

2022 Survey

Fellowship Program Benchmarking Survey Results

2022 Survey

Survey Open January 13, -February 13, 2023
Distributed to 289 Pulmonary, Critical Care, and PCCM Program Directors
Response rate: n = 107 (37%)
Completion rate: n = 100 (93%)

2021 Survey

Survey Open December 18, 2021 -February 15, 2023
Distributed to 268 Pulmonary, Critical Care, and PCCM Program Directors
Response rate: n = 137 (51%)
Completion rate: n = 107 (78%)

2020 Survey

Survey Open December 21, 2020 - February 1, 2021
Distributed to 245 Pulmonary, Critical Care, and PCCM Program Directors
Response rate: n = 129 (53%)
Completion rate: n = 107 (83%)

2019 Survey

Survey Open February 3 - February 21, 2020
Distributed to 237 Pulmonary, Critical Care, and PCCM Program Directors
Response rate: n = 116 (49%)
Completion rate: n = 104 (90%)

SECTION 1: PROGRAM CHARACTERISTICS & LEADERSHIP

1. Please indicate which type of fellowship program(s) you direct, as designated by the ACGME. If you direct a PCCM program with a pulmonary or CCM track available within that program, select combined PCCM only. If the ACGME officially recognizes multiple programs (NOT tracks), select all that apply (choose all that apply)

	2019	2020	2021	2022
	120 (100%)	129 (100%)	137 (100%)	107 (100%)
a. Pulmonary and Critical Care Medicine (PCCM)	95 (79.2%)	103 (79.8%)	105 (76.5%)	84 (79%)
b. Critical Care Medicine ONLY	18 (15%)	18 (14%)	27 (19.7%)	16 (15%)
c. Pulmonary Medicine ONLY	7 (7%)	8 (6.2%)	5 (3.6%)	7 (6%)

Display if PCCM is selected as "Yes" in Q 1.

2. If your program is a combined PCCM fellowship, how often have you offered occasional positions for:

Fellowship		a. Never	b. Rarely	c. Sometimes	d. Frequently	e. Always (Established track)
2.1. Pulmonary Medicine	2019	68 (76.4%)	9 (10.1%)	6 (6.7%)	1 (1.1%)	5 (5.6%)
	2020	68 (71.6%)	16 (16.8%)	3 (3.2%)	1 (1.1%)	7 (7.4%)
	2021	70 (72.2%)	16 (16.5%)	2 (2.1%)	3 (3.1%)	6 (6.2%)
	2022	60 (71%)	15 (17%)	2 (2%)	2 (2%)	7 (8%)
2.2. Critical Care Medicine	2019	44 (49.4%)	23 (25.8%)	10 (11.2%)	3 (3.4%)	9 (10.1%)
	2020	48 (50.5%)	18 (18.9%)	7 (7.4%)	4 (4.2%)	18 (18.9%)
	2021	40 (41.2%)	23 (23.7%)	8 (8.2%)	3 (3.1%)	23 (23.7%)
	2022	47 (55%)	11 (13%)	7 (8%)	2 (2%)	19 (22%)

3. How many graduates did you have in 2021?

[drop down menu 0-20 and >20]

	2019	2020	2021	2022
Number of Graduates				
0	8 (7.4%)	11 (9.7%)	8 (6.7%)	11 (10%)
1	5 (4.6%)	4 (3.5%)	4 (3.3%)	6 (5%)
2	19 (17.5%)	18 (15.9%)	17 (14.2%)	14 (13%)
3	16 (14.8%)	12 (10.6%)	24 (20.0%)	17 (16%)
4	18 (16.7%)	19 (16.8%)	22 (18.3%)	15 (14%)
5	10 (9.3%)	14 (12.4%)	14 (11.7%)	12 (11%)
6	12 (11.1%)	12 (10.6%)	7 (5.8%)	8 (8%)
7	9 (8.3%)	10 (8.8%)	6 (5.0%)	6 (6%)
8	6 (5.6%)	6 (5.3%)	9 (7.5%)	10 (9%)
9	4 (3.7%)	1 (.9%)	4 (3.3%)	1 (1%)
10	0	1 (.9%)	2 (1.7%)	2 (2%)
11	1 (0.9%)	0	3 (2.5%)	1 (1%)
12	0	5 (4.4%)	0	0
13	0	0	0	1 (1%)
14	0	0	0	0
15	0	0	0	0
16	0	0	0	2 (2%)
17	0	0	0	0
18	0	0	0	0
19	0	0	0	0
20	0	0	0	0
>20	0	0	0	1 (1%)
Total	106 (100%)	112 (100%)	120 (100%)	106 (100%)

4. As of July 1, 2021, what is the total number of Fellows in each of the following groups, excluding sub-sub-specialty fellows (e.g. IP and transplant fellows):

Year 1: [drop down menu 0-20 and >20]

Year 2: [drop down menu 0-20 and >20]

Year 3(if applicable): [drop down menu 0-20 and >20]

Beyond year 3 (e.g. Research Fellows): [drop down menu 0-20 and >20]

