



Society of Physician Assistants in Otorhinolaryngology-Head & Neck Surgery

THE VANGUARD



President's Message

By Kristi Gidley, PA-C, MSHA

Some of you may be familiar with the phrase, “the days are long, but the years are short”. In our fast-paced, constantly-connected, on-the-go culture, the days are certainly long. Add to this friends, family, pets, binge-worthy shows, exercise, etc., and there are truly not enough hours in the day. And yet time flies by – “the years are short”. This phrase is personally impactful as my son starts his senior year of high school and my daughter her junior year this month. How did we get here? It’s been a whirlwind!

I am sure many of you can relate on some level. Where does the time go? Our careers demand a lot from us and whether you are at the beginning or nearing the end of that career, I challenge all of us to pause, be still for a moment and take stock. We control our calendar, our activities, and our focus although at times it doesn’t seem so. In my house, I am treasuring time with my son before he leaves for college, and I am being intentional recognizing that time is short. Where do you need to be intentional?

My sincere hope is you have found your time spent in SPAO to be value added. We recently submitted a survey to hear from you – where do you find value in your membership? We are eager to share those results with you. Our annual workforce survey (we are a few years behind!) was circulated to members August 1. This is definitely a benefit of membership – hearing how your peers spend their week including salary and benefit information. If you have not joined or let your membership lapse, now is the time so you can participate and receive the final results.

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Join SPAO and receive *The Vanguard* quarterly newsletter! entpa.org/member_application/

THE VANGUARD

5101 Monument Avenue
Richmond, VA 23230



Otolaryngology Physician Assistant Workplace Curriculum

A Capstone Project by Howard Ritz, DMSc, PA-C, DFAAPA

This project aims to develop a curriculum for physician assistants (PAs) new to otorhinolaryngology so they may obtain the fundamental knowledge and skills necessary to practice in the specialty. The literature has reported growing concern over the expected physician shortage in 2025 due to expected retirements and residency slots' flat growth.¹⁻³ The literature reported calls for PAs' recruitment and training in otolaryngology as early as 2010.^{4,5} Mayo Clinic Arizona and Dartmouth-Hitchcock Medical Center are the only otolaryngology-specific postgraduate training programs for PAs. Each accepts one to two residents per 12-month cycle. Many specialized areas of medicine and surgery have called for the development of training programs or core curriculums for PAs beyond the seven domains for which the National Commission on Certification of Physician Assistants (NCCPA) developed content blueprints and Certificates of Additional Qualifications (CAQ). These include, but are not limited to, neurocritical care, hematology/oncology, rheumatology, pediatric cardiology, gastroenterology, and neurology.⁶⁻¹⁰ A search for "specialty training" on the American Academy of Physician Assistants (AAPA) Huddle yields over 8700 posts highlighting PAs' interest in the topic.

PAs frequently move between specialty care throughout their careers, taking their experience and applying it to their new roles. The American Academy of Physician Assistants (AAPA) 2016 Salary Survey reported that of PAs changing jobs, 15.7% transitioned from primary

care to specialty care, and 67.5% transitioned within specialty care.¹ While supervising physicians and institutions may have designs on how they would like to utilize PAs; PAs are uniquely qualified to understand the knowledge gaps between our general education and foundational otolaryngology.

A work-based curriculum describes the alignment of classroom and workplace learning; application of academic, technical, and employability skills in a work setting; and support from classroom