

Clinical Research Programs

PGY4 Psychiatric Residency & Fellowship Training

Division of Intramural Research Programs
National Institute of Mental Health

> Mood and Anxiety Disorders

> Bipolar Spectrum Disorders

> Developmental Neuropsychiatry

> Schizophrenia

> Psychosomatic Medicine

> Cognitive Neuroscience

> Behavioral Endocrinology

> Child & Adolescent Psychiatry

National Institutes of Health
National Institute of Mental Health
Department of Health and Human Services



PGY4 PSYCHIATRIC RESIDENCY PROGRAM

DIVISION OF INTRAMURAL RESEARCH PROGRAMS

NATIONAL INSTITUTE OF MENTAL HEALTH

NATIONAL INSTITUTES OF HEALTH

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Introduction

The National Institute of Mental Health Intramural Research Program (NIMH IRP) offers an ACGME-approved residency program for **only** the fourth year of post graduate psychiatric training (PGY4). A brief description of the program and how it differs from a traditional university-based PGY4 residency year follows.

The NIMH IRP is housed in the Warren G. Magnuson Clinical Center and the Mark O. Hatfield Clinical Research Center (CRC) at the National Institutes of Health in Bethesda, MD. The facility is unique in that all patients treated in this hospital are clinical research subjects and it is the largest clinical research facility in the country. The Clinical Research Center encompasses 240 inpatient beds and 90 day-hospital stations with 39,000 inpatient hospital days and 65,000 outpatient visits each year. The NIMH IRP manages a clinical research program that includes 23 adult psychiatric inpatient beds and 8 pediatric psychiatric beds supporting a total of 5,300 inpatient hospital days and 5,200 outpatient visits each year.

The NIMH PGY4 program offers a research experience in the area of biological psychiatry and is conceptualized as an **elective fourth year of residency training**. The PGY4 training program offers an alternative to Chief Residency positions or an elective fourth year of research at the resident's home institution. PGY4 residents are treated as research fellows much like fellows who enter at the level of PGY-5 and above; however, they receive additional supervision and evaluation. Candidates are advised at the time of their interview for admission to the program that this is a highly specialized experience devoted to biological psychiatry research. In this regard, while we do not offer the breadth and depth of a traditional university-based psychiatry residency program, we do feel our program is appropriate for those select senior residents who have completed their basic psychiatric training requirements.

General Program Goals and Objectives

The PGY4 residents who seek admission into this program must have completed their basic ACGME psychiatry residency requirements prior to their arrival at the NIMH. The NIMH PGY4 trainee is considered a "transfer" whose residency certification will be awarded by the NIMH. In order to ensure all residency requirements have been successfully met, we require that the Residency Training Director from the resident's referring program complete a checklist that attests to

the resident's successful completion of all ACGME Psychiatry Residency requirements including: 1) clinical rotations 2) six competencies (patient care, medical knowledge, professionalism, systems-based practice, practice-based learning, interpersonal and communication skills) and 3) mock boards and/or Observed Structured Clinical Examinations (OSCEs). Thus, the principle goal of the NIMH IRP clinical research program is to offer research-oriented psychiatric residents the opportunity to develop and work towards unique and individualized goals and objectives while working in this internationally renowned basic and clinical research facility.

Residents join specialty programs, Branches or Sections dedicated to the study of major psychiatric illnesses. Emphasis in these programs is on brain imaging, molecular biology, psychopharmacology, neuroendocrinology, and genetics. PGY4 assignments over the last decade have included the following clinical research programs: Mood and Anxiety Disorders Program, Behavioral Endocrinology Branch, Childhood Psychiatry Branch, Pediatric Developmental Neuropsychiatry Branch, Section on Bipolar Spectrum Disorders (Emotion and Development Branch), Lab of Brain and Cognition and the Genes Cognition and Psychosis Branch, and the Psychiatry Consultation-Liaison Service

The NIMH IRP training program follows a traditional mentorship model. Both the educational methods employed and the primary evaluation methodologies are driven by regular supervisory relationships. Additionally, the NIH offers a wealth of clinical and didactic teaching venues; direct, hands-on clinical teaching; formal and informal performance feedback; Branch/Laboratory clinical and research rounds; journal clubs; Clinical Center Grand Rounds; and special lectures, seminars and conferences provided by authoritative scientists from both within and outside of the NIH.