# of Fellows	0	1	2	3	4	5	6	7	8	9	
Year 1	2019	3 (2.8%)	6 (5.6%)	16 (14.8%)	19 (17.6%)	18 (16.7%)	14 (13%)	6 (5.6%)	9 (8.3%)	11 (10.2%)	4 (3.7%)
	2020	2 (1.8%)	5 (4.5%)	12 (11.6%)	12 (15.2%)	25 (22.3%)	15 (13.4%)	11 (9.8%)	9 (8%)	9 (8%)	3 (2.7%)
	2021	2 (1.7%)	7 (5.8%)	16 (13.3%)	19 (5.8%)	26 (21.7%)	12 (10%)	13 (10.8%)	5 (4.2%)	10 (8.3%)	1 (0.8%)
	2022	3 (3%)	1 (1%)	26 (25%)	13 (12%)	17 (16%)	11 (10%)	11 (10%)	9 (9%)	8 (8%)	4 (4%)
Year 2	2019	3 (2.8%)	5 (4.7%)	18 (17%)	17 (16.0%)	20 (18.9%)	10 (9.4%)	9 (8.5%)	12 (11.3%)	9 (8.5%)	0
	2020	5 (4.6%)	5 (4.6%)	12 (11%)	20 (18.3%)	27 (24.8%)	12 (11%)	10 (9.2%)	5 (4.6%)	8 (7.3%)	4 (3.7%)
	2021	6 (5.1%)	3 (2.6%)	15 (12.8%)	20 (17.1%)	26 (22.2%)	19 (16.2%)	6 (5.1%)	5 (4.3%)	8 (6.8%)	4 (3.4%)
	2022	7 (6%)	3 (3%)	21 (20%)	17 (16%)	21 (20%)	9 (8%)	12 (11%)	4 (3%)	10 (9%)	1 (1%)
Year 3	2019	7 (7.5%)	5 (5.4%)	13 (14%)	16 (17.2%)	18 (19.4%)	11 (11.8%)	12 (12.9%)	7 (7.5%)	4 (4.3%)	0
	2020	9 (9.4%)	2 (2.1%)	11 (11.5%)	12 (12.5%)	26 (27.1%)	9 (9.4%)	13 (13.5%)	6 (6.3%)	5 (5.2%)	2 (2.1%)
	2021	7 (7.1%)	1 (1%)	9 (9.2%)	18 (18.4%)	25 (25.5%)	9 (9.2%)	15 (15.3%)	8 (8.2%)	2 (2%)	1 (1%)
	2022	28 (28%)	2 (2%)	13 (12%)	9 (8%)	18 (17%)	13 (12%)	9 (8%)	13 (12%)	1 (1%)	1 (1%)
Beyond Year 3 (e.g. Research Fellows)	2019	45 (69.2%)	8 (12.3%)	6 (9.2%)	1 (1.5%)	0	2 (3.1%)	1 (1.5%)	0	0	0
	2020	47 (77%)	3 (4.9%)	2 (3.3%)	2 (3.3%)	4 (6.6%)	2 (3.3%)	0	0	0	0
	2021	41 (69.5%)	10 (16.9%)	0	5 (8.5%)	0	1 (1.7%)	0	0	1 (1.7%)	0
	2022	85 (80%)	9 (8%)	5 (5%)	2 (2%)	3 (3%)	1 (1%)	1 (1%)			

# of Fellows		10	11	12	13	14	15	16	17	18	19	20	>21
Year 1	2019	1 (0.9%)	1 (0.9%)	0	0	0	0	0	0	0	0	0	0
	2020	1 (0.9%)	1 (0.9%)	0	1 (0.9%)	0	0	0	0	0	0	0	0
	2021	7 (5.8%)	2 (1.7%)	0	0	0	0	0	0	0	0	0	0
	2022	1 (1%)	1 (1%)	1 (1%)	0	0	0	0	1 (1%)	0	0	0	0
Year 2	2019	3 (2.8%)	0	0	0	0	0	0	0	0	0	0	0
	2020	1 (0.9%)	1 (1%)	0	0	0	0	0	0	0	0	0	0
	2021	3 (2.6%)	2 (1.7%)	0	0	0	0	0	0	0	0	0	0
	2022	1 (1%)	1 (1%)	0	0	0	0	0	0	0	0	0	0
Year 3	2019	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0
	2021	2 (2%)	1 (1%)	0	0	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	1 (1%)	0	0	0	0	0	0
Beyond Year 3 (e.g. Research Fellows)	2019	1 (1.5%)	0	1 (1.5%)	0	0	0	0	0	0	0	0	0
	2020	0	1 (1.6%)	0	0	0	0	0	0	0	0	0	0
	2021	0	0	0	0	1 (1.7%)	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0	0	0	0	0

# of Total Approved Fellow Positions	2022
<7	35 (32%)
7-9	9 (9%)
10-12	16 (15%)
13-15	10 (9%)
16-18	14 (13%)
19-21	7 (6%)
22-24	9 (8%)
25-27	3 (2%)
28-30	3 (2%)
31-33	
34-36	1 (1%)
37-39	

5. Mark the one response that best reflects your CURRENT allocated salary support (also referred to as release or protected time) as Program Director for non-clinical, administration of the fellowship program?

	2022
	107
a. Less than 19%	Does
b. 20-24%	22 (21%)
c. 25-29%	22 (21%)
d. 30-34%	20 (19%)
e. 35-39%	7 (7%)
f. 40-44%	9 (8%)
g. 45-49%	4 (3%)
h. >50%	4 (3%)

# of Approved Fellow Positions	Minimum Support Required (FTE) for the Program Director							
	< 19%	20-24%	25-29%	30-34%	35-39%	40-44%	45-49%	>50%
<7	13 (12%)	10 (9%)	5 (5%)	6 (5%)		1 (1%)		
7-9	1 (1%)	4 (4%)	4 (4%)					
10-12	2 (2%)	4 (4%)	2 (2%)	7 (6%)	1 (1%)			
13-15	2 (2%)	1 (1%)	3 (3%)	2 (2%)	1 (1%)	1 (1%)		
16-18	1 (1%)	1 (1%)	4 (4%)	2 (2%)	2 (2%)	4 (4%)		
19-21		1 (1%)	2 (2%)			1 (1%)	2 (2%)	1 (1%)
22-24		1 (1%)	1 (1%)	1 (1%)	1 (1%)	2 (2%)	2 (2%)	1 (1%)
25-27			1 (1%)	1 (1%)				1 (1%)
28-30					2 (2%)			1 (1%)
31-33								
34-36				1 (1%)				
37-39								

6. Regarding your response to the previous item 5, to what extent does it meet the ACGME guidelines for support?

	Response	Does Not Meet	Meets	Exceeds
2022	107	49 (46%)	45 (42%)	13 (12%)

7. Has your (PD) level of support changed recently due to new ACGME requirements, published XXXX?

Response	2022
	107 (100%)
a. No, it has not changed	89 (83%)
b. Yes, it has decreased	0
c. Yes, it has increased	18 (9%)

8. Regarding your response to the previous item (question 5), to what extent do you agree that the your current level of support is sufficient for the scope of Program Director responsibilities?

