affiliation, any other relationships
The KCCC Self Study

- Training requirements
  1. What does resident need to do to graduate
  2. Description of curriculum
  3. Training plans – how are rotations structured
  4. How is curriculum evaluated and improved
The KCCC Self Study

- Residents
  1. Admissions and recruitment process
  2. Evaluation of resident progress – one of the most important items
  3. New resident orientation
  4. Safety
KCCC Residents – Who We’re Targeting

- MUST have MS or PhD from formal medical physics graduate program
- CAMPEP graduate program preferred
- Not looking for someone targeting research career
KCCC Residents – Recruitment

- Opened recruitment October 1
- All application documents January 15
- Interview final 3 in February
- Offers first Friday in March
- We pay for interview travel (no frills)
KCCC Residents – Credentialing

- End of 1\textsuperscript{st} year – resident credentialed for:
  1. Chart checks
  2. EBRT plan reviews
  3. Routine QA (linac, IMRT)
  4. Brachytherapy (maybe, or later)
  5. Special procedures (maybe, or later)
The KCCC Self Study

- Program Administration
  1. Structure within hospital/organization
  2. Role of program director
  3. Committees and Meetings
  4. Records available for review – keep everything!
The KCCC Self Study

- Resources
  1. Facilities – as before
  2. Staff – as before, with description of time commitment to resident training
  3. Finances
  4. Equipment available for resident use
The KCCC Self Study

- Future plans
  1. Summary of strengths and needs
     - Great staff, equipment, Mayo affiliation, “real life” environment
     - Need of online training tools and clinical oncology module (now available)
The KCCC Self Study

- Future plans
  1. Further development and improvement
     - Integrating new technology (TomoTherapy)
     - Develop or assist with web-based training tools
     - Add second resident position (2009)
To-Do List

- Develop concept
- Administration approval
- Funding
- Curriculum
- Self study
To-Do List

- Develop concept
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- Self study

OK Let's Get Moving!
KCCC Timeline

- First discussions with Mike Herman – late 2006
- Development in early 2007 – Mike shared many Mayo documents and advice
- Affiliation paperwork completed June 2007
- First resident chosen for July 1, 2007 entry
  - Long drawn out visa issues, later took jr physicist position
- Start recruitment again – first resident started February 1, 2008
KCCC Timeline

- Self study submitted to CAMPEP November 2008
- CAMPEP review team assigned early May 2009
- CAMPEP self study document review June 2
- Responses to review due one week later
- CAMPEP on-site review June 11-12
- CAMPEP accreditation in July at AAPM meeting
Self Study Review Recommendations

- Consistent chart rounds throughout all facilities
- Defining didactic training (and further development where needed)
- Develop resident handbook
- Better access to tumor boards
- Better defining role of dosimetrist
- Add Assistant Residency Director
- Secure access to CyberKnife and GK
Take-Home Message

- You already do this! Residency means you do it with much better documentation.
- Affiliating with CAMPEP accredited program allows access to those with insight and experience
- Documentation and CAMPEP accreditation process are becoming less onerous – this is not Mission Impossible!
Thank You