It is our expectation that in addition to establishing *specific* goals for training with their individual mentors, all PGY4 residents are responsible for meeting the following *general* clinical, research and academic goals.

Clinical Competence

- Refinement of psychiatric diagnostic skills in the context of specialized care of research subjects in specific protocols.

- Enhancement of pharmacologic and psychotherapeutic skills in the management of complex clinical research subjects.
- Improvement of emergency and routine psychiatric consultations with medically and surgically ill research subjects at the NIH CRC.
- Performance of decision-making capacity assessments for clinical and research participation.

Research Skills

- Active engagement in ongoing research of the Branch, Laboratory, or Service to which the resident is assigned including journal clubs, lab meetings, presentations.
- Development of the knowledge and skills necessary to design, author and implement a clinical research protocol.
- Development of familiarity with the scientific review process and Institutional Review Board oversight of human subjects' protections.
- Appreciation of research study design, data acquisition and management, statistical analysis, manuscript preparation and scientific presentation.
- Development of skills for applying translational basic research to clinical practice.

Academic Achievement

- Knowledge of general psychiatric literature and research advances in specific areas of interest.
- Appreciation of the central ethical issues inherent in research with human subjects. This includes an understanding of the relevant differences between the provision of medical care and the conduct of clinical research.
- Participation in on-campus NIH educational programs and offerings including CC Grand Rounds and courses on the Neurobiology of Mental Illness and Bioethics.

Individual Goals and Objectives

Having previously met all residency training requirements, PGY4 residents who transfer to the NIMH IRP Psychiatry residency come to train in clinical research. Thus, the primary focus of their goals and objectives is their individualized plan to

learn about, assist with and conduct research. The goals and objectives for each PGY4 resident are tailored to his/her specific need and research focus. The primary way in which these goals and objectives are developed is through discussions between the resident and their primary mentor. Together, it is recommended that they write up an *Individual Development Plan (IDP)*. This document is one method to encourage residents and mentors to work together to hone in on educational objectives in the context of this one year clinical research experience. The IDP uses a template from the Federation of American Societies for Experimental Biology (FASEB) and includes a resident self assessment, survey of opportunities available, and collaboration with the mentor to develop specific research goals and objectives. In addition the residents and mentors review and sign the AAMC *Compact Between Postdoctoral Appointees and Their Mentors* that outlines the mutual obligations and responsibilities for trainees and mentors that are needed to establish a good working relationship.

Examples of how individual goals and objectives might relate to the six competency areas are listed below:

Patient care – NIMH residents care for patient-subjects and healthy volunteers in the NIH CRC. Residents perform diagnostic evaluations and provide psychiatric care to research subjects enrolled in ongoing NIMH research protocols and those medically and surgically ill patients with co-morbid psychiatric disorders who are referred to the NIH Psychiatry Consultation-Liaison Service.

Medical knowledge – The PGY4 program emphasizes the acquisition of medical knowledge that is relevant to the research focus of each resident. For example, residents assigned to the PCLS focus on general knowledge of psychosomatic medicine and specific expertise in their area of research (e.g., delirium, psychiatric aspects of infectious diseases and their treatments).

Practice-based learning and improvement – Both the critical assessment of standard clinical practice and the identification of limitations in diagnosis and treatment are inherent in the conduct of clinical research. The process of writing a review article, developing a protocol, or presenting research findings at a professional meeting all require practice-based learning skills (e.g., computer skills for evidence-based medicine and literature reviews; statistical analysis of clinical research data; critical appraisal of scientific literature to inform decision-making and clinical management).

Interpersonal communication skills – The effective practice of clinical psychiatry and clinical research demands clear, consistent and respectful interpersonal communication skills. This is true for fellow clinicians and researchers, administrators and regulators and research participants themselves. This particular competency is emphasized and evaluated in an ongoing fashion in all supervised activities.