	Response	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
2019	106 (100%)	16 (15.1%)	33 (31.1%)	16 (15.1%)	28 (26.4%)	13 (12.3%)
2020	113 (100%)	15 (13.3%)	31 (27.4%)	19 (16.8%)	38 (33.6%)	10 (8.8%)
2021	120 (100%)	35 (29.2%)	35 (29.2%)	15 (12.5%)	38 (31.7%)	13 (10.8%)
2022	107 (100%)	9 (8%)	30 (28%)	18 (17%)	39 (36%)	11 (10%)

9. Indicate the number of Assistant and/or Associate Program Directors for your fellowship?

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	2019	2020	2021	2022
	106 (100%)	113 (100%)	120 (100%)	107
0	17 (16.0%)	15 (13.3%)	14 (11.7%)	11 (10%)
1	53 (50.0%)	59 (52.2%)	55 (45.8%)	58 (54%)
2	19 (17.9%)	22 (19.5%)	30 (25.0%)	28 (26%)
3	9 (8.5%)	9 (8%)	10 (8.3%)	4 (4%)
4	6 (5.7%)	3 (2.7%)	9 (7.5%)	3 (3%)
5	1 (0.9%)	4 (3.5%)	0.0%	3 (3%)
>5	0.0%	0.0%	0.0%	0.0%

10. Mark the one response that best reflects your CURRENT allocated salary support (also referred to as release or protected time) for Associate Program Directors for non-clinical, administration of the fellowship program?

	2022
	94
a. Less than 19%	74 (79%)
b. 20-24%	9 (10%)
c. 25-29%	6 (6%)
d. 30-34%	3 (3%)
e. 35-39%	0
f. 40-44%	2 (2%)
g. 45-49%	0
h. >50%	0

11. Regarding your response to the previous item 10, to what extent does it meet the ACGME guidelines for support?

	Response	Does Not Meet	Meets	Exceeds
2022	94 (100%)	33 (35%)	48 (51%)	13 (14%)

Number of Fellows	Number of APDs					
	0	1	2	3	4	5
<u>≤7</u>	7 (6%)	23 (21%)	5 (5%)			
<u>7-9</u>	2 (2%)	7 (6%)				
<u>10-12</u>	1 (1%)	12 (11%)	2 (2%)	1 (1%)		
<u>13-15</u>	1 (1%)	6 (5%)	1 (1%)	2 (2%)		
<u>16-18</u>		6 (5%)	8 (7%)			
<u>19-21</u>		3 (3%)	2 (2%)	1 (1%)	1 (1%)	
<u>22-24</u>			6 (5%)	2 (2%)	1 (1%)	
<u>25-27</u>		1 (1%)	1 (1%)			1 (1%)
<u>28-30</u>			1 (1%)		1 (1%)	
<u>31-33</u>						
<u>34-36</u>			1 (1%)			
<u>37-39</u>						

12. Has your APD's level of support changed recently due to new ACGME requirements, Published in July 2022?

Response	2022
	94 (100%)
a. No, it has not changed	76 (81%)
b. Yes, it has decreased	0
a. Yes, it has increased	18 (19%)

13. Regarding your response to the previous item (question 10), to what extent is your current level of support sufficient for the scope of APD responsibilities?

	Response	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
2019	89 (100%)	29 (32.6%)	23 (25.8%)	20 (22.5%)	13 (14.6%)	4 (4.5%)
2020	95 (100%)	25 (26.3%)	30 (31.6%)	17 (17.9%)	18 (18.9%)	5 (5.3%)
2021	100 (100%)	26 (26.0%)	31 (31.0%)	13 (13.0%)	20 (20.0%)	10 (10.0%)
2022	94 (100%)	15 (16%)	30 (32%)	17 (18%)	26 (28%)	6 (6%)

14. Mark the one response that best reflects the source of support for the Associate Program Director's administrative responsibilities.

	2019	2020	2021	2022
	89 (100%)	95 (100%)	100 (100%)	94
a. No salary, protected or release time support	9 (10.1%)	32 (33.7%)	34 (34.0%)	28 (30%)
b. Salary support allocated to Program Director, with a portion allocated to the Associate/Assistant Program Director, at the PDs discretion.	26 (29.2%)	20 (21.1%)	12 (12.0%)	10 (11%)
c. Separate source allocated to Associate Program Director, independent of that allocated to Program Director	18 (20.2%)	35 (36.8%)	44 (44.0%)	49 (52%)
d. I don't know.	36 (40.4%)	8 (8.4%)	10 (10.0%)	7 (7%)

15. Do your Core Faculty receive salary/protected or time support for fellowship responsibilities (e.g., teaching, supervision, advising)?

	2019	2020	2021	2022
	105 (100%)	110 (100%)	113 (100%)	105 (98%)
a. No	80 (76.2%)	89 (80.9%)	86 (76.1%)	67 (64%)
b. Yes	21 (20%)	20 (18.2%)	24 (21.2%)	35 (33%)
c. I don't know	4 (3.8%)	1 (.9%)	3 (2.7%)	3 (3%)

16. To what extent do you agree that recruiting and retaining effective Core Faculty for your fellowship program is difficult because of insufficient support (e.g., salary and/or protected or release time) for carrying out fellowship responsibilities?

	Response	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
2019	105 (100%)	6 (5.7%)	17 (16.2%)	32 (30.5%)	36 (34.3%)	14 (13.3%)
2020	110 (100%)	6 (5.5%)	24 (21.8%)	33 (30%)	30 (27.3%)	17 (15.5%)
2021	113 (100%)	13 (11.5%)	19 (16.8%)	40 (35.4%)	33 (29.2%)	8 (7.1%)
2022	105 (98%)	7 (6%)	19 (18%)	24 (23%)	34 (32%)	21 (20%)

17. What is range of total months of protected research time does your program provide fellows for the duration of their training program, excluding an extra research year?

Min [Drop down menu with, 0 Months – 18 Months and >18 Months]

Max [Drop down menu with, 0 Months – 18 Months and >18 Months]