Professionalism – The central aim of the NIMH IRP psychiatry training program is the fostering in our trainees of a professional identity as a clinical researcher as distinct from a provider of medical care. A critical aspect of the training experience in patient care at the NIH is an appreciation of the relevant differences between the ethics of medical care and the ethics of clinical research and the inherent tensions between conducting research and taking care of patients.

Systems based practice – The conduct of clinical research demands a sophisticated appreciation of how multiple systems of data acquisition and management, ethical regulatory and oversight activity and information dissemination are mutually dependent on each other. In order to launch a research project and enroll a subject in a clinical study, multiple levels of systems integration is necessary (i.e., science committee protocol review; approval by an Institutional Review Board; and coordination with several entities within the CRC such as the pharmacy, social work, and nursing departments).

Evaluation of Goals and Objectives

The resident's goals and objectives as they relate to PGY4 psychiatry residency training are assessed through a combination of formal and informal methods including:

1. twice yearly face-to-face performance evaluations with the Program Training Director
2. weekly individual supervision with the resident's primary clinical and/or research mentor
3. twice yearly written performance evaluations of the resident by the primary clinical and/or research mentor
4. twice yearly formal evaluation of the mentor by the resident
5. twice yearly program evaluation by the resident

6. focused observation and evaluations by faculty
7. performance on Mock Board interviews or observed structured clinical examinations (OSCE)
8. individualized review of PRITE examination (if requested by resident)
9. feedback from CRC allied health professionals

Administrative Structure

The administrative structure at the NIMH differs from a traditional university program. The Scientific Director (Richard Nakamura, Ph.D.) of NIMH is roughly equivalent to a chairman of a large multidisciplinary department, while the Clinical Director (Maryland Pao, M.D.) functions as the psychiatric service medical director. The Deputy Clinical Director (Joyce Chung, M.D.) assists the Clinical Director in the fulfillment of duties related to residency training and as such functions as the Program Training Director. The Director, Office of Fellowship Training (Barry Kaplan, Ph.D.) functions as the senior administrator of all training programs of the IRP (roughly equivalent to an associate dean of a graduate school). Branch Chiefs correspond to full professors, Section Chiefs to tenured or tenure-track associate professors, Unit Chiefs to assistant professors, Ward Administrators to instructors and Medical Staff Fellows (including PGY4 residents) are equivalent to research fellows. Our PGY4 residents function in a similar manner as chief residents on a clinical or research service in a university teaching hospital.

Funding

The NIMH IRP is funded entirely by the Federal Government. Each research Branch has its own budget, administered by the Branch Chief. Additionally, the Director, Office of Fellowship Training and the Clinical Director both have funds available for training.

Commitment to Teaching

The NIH has a longstanding and exemplary commitment to the education of physicians-in-training. The rigorous research training of PGY4 residents and other medical staff fellows is an integral part of the academic mission of the NIH. This is a unique educational experience, and thus the NIMH IRP is strongly invested in continuing to offer this program to the future leaders of the academic psychiatric community.

NIMH PGY4 Education Policy Committee

This committee was created to oversee the objectives and special needs of the PGY4 residents. Members include the Program Training Director, Associate Training Director, the Director, Office of Fellowship Training, Assistant to the Residency Training Director, at least one PGY4 resident representative, and one member of the faculty. This committee meets annually to oversee and evaluate the overall program goals and objectives, the curriculum and the residents' experience.

NIMH Education and Fellowship Training Committee

This Committee is comprised of ten tenured IRP investigators and three fellow representatives (at least one of which is a PGY4 resident) appointed by a committee comprised of staff fellows and basic research fellows (NIMH Fellows' Committee). The functions of the Committee are essentially threefold:

1. To assist the Director, Office of Fellowship Training and the Program Training Director in the establishment of policy and administration of both the clinical and basic research training programs in the IRP.
2. To advise the Director, Office of Fellowship Training on the qualifications, selection and dissemination of Special Memorial Fellowships among IRP trainees.
3. Provide consultation in the resolution of fellow/mentor grievances and/or disputes.