Number of Months	2019		2020		2021		2022	
	Min	Max	Min	Max	Min	Max	Min	Max
0	10 (9.5%)	6 (5.7%)	10 (9.1%)	5 (4.5%)	8 (7.2%)	2 (1.8%)	7 (6%)	4 (4%)
1	8 (7.6%)	1 (1.0%)	13 (11.8%)	1 (.9%)	4 (3.6%)	1 (0.9%)	11 (10%)	1 (1%)
2	0	3 (2.9%)	0	4 (3.6%)	9 (8.1%)	3 (2.7%)	8 (8%)	4 (4%)
3	15 (14.3%)	4 (3.8%)	21 (19.1%)	9 (8.2%)	12 (10.8%)	4 (3.6%)	15 (14%)	11 (10%)
4	8 (7.6%)	2 (1.9%)	4 (3.6%)	3 (2.7%)	11 (9.9%)	5 (4.5%)	7 (6%)	4 (4%)
5	5 (4.8%)	3 (2.9%)	3 (2.7%)	5 (4.5%)	1 (0.9%)	2 (1.8%)	3 (3%)	4 (4%)
6	15 (14.3%)	12 (11.4%)	18 (16.4%)	17 (15.5%)	25 (22.5%)	16 (14.5%)	18 (17%)	12 (11%)
7	1 (1.0%)	5 (4.8%)	3 (2.7%)	2 (1.8%)	2 (1.8%)	3 (2.7%)	2 (2%)	4 (4%)
8	6 (5.7%)	7 (6.7%)	5 (4.5%)	5 (4.5%)	4 (3.6%)	8 (7.3%)	3 (3%)	4 (4%)
9	3 (2.9%)	8 (7.6%)	4 (3.6%)	4 (3.6%)	4 (3.6%)	7 (6.4%)	4 (4%)	6 (6%)
10	5 (4.8%)	3 (2.9%)	3 (2.7%)	3 (2.7%)	6 (5.4%)	5 (4.5%)	4 (4%)	3 (3%)
11	0	2 (1.9%)	2 (1.8%)	2 (1.8%)	4 (3.6%)	1 (0.9%)	2 (2%)	1 (1%)
12	15 (14.3%)	11 (10.5%)	12 (10.9%)	12 (10.9%)	12 (10.8%)	15 (13.6%)	13 (12%)	12 (11%)
13	0	1 (1.0%)	3 (2.7%)	3 (2.7%)	0	3 (2.7%)	1 (1%)	1 (1%)
14	1 (1.0%)	5 (4.8%)	3 (2.7%)	5 (4.5%)	1 (0.9%)	3 (2.7%)	2 (2%)	3 (3%)
15	1 (1.0%)	1 (1.0%)	2 (1.8%)	2 (1.8%)	0	2 (1.8%)	0	1 (1%)
16	3 (2.9%)	4 (3.8%)	1 (.9%)	1 (.9%)	1 (0.9%)	0.0%	2 (2%)	3 (3%)
17	2 (1.9%)	0	1 (.9%)	1 (.9%)	8 (7.2%)	2 (1.8%)	2 (2%)	0
18	7 (6.7%)	21 (20.0%)	22 (20%)	22 (20%)	4 (3.6%)	2 (1.8%)	3 (3%)	22 (21%)
>18	0	6 (5.7%)	4 (3.6%)	4 (3.6%)	0	6 (5.5%)	0	4 (4%)
Total	105 (100%)	105 (100%)	110 (100%)	110 (100%)	111 (100%)	110 (100%)	105 (98%)	105 (98%)

18. What % of fellows extend their fellowship beyond three years for additional research training?

	2019	2020	2021	2022
Total	105 (100%)	110 (100%)	113 (100%)	105 (98%)
a. None	69 (65.7%)	71 (64.5%)	72 (63.7%)	73 (70%)
b. 1-25%	26 (24.8%)	28 (25.5%)	32 (28.3%)	21 (20%)
c. 26-50%	3 (2.9%)	2 (1.8%)	2 (1.8%)	3 (3%)
d. 50-75%	2 (1.9%)	4 (3.6%)	4 (3.5%)	5 (5%)
e. 76-99%	5 (4.8%)	4 (3.6%)	1 (0.9%)	3 (3%)
f. 100%	0	1 (.9%)	1 (0.9%)	0
g. All fellows are required to do an additional research year	0	0	1 (0.9%)	0

SECTION 2: ICU STAFFING

The items in this section pertain to required, in-house ICU responsibilities, excluding any elective moonlighting.

We need to ask the number of nights that are compensated

The number of nights that are not compensated.

19. For each training year, select the response that best estimates the typical total nights of fellows' required in-house ICU coverage.

Fellowship Year		0	1-7	8-14	15-21	22-28	29-35	36-42	43-48	>48	Total
1	2019	35 (33.3%)	11 (10.5%)	15 (14.3%)	7 (6.7%)	9 (8.6%)	8 (7.6%)	9 (8.6%)	3 (2.9%)	8 (7.6%)	105 (100%)
	2020	28 (25.7%)	12 (11%)	9 (8.3%)	12 (11%)	13 (11.9%)	12 (11%)	12 (11%)	4 (3.7%)	7 (6.4%)	109 (100%)
	2021	29 (25.9%)	8 (7.1%)	11 (9.8%)	14 (14.3%)	8 (7.1%)	16 (14.3%)	15 (13.4%)	3 (2.7%)	6 (5.4%)	112 (100%)
	2022	26 (25%)	11 (10%)	14 (13%)	10 (9%)	17 (16%)	9 (9%)	9 (9%)	5 (5%)	4 (4%)	104 (97%)
2	2019	28 (26.7%)	12 (11.4%)	16 (15.2%)	12 (11.4%)	12 (13.3%)	10 (9.5%)	7 (6.7%)	1 (1%)	5 (4.8%)	105 (100%)
	2020	33 (30.3%)	11 (10.1%)	10 (9.2%)	13 (11.9%)	11 (10.1%)	13 (11.9%)	12 (11%)	2 (1.8%)	4 (3.7%)	109 (100%)
	2021	28 (25%)	12 (10.7%)	11 (9.8%)	19 (17%)	16 (14.3%)	15 (13.4%)	9 (8%)	2 (1.8%)	0	112 (100%)
	2022	30 (29%)	11 (10%)	15 (14%)	8 (8%)	17 (16%)	12 (12%)	6 (6%)	1 (1%)	4 (4%)	104 (97%)
3	2019	44 (41.9%)	8 (7.6%)	20 (19%)	11 (10.5%)	11 (10.5%)	10 (9.5%)	2 (1.9%)	1 (1%)	3 (2.9%)	105 (100%)
	2020	43 (39.4%)	12 (11%)	14 (12.8%)	11 (10.1%)	11 (10.1%)	9 (8.3%)	6 (5.5%)	1 (.9%)	2 (1.8%)	109 (100%)
	2021	48 (42.9%)	12 (10.7%)	10 (8.9%)	15 (13.4%)	10 (8.9%)	11 (9.8%)	5 (4.5%)	1 (0.9%)	0	112 (100%)
	2022	43 (41%)	7 (7%)	18 (17%)	9 (9%)	13 (13%)	7 (7%)	2 (2%)	0	5 (5%)	104 (97%)

20. Do fellows receive an hourly wage beyond their standard salary for staffing required in-house shifts?

	2019	2020	2021	2022
Total	105 (100%)	109 (100%)	112 (100%)	104 (97%)
a. Not Applicable, my fellows are not required to perform in-house nights. (skip to question 19)	24 (22.9%)	23 (21.1%)	22 (19.6%)	19 (18%)
b. No	73 (69.5%)	75 (68.8%)	80 (71.4%)	73 (70%)
c. Yes	8 (7.6%)	11 (10.1%)	10 (8.9%)	12 (12%)

21. How do faculty supervise fellows during a required in-house shift? (Select all that apply)

Supervision Method		a. Not Supervised	b. Faculty in-house for supervision	c. Faculty supervise by telephone ONLY	d. Faculty supervise by phone (and come in-house as needed based upon this supervision)	e. Not applicable	Total
Year 1	2019	0	34 (38.6%)	4 (4.5%)	39 (44.3%)	11 (12.5%)	89
	2020	1 (1.1%)	44 (47.3%)	4 (4.3%)	39 (41.9%)	5 (5.4%)	93
	2021	0	50 (50%)	5 (5%)	42 (42%)	3 (3%)	100
	2022	0	37 (44%)	4 (4.7%)	37 (44%)	7 (8%)	85
Year 2	2019	0	39 (43.8%)	3 (3.4%)	43 (48.3%)	4 (4.5%)	89
	2020	0	44 (48.9%)	2 (2.2%)	36 (40%)	8 (8.9%)	90
	2021	0	50 (50%)	5 (5%)	42 (42%)	3 (3%)	100
	2022	0	43 (50%)	3 (4%)	37 (44%)	7 (8%)	85
Year 3	2019	0	28 (32.2%)	3 (3.4%)	39 (44.8%)	17 (19.5%)	79
	2020	0	36 (40.4%)	2 (2.2%)	35 (39.3%)	16 (18%)	89
	2021	0	34 (34.7%)	6 (6.1%)	37 (37.8%)	21 (21.4%)	98
	2022	1	34 (40%)	3 (4%)	34 (40%)	18 (11%)	85

22. Do faculty receive additional compensation for supervising fellows during required in-house shifts?

	2019	2020	2021	2022
Total	80 (100%)	86 (100%)	90 (100%)	85 (100%)
a. No	70 (87.5%)	74 (86%)	74 (82.2%)	74 (87%)
b. Yes	10 (12.5%)	12 (14%)	16 (17.8%)	11 (13%)

SECTION 3: PROCEDURAL COMPETENCY

23. Of your 2022 final-year class, what percentage of fellows met your program's standards for performing each of the procedures below independently and competently by graduation?

Procedure		0	1-25%	26-50%	51-75%	76-99%	100%	Total
23.1. Bedside Tracheostomy	2022	56 (56%)	17 (17%)	1 (1%)	7 (7%)	1 (1%)	18 (18%)	100
	2023							
	2024							
23.2. Critical care ultrasound	2022	4 (4%)	4 (4%)	5 (5%)	4 (4%)	8 (8%)	75 (75%)	100
	2023							
	2024							
23.3. EBUS (Display only if PCCM or Pulmonary is selected in Q1)	2022	4 (5%)	9 (10%)	5 (6%)	10 (12%)	10 (12%)	47 (55%)	85
	2023							
	2024							
23.4. Insertion of indwelling pleural catheters (i.e. PleurX catheter) (Display only if PCCM or Pulmonary is selected in Q1)	2022	21 (25%)	9 (10%)	11 (13%)	15 (18%)	3 (4%)	26 (30%)	85
	2023							
	2024							

24. Please provide the average number of procedures performed over the course of the entire fellowship by your 2022 final year class.

Number of Procedures	24.1. Bedside Tracheostomy	24.2. EBUS <i>(Display only if PCCM or Pulmonary is selected in Q1)</i>	24.3. Insertion of indwelling pleural catheters (i.e. PleurX catheter) <i>(Display only if PCCM or Pulmonary is selected in Q1)</i>
0	32	2	9
1	1	0	1
2	7	0	8
3	7	0	5
4	0	0	1
5	16	1	15
6	2	0	0
7	1	0	2
8	1	1	4
9	0	0	0
10	6	1	7
11	0	0	0
12	2	0	2
13	0	0	0
14	1	0	0
15	4	5	5
16	1	0	0
17	1	0	0
18	0	0	0
19	0	0	0
20	7	4	5
25	0	7	4
30	2	9	1
35	1	2	0
38	0	1	0
40	0	5	2
45	0	1	0
50	1	20	1
55	0	1	0
60	1	7	0
70	0	1	0
75	0	2	0
80-89	0	0	0
90-99	0	0	0
100	1	5	1
115	0	1	0
117	0	1	0
125	0	1	0
150	0	2	0
200	0	1	0

25. For each procedure listed below, mark whether each assessment method (columns) is consistently used to assess fellow competency. (select all that apply)

		Minimum number of procedures performed	Global assessment via reported impressions without direct observation	Global assessment based on a direct observation	Written Knowledge Test	Itemized Observed Performance Checklist
25.1. Bedside Tracheostomy	2019	NA	6 (8.2%)	55 (75.3%)	1 (1.4%)	11 (15.1%)
	2020	52 (34.7%)	6 (4%)	71 (47.3%)	2 (1.3%)	12 (7.7%)
	2021	43 (32.3%)	14 (10.5%)	1 (0.8%)	1 (0.8%)	12 (9%)
	2022	100 (99%)	22 (21%)	66 (65%)	3 (3%)	10 (10%)