In addition to the above executive committee, the NIMH Fellows' Committee serves to develop fellow-sponsored educational and social events, such as the Annual IRP Scientific Retreat and workshops in professional development and grantsmanship. The NIMH Fellows' Committee also participates in Program evaluation and played a pivotal role in the establishment of an Office of Education and Fellowship Training in the IRP, as well as the recruitment of a Director, Office of Fellowship Training.

Teaching and Training Program

PGY4 Required Program Components

There are several required elements of the PGY4 program for all residents regardless of their individualized research plans. These common program elements enhance the competencies that the residents have already demonstrated.

- Tuesday Psychiatry Clinical Fellow seminar – all PGY4 residents join other NIMH clinical fellows in attending this year-long seminar that meets from 2:00 – 3:30 PM every Tuesday afternoon. Topics include bioethics, career development, case presentations, faculty fireside-chats and clinical research among others. In addition, PGY4s and their mentors are asked to present a joint journal club.
- NIH Clinical Center Institutional Core Curriculum – The NIH Clinical Center offers a series of activities for all of their ACGME accredited training programs to address three (professionalism, systems-based practice, interpersonal and communication skills) of the six core competencies. All NIMH PGY4 residents attend these sessions which include: August Grand Rounds, a set of small group sessions, and OSCEs.
- Psychiatry On-Call: PGY4s are required to take beeper call for the psychiatry service. They cover adult and child psychiatric inpatients enrolled in NIMH IRP protocols and also conduct consults for medical patients on other clinical services at the NIH Clinical Center who need psychiatric evaluation. Call is taken in line with duty hour restrictions. There is a modest stipend that is paid for call.
- Mock Boards/Observed Clinical Skills Examinations (OSCE) – Board certified NIMH psychiatry attendings conduct these clinical exams for PGY4 residents to prepare for oral boards (which are being phased out in the near future) or to further document their competency in clinical skills (OSCE) that is required for board eligibility. Our program ensures that PGY4 residents who graduate from the NIMH IRP residency has successfully completed at least three such exams and that their performance

is documented on the appropriate forms in line with guidelines set forth by the American Board of Psychiatry and Neurology.

- PRITE –PGY4 residents are required to take this standardized written exam administered in October that evaluates their knowledge of psychiatry and neurology against national norms and helps prepare them for the written specialty board exam.
- Other courses – There are additional courses that residents are expected to take: Ethical and Regulatory Aspects of Clinical Research and Neurobiology of Mental Illness. We encourage residents to consider taking the NIH Clinical Center’s course, Introduction to Principles and Practice of Clinical Research and consider attaining the Clinical Research Certificate offered by the NIH Clinical Center.
- NIMH Scientific Retreat – residents are required to attend the 2 day NIMH Scientific Retreat in the fall.

To supplement these didactic sessions, programs/branches/sections provide the PGY4 with additional educational opportunities specific to the resident’s learning objectives in teaching and research seminars, journal clubs, clinical case conferences, walk rounds and grand rounds.

Residents receive multiple supervision sessions each week. In addition to scheduled supervisory sessions with their Branch/Section Chief, residents meet regularly with the Director of the Psychiatry Consultation-Liaison Service to review their consults. Residents also meet semi-annually both with the Program Training Director and as needed with the Director, Office of Fellowship Training to address issues and/or concerns related to program development and administration.

Teaching Staff and Training Resources

The teaching staff includes all tenured and tenure-track investigators of the NIMH IRP, staff physicians, Senior Medical Staff Fellows as well as senior nurses, psychologists, and social workers in the Program. The residents have the

opportunity to utilize the resources of the National Library of Medicine (NLM), considered the world's largest and finest medical library, located on the NIH campus. Included in its collection are over five million medical books, journals, pamphlets, and rare manuscripts and films. Extensive computer databases including OMIM, Pub Med, Scopus, Psych Lit, and OVID are available to our trainees. In addition, professional librarians are available as personal data managers to assist trainees (e.g., by conducting literature searches) and offer informational sessions (e.g., End Note/Reference Manager) that enhance our residents overall academic experiences.