25.2. Critical care ultrasound	2019	NA	21 (13.8%)	84 (54.5%)	18 (11.7%)	31 (20.1%)
	2020	48 (22.2%)	15 (6.9%)	90 (47.7%)	23 (10.6%)	40 (18.5%)
	2021	42 (20.1%)	27 (12.9%)	87 (41.6%)	17 (8.1%)	36 (17.2%)
	2022	41 (40%)	30 (30%)	75 (74%)	13 (12%)	38 (37%)
25.3. EBUS <i>(Display only if PCCM or Pulmonary is selected in Q1)</i>	2019	NA	13 (9.4%)	80 (57.2%)	7 (5%)	39 (28.1%)
	2020	68 (29.8%)	14 (6.1%)	91 (39.9%)	15 (6.6%)	14 (6.1%)
	2021	58 (30.4%)	13 (6.8%)	78 (40.8%)	9 (4.7%)	33 (17.3%)
	2022	46 (54%)	12 (14%)	69 (81%)	5 (6%)	29 (34%)
25.4. Insertion of indwelling pleural catheters (i.e. PleurX catheter) <i>(Display only if PCCM or Pulmonary is selected in Q1)</i>	2019	NA	13 (12.9%)	65 (64.4%)	3 (3%)	20 (19.8%)
	2020	54 (32.3%)	12 (7.2%)	77 (46.1%)	3 (1.8%)	12 (7.2%)
	2021	47 (32.2%)	9 (6.2%)	69 (47.3%)	1 (0.7%)	20 (13.7%)
	2022	39 (46%)	8 (9%)	70 (82%)	2 (9%)	11 (13%)

26. For each of the procedures listed below, to what extent do you have:

1) sufficient faculty expertise and

2) sufficient dedicated time to teach and supervise your fellows to achieve competent, independent performance by graduation?

(For each row, mark one, best response for Expertise and for Time.)

Procedure		Expertise		Time		Total
		No	Yes	No	Yes	
26.1. Bedside Tracheostomy	2019	33 (31.7%)	71 (68.3%)	104 (100%)	50 (49.0%)	104 (100%)
	2020	20 (18.3%)	89 (81.7%)	43 (39.4%)	66 (60.6%)	109 (100%)
	2021	30 (27.3%)	80 (72.7%)	45 (40.9%)	65 (59.1%)	110 (100%)
	2022	27 (27%)	73 (73%)	40 (40%)	60 (60%)	100 (100%)
26.2. Critical care ultrasound	2019	7 (6.7%)	97 (93.3%)	27 (26%)	77 (75%)	104 (100%)
	2020	10 (9.2%)	99 (90.8%)	23 (21.1%)	86 (78.9%)	109 (100%)
	2021	12 (10.9%)	98 (89.1%)	29 (26.4%)	81 (73.6%)	110 (100%)
	2022	9 (9%)	91 (91%)	33 (33%)	66 (66%)	100 (100%)
26.3. EBUS <i>(Display only if PCCM or Pulmonary if selected in Q1)</i>	2019	8 (7.7%)	96 (92.3%)	15 (14.4%)	89 (85.6%)	104 (100%)
	2020	11 (10.1%)	98 (89.9%)	17 (15.6%)	92 (84.4%)	109 (100%)
	2021	3 (3.2%)	90 (96.8%)	8 (8.6%)	85 (91.4%)	93 (100%)
	2022	5 (6%)	80 (94%)	9 (11%)	76 (89%)	85 (100%)

26. 4. Insertion of indwelling pleural catheters (i.e. PleurX catheter) <i>(Display only if PCCM or Pulmonary if selected in Q1)</i>	2019	13 (12.5%)	91 (87.5%)	34 (32.7%)	70 (67.3%)	104 (100%)
	2020	17 (15.6%)	92 (84.4%)	28 (25.7%)	81 (74.3%)	109 (100%)
	2021	12 (12.9%)	81 (87.1%)	21 (22.6%)	72 (77.4%)	93 (100%)
	2022	14 (16%)	71 (84%)	25 (30%)	60 (70%)	85 (100%)

27. To what extent do you agree that the ABIM should include Endobronchial Ultrasound-guided biopsy as a required procedure for Pulmonary board eligibility? (Display only if PCCM or Pulmonary is selected in Q1)

	Response	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
2019	104 (100%)	89 (8.7%)	21 (20.2%)	31 (29.6%)	27 (26%)	16 (15.4%)
2020	109 (100%)	14 (12.8%)	29 (26.6%)	24 (22%)	28 (25.7%)	14 (12.8%)
2021	93 (100%)	9 (9.7%)	19 (20.4%)	21 (22.6%)	23 (24.7%)	21 (22.6%)
2022	85 (100%)	14 (12%)	20 (23%)	18 (21%)	20 (24%)	12 (14%)

SECTION 4: EBUS SPECIFIC QUESTIONS (Display only if 1-100% is selected in 19.3)

28. Who trains your fellows in EBUS? (choose one)

	2020	2021	2022
Total Response	81 (100%)	77 (100%)	81 (100%)
23.1. A board-certified interventional pulmonologist	25 (30.9%)	26 (33.8%)	24 (30%)
23.2. A non-IP Trained faculty member	16 (19.8%)	12 (15.6%)	16 (20%)
23.3. Both	40 (49.4%)	39 (50.6%)	41 (51%)

29. Who assess competency for certification of your fellows in EBUS?

	2020	2021	2022
Total Response	81 (100%)	77 (100%)	81 (100%)
24.1. A board-certified interventional pulmonologist	30 (37%)	30 (39.0%)	29 (36%)
24.2. A non-IP Trained faculty member	15 (18.5%)	12 (15.6%)	16 (20%)
24.3. Both	36 (44.4%)	35 (45.5%)	36 (44%)

SECTION 5: PULMONARY ARTERY CATHETERIZATION SPECIFIC QUESTIONS

30. Of your last graduating class, how many fellows consistently demonstrated competent and independent performance by year-end for each ability listed below.

Ability		0	1-25%	26-50%	51-75%	76-99%	100%	Total
30.1. Insert a pulmonary artery catheter	2019	28 (26.9%)	12 (11.5%)	19 (18.3%)	10 (9.6%)	12 (11.5%)	23 (22.1%)	104 (100%)
	2020	21 (19.4%)	22 (20.4%)	23 (21.3%)	8 (7.4%)	6 (5.6%)	28 (25.9%)	108 (100%)
	2021	29 (26.6%)	18 (16.5%)	16 (14.7%)	12 (11%)	12 (11%)	22 (20.2%)	109 (100%)
	2022	27 (27%)	18 (18%)	19 (19%)	6 (6%)	9 (9%)	21 (21%)	100 (100%)
30.2. Interpret and apply findings from a pulmonary artery catheter	2019	10 (9.6%)	2 (1.9%)	6 (5.8%)	11 (10.6%)	11 (10.6%)	64 (61.5%)	104 (100%)
	2020	12 (11.1%)	4 (3.7%)	8 (7.4%)	11 (10.2%)	16 (14.8%)	57 (52.8%)	108 (100%)
	2021	9 (8.3%)	4 (3.7%)	8 (7.3%)	15 (13.8%)	10 (9.2%)	63 (57.8%)	109 (100%)
	2022	9 (9%)	6 (6%)	12 (12%)	5 (5%)	11 (11%)	57 (57%)	100 (100%)

31. For each of the following clinical/education settings, to what extent do Fellows learn to insert OR interpret pulmonary artery catheters?

Setting		Insert PA catheters	Interpret and apply findings from PA catheters	Not Applicable
31.1 Medical ICU	2019	45	76	17
	2020	63	83	15
	2021	57	88	14
	2022	53	70	20
31.2 Cardiac ICU	2019	30	56	36
	2020	38	66	31
	2021	32	63	35
	2022	28	59	39
31.3 Cardiothoracic or other ICU	2019	42	71	26
	2020	41	72	28
	2021	38	78	21
	2022	30	70	29
31.4 Cath lab or other setting where PH is evaluated	2019	54	68	27
	2020	52	66	27
	2021	53	69	27
	2022	54	65	32
31.5 Didactic teaching sessions	2019	30	89	10
	2020	35	89	7
	2021	32	96	5
	2022	32	84	15
31.6 Simulation-based education	2019	14	25	52
	2020	20	30	48
	2021	15	29	53
	2022	16	27	70
31.7 Other, please describe any other settings in which fellows learn about PA catheters and indicate the frequency of learning opportunities for each setting.	2019	4	6	55
	2020	1	7	50
	2021	2	5	53
	2022	3	1	98
31.8 None	2019	1	0	49
	2020	1	1	47
	2021	4	1	49
	2022	2	0	99
Other Specified	2019	<ul style="list-style-type: none"> •PH clinic and PH rotation •Cardiac OR •Subspecialty clinic (PH) •Our fellows go to the Cardiac Surgery OR •pHTN clinic 	<ul style="list-style-type: none"> •Our fellows go to the Cardiac Surgery OR •pHTN clinic •Subspecialty clinic (PH) •Cardiac OR •PH clinic and PH rotation 	
	2020	<ul style="list-style-type: none"> •clinical PH conference (weekly for fellows who elect to attend) •Outpatient right heart cath with PH specialist •ph clinic •pHTN clinic, consults •CT Surgical Operating Room 	<ul style="list-style-type: none"> •CT Surgical Operating Room •pHTN clinic, consults •ph clinic •Outpatient right heart cath with PH specialist •clinical PH conference (weekly for fellows who elect to attend) 	
	2021	<ul style="list-style-type: none"> •ECMO •Heart Failure consults •PH clinic •Pulmonary Vascular Disease Clinics 	<ul style="list-style-type: none"> •Heart Failure consults •PH clinic •Pulmonary Vascular Disease Clinics 	
	2022	<ul style="list-style-type: none"> •SICU •TICU 		

SECTION 7: FELLOWSHIP APPLICATION and ORIENTATION

32. What would be your preferred interview format for fellowship recruitment? Choose one.

Interview format	2022
Responses	100
a. Virtual interviews exclusively	34 (34%)
b. In-person interviews exclusively	18 (18%)
c. Offer candidates a choice between virtual or in-person interview	13 (13%)
d. Virtual Interviews with an optional in-person visit	31 (31%)
e. No preference	3 (3%)
4 Other (Include Comment box)	1 (1%) Hybrid: screening virtual with highly encouraged in-person

33. What is the most important factor for your answer to the previous question?

Open text

SECTION 8: DEMOGRAPHICS

34. What is your gender? (Choose one)

	2019	2020	2021	2022
Total	103 (100%)	107 (100%)	109 (100%)	100 (100%)
a. Man	61 (59.2%)	62 (57.9%)	61 (56.0%)	45 (45%)
b. Woman	39 (37.9%)	42 (39.3%)	46 (42.2%)	42 (42%)
c. Nonbinary/Genderqueer				0
f. Prefer not to say	3 (2.9%)	3 (2.8%)	2 (1.8%)	13 (13%)
g. Prefer to self-describe as: _____	0	0	0	0

35. What is your current academic rank? (Choose one)

	2019	2020	2021	2022
Total	103 (100%)	107 (100%)	109 (100%)	100 (100%)
a. Instructor	2 (1.9%)	1 (.9%)	0	0
b. Assistant Professor or equivalent	23 (22.3%)	19 (17.8%)	24 (22.0%)	19 (19%)
c. Associate Professor or equivalent	50 (48.5%)	56 (52.3%)	56 (51.4%)	56 (56%)
d. Professor or equivalent	28 (27.2%)	29 (27.1%)	29 (26.6%)	23 (23%)
e. Other (please specify)	0	2 (1.9%)	0	1 (1%) No academic rank at my institution
f. Not applicable	0		0	1 (1%)

2020 Other Response

- Program Director, pending promotion to professor

2021 Other Response

36. As of June 30, 2019, how complete years have you been program director? Drop down menu with 0-20 and >20

Years as PD	2019	2020	2021	2022
Total responses	103 (100%)	107 (100%)	109 (100%)	100 (100%)
0	14 (13.6%)	11 (10.3%)	15 (13.8%)	8 (8%)
1	11 (10.7%)	18 (16.8%)	10 (9.2%)	16 (16%)
2	7 (6.8%)	12 (11.2%)	10 (9.2%)	7 (7)
3	11 (10.7%)	8 (7.5%)	7 (6.4%)	9 (9%)
4	5 (4.9%)	7 (6.5%)	5 (4.6%)	6 (6%)
5	10 (9.7%)	6 (5.6%)	8 (7.3%)	7 (7%)
6	10 (9.7%)	8 (7.5%)	9 (8.3%)	3 (3%)
7	3 (2.9%)	7 (6.5%)	5 (4.6%)	7 (8%)
8	6 (5.8%)	8 (2.8%)	12 (11.0%)	8 (5%)
9	3 (2.9%)	1 (.9%)	5 (4.6%)	3 (3%)
10	2 (2.0%)	5 (4.7%)	3 (2.8%)	7 (7%)
11	1 (1.0%)	0	1 (0.9%)	2 (2%)
12	1 (1.0%)	0	3 (2.8%)	2 (2%)
13	4 (3.9%)	3 (2.8%)	1 (0.9%)	1 (1%)
14	3 (3.0%)	0	2 (1.8%)	0
15	1 (1.0%)	5 (4.7%)	2 (1.8%)	2 (2%)
16	4 (4.0%)	1 (.9%)	3 (2.8%)	1 (1%)
17	2 (2.0%)	1 (.9%)	2 (1.8%)	1 (1%)
18	0	1 (.9%)	2 (1.8%)	1 (1%)
19	1 (1.0%)	3 (2.8%)	0	4 (4%)
20	2 (2.0%)	1 (.9%)	2 (1.8%)	1 (1%)
> 20	2 (2.0%)	6 (5.6%)	2 (1.8%)	6 (6%)

37. Prior to being program director, how many complete years did you serve as an assistant and/or associate program director?