Upon entering the PGY4 psychiatry training program, residents attend an NIMH OCD orientation where they are given a copy of the NIMH DIRP guidelines to clinical care in a research setting. This document (<http://intramural.nimh.nih.gov/ocd/clin-dir/clin-care-info.pdf>) is carefully reviewed and refers to useful links concerning “frequently asked questions” regarding clinical issues, human subjects’ protections, research ethics, medical administrative series policies and guidelines, documentation, manuscript clearance, and graduate medical training. For institute-wide resident support, networking, professional development during NIH-training and post-NIH training, residents are encouraged to participate in NIH Felcom (<http://felcom.od.nih.gov/>), the NIH Fellows Committee.

Resident Selection

The selection of residents into the Program is based on their academic record, prior residency performance, letters of recommendation, and personal interviews. Many residents become aware of the PGY4 training year in the NIMH IRP through the NIMH Outstanding Resident Award, which is both a recognition of excellence and a recruitment tool. Interested applicants submit their application packet to the Director, Office of Fellowship Training through the Program Training Director. These packets are screened and qualified applicants are scheduled for interviews with the Clinical Director, Program Training Director, Director, Office of Fellowship Training, and selected Branch/Section Chiefs.

The interview process assures that residents have completed their basic psychiatric training and specifically addresses the applicant's interest and abilities in biological psychiatric research. The residents then interview with appropriate Branch Chiefs based on their area of research interest. Selection represents an

individualized matching process based on the mutual interests of the applicant and Branch/Section Chief. Residents are advised during their interviews that they will not be rotating from one service to another, as is traditional in a university based program, but will spend the year working with one group in a focused area of research. Additionally, PGY4 residents have clinical responsibilities through the Clinical Center Psychiatric Consultation-Liaison Service (see below).

NIMH ensures that selection of eligible applicants is based on preparedness, ability, aptitude, academic credentials, communication skills and personal qualities such as motivation and integrity. NIMH will not discriminate with regard to sex, race, age, religion, color, national origin, disability or veteran status.

Resident Responsibilities and Supervision

The NIMH IRP at the Clinical Research Center occupies two inpatient units in addition to an active outpatient research program. The majority of the resident's time may be spent working on a research unit, the outpatient clinic or in a laboratory. The resident's clinical duties include the initial evaluation of research subjects (psychiatric history, medical history and physical exam, administration of psychometric instruments and biological procedures), and the supervision and teaching, when appropriate, of visiting medical students and junior residents, nursing staff and other allied health and mental health trainees and professionals. For those PGY4 residents whose primary assignment is in the laboratory, clinical responsibilities pertain to their on-call activities. Attention is directed at ensuring that the resident assumes progressive responsibility for patient care in the context of clinical research over the course of the year.

All PGY4 residents serve as on-call psychiatrists for the Clinical Research Center with their first and second year clinical research colleagues. The covering Psychiatry Consultation Liaison Attending reviews all clinical consults with the resident on-call. All PGY4 residents are required to maintain a patient care log listing all patients seen on the consult service and within their Branch (including identifiers such as patient initials only; date; age; gender; inpatient/outpatient setting; medical diagnosis; psychiatric diagnosis; treatment recommendations).

Resident Evaluations

Residents are evaluated on an ongoing basis by their Branch/Section Chief and the Program Training Director. Evaluations are based on the residents' progress as assessed through frequent supervision sessions. Each supervisor completes a web-based evaluation (E-value) twice a year, noting the accomplishments of each resident along with specific recommendations for continued professional development. Typically residents who satisfactorily complete their PGY4 year are given certificates of completion of residency training and promoted to a second year of research fellowship training. Occasionally the resident is interested in completing their residency at the NIMH IRP but not staying on at the NIMH for continued research fellowship training.

If a Branch Chief feels that a resident is performing in an unsatisfactory manner, the Program Training Director will facilitate a review of the resident's performance and identify specific remedial assignments. If the resident's performance is not improved such that he or she is in jeopardy of not satisfactorily completing the year of training, the issue is taken to the Clinical Director and Director, Office of Fellowship Training. The Directors then meet with the resident to discuss the problem and determine appropriate action. The Directors will review the supporting documentation submitted by the Branch Chief along with any information the resident feels is appropriate for review and pertinent to the case. The resident is assured the opportunity of due process through the NIH Ombudsman's Office, NIH Office of Education, and federal grievance guidelines (See NIMH Residency Agreement, item # 17). All meetings are held in confidence. Instances of professional misconduct and/or substandard performance of clinical care or research duties are brought to the attention of the Medical Executive Committee for consideration of disciplinary action including suspension of clinical privileges and dismissal.

Resident Duty Hours

Part of the responsibilities of PGY4 residents is emergency on-call duty for the NIH Clinical Center. Residents serve as "officer of the day" on the call schedule in a rotating fashion. Call is taken from home and call frequency is determined by the number of residents and fellows in the program at any given time. Call responsibilities are in compliance with ACGME duty hour guidelines as specified in the "Program Requirements for Residency Training in Psychiatry" (section 6B).

These guidelines are reviewed with the resident by the Program Training Director. The NIMH psychiatry training program subscribes to the NIH Institutional GME policy on moonlighting and duty hours. Outside activities, including patient care activities not required by the educational program and occurring at healthcare sites external to NIH or its affiliated clinical sites (a.k.a. "moonlighting"), are permitted in accordance with Federal Government and HHS regulations and procedures (form HHS 520 available at <http://ethics.od.nih.gov/forms/HHS-520-1-06.pdf> and form NIH-2657, Part D, Supplemental Information to HHS-520 available at <http://ethics.od.nih.gov/forms/nih-2657.pdf>) and with prospective approval for the activity from the Clinical Director/Department Chief, and the Deputy Ethics Counselor, in addition to written approval from the Program Training Director which will be made part of the resident's or fellow's file. Program Training Directors must be aware of a resident's or fellow's outside activities so that they can monitor resident/fellow well-being and performance, and to ensure that the activities do not interfere with the ability of the resident/fellow either to provide safe and effective clinical care to patients or to achieve the goals and objectives of the educational program. Approval for the activity (ies) may be denied or withdrawn in the event of compromised patient care quality or safety, or inability to meet the goals and objectives of the educational program. A copy of the NIH GME duty hours and moonlighting policy can be found at the following link: <http://intranet.cc.nih.gov/clinicalresearchtraining/gme/pdf/DutyHours07.09.pdf>

Attending Responsibilities for NIMH PGY4 Residency Program

The NIMH PGY4 Residency Program is based on an individualized mentorship model. Supervisors of PGY4 residents assume the primary responsibility for the residents' training experience and should structure the PGY4 educational program to accomplish clearly defined goals and objectives for each resident. Although the NIMH PGY4 program is "elective" in the sense that all residents who enter the program have met all the core ACGME psychiatry residency requirements, individual supervisors should communicate to residents and fully support the following basic programmatic requirements:

1. Residents are required to fulfill emergency on-call duty for the NIH CRC throughout their PGY4 year as described above.
2. Residents are required to develop individualized goals and objectives specific to the six core competency requirements as outlined by the ACGME.

3. Residents are required to attend a weekly clinical and didactic seminar organized by the Office of the Clinical Director.
4. Supervisors should hold regular individual meetings with residents.
5. Supervisors are responsible for providing written (e-value) and verbal evaluations of the resident's performance in the program twice during the PGY4 year.

Medical Record System and Quality Assurance (Q/A)

The medical record system (CRIS) at the CRC is computer based. All residents are trained in the use of this system. The Clinical Director's office is responsible for quality assurance at NIMH. The residents are instructed in the review process and are required to participate via chart audits. Monthly meetings are held to review incident reports and Q/A issues. Residents are required to attend these meetings and to submit audits of the electronic medical record for the various NIMH Branches/Sections/Units. Additionally the Psychiatry Consultation-Liaison Service (PCLS) conducts weekly rounds to ensure the provision of excellent clinical care to NIH Clinical Center patients.

ADMISSIONS

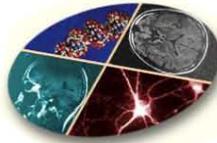
Review NIMH IRP website for more information on research areas and investigator mentors. Interviews can be scheduled throughout the year.

APPLICATION PROCESS

Contact the Training Director to discuss qualifications for the program, submit CV and cover letter.

FOR MORE INFORMATION

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