Years as APD, Prior to PD	2019	2020	2021	2022
Total Responses	103 (100%)	107 (100%)	109 (100%)	100 (100%)
0	33 (32.0%)	34 (31.8%)	26 (23.9%)	26 (26%)
1	10 (9.7%)	11 (10.3%)	17 (15.6%)	10 (10%)
2	10 (9.7%)	17 (5.9%)	11 (10.1%)	13 (13%)
3	12 (11.7%)	7 (6.5%)	10 (9.2%)	10 (10%)

4	8 (7.8%)	4 (3.7%)	18 (16.5%)	12 (12%)
5	14 (13.6%)	19 (17.8%)	11 (10.1%)	13 (13%)
6	4 (3.9%)	2 (1.9%)	6 (5.5%)	9 (9%)
7	6 (5.8%)	2 (1.9%)	1 (0.9%)	2 (2%)
8	4 (3.9%)	3 (2.8%)	4 (3.7%)	2 (2%)
9	0	2 (1.9%)	2 (1.8%)	1 (1%)
10	1 (1.0%)	4 (3.7%)	1 (0.9%)	1 (1%)
11	1 (1.0%)	1 (.9%)	0	0
12	0	0	1 (0.9%)	1 (1%)
13	0	0	0	0
14	0	0	0	0
15	0	0	0	0
16	0	1 (.9%)	1 (0.9%)	0
17	0	0	0	0
18	0	0	0	0
19	0	0	0	0
20	0	0	0	0
> 20	0	0	0	0

38. What is your self-identified race/ethnicity? (Choose all that apply)

	2019	2020	2021	2022
Total Responses	103 (100%)	107 (100%)	109 (100%)	100
a. American Indian or Alaska Native	0.0%	1 (.9%)	0	0
b. Asian or Asian American	14 (13.6%)	17 (15.9%)	11.9%	16 (16%)
c. Black or African American	2 (1.9%)	2 (1.9%)	3 (3.7%)	4 (4%)
d. Hispanic, Latino, Latina, Latinx	4 (3.9%)	5 (4.7%)	5 (4.6%)	7 (7%)
e. Native Hawaiian or Other Pacific Islander	0.0%	0	0	0
d. Middle Eastern or Northern African				5 (5%)
g. Caucasian/White	70 (68%)	72 (67.3%)	(69.7%)	56 (56%)
k. Multiple Race/Ethnicity	4 (3.9%)	1 (.9%)	3 (2.8%)	
l. Other (Please specify)	4 (3.9%)	3 (2.8%)	3 (2.8%)	1 (1%)
m. Prefer not to disclose	5 (4.9%)	6 (5.6%)	5 (4.6%)	11 (11%)

2019 Other Responses:

- South Asian
- Indian

- Middle Eastern
- South Asian

2020 Other Responses:

- Middle Eastern
- South Asian

2021 Other Responses:

- Mediterranean
- South Asian
- Mediterranean

39. Do you have plans to step down as Program Director within the next two years?

	2012	2013	2014	2015	2016	2017	2022
Plans	Response Rate (n=45)	Response Rate (n=61)	Response Rate (n=67)	Response Rate (n=67)	Response Rate (n=98)	Response Rate (n=97)	Response Rate (n=100)
Yes	14 (32%)	17 (28%)	15 (22%)	15 (22%)	11 (11%)	19 (20%)	21 (21%)
No	31 (68%)	44 (72%)	52 (78%)	52 (78%)	87 (89%)	78 (80%)	79 (79%)

40. What is your primary reason for stepping down as Program Director? (Choose one)

	2012	2013	2014	2015	2016	2017	2022
Reasons	Response Rate (n=45)	Response Rate (n=17)	Response Rate (n=22)	Response Rate (n=16)	Response Rate (n=11)	Response Rate (n=19)	Response Rate (n=21)
40.1 Other Career Opportunity	3 (7%)	2 (12%)	7 (32%)	6 (38%)	2 (18%)	7 (37%)	5 (23%)
40.2 Shift in Personal Priorities							7 (33%)
40.3 Burden of Regulations	23 (51%)	2 (12%)	6 (27%)	1 (27%)		3 (16%)	2 (10%)
40.4 Clinical Time Demands	7 (14%)	2 (12%)	5 (23%)	3 (6%)	3 (27%)	1 (5%)	0
40.5 Research Time Demands		2 (12%)	1 (4%)				0
40.6 Retirement	9 (21%)	5 (29%)	3 (14%)	3 (19%)	3 (27%)	4 (21%)	3 (14%)
40.7 Other	3 (7%)	4 (23%)		3 (19%)	3 (27%)	4 (21%)	4 (19%)
40.8 Comments (Other)	<ul style="list-style-type: none"> The RRC gets more and more onerous every year. I am also Division Chief. Not enough time and I think it's a conflict to do both. Haven't had any one who is 5 years out of training with sufficient objectivity to take over yet. 	<ul style="list-style-type: none"> Associate PD ready to assume PD activities. Moving up to Division Chief. Time for younger people to step-in and take over. Associate PD ready to assume role of PD. Too long. Time for fresh blood. 		<ul style="list-style-type: none"> Career advancement Other junior staff to move up. 		<ul style="list-style-type: none"> Have been doing this for 10 years. I am an interim PD. Administration overload. 	<ul style="list-style-type: none"> i knew i could only do it for 2 years due to family obligations when i started, otherwise i'd continue Time for associate program director to advance I believe it is important to create space for the professional development of junior faculty, and they are closer in age to the applicants and fellows.

41. Does your program provide dedicated training in health equity, health care disparities, or health care justice?

Response	2022
Total Response	99
41.1. Yes	66 (66.6%)
41.2. No	33 (33.3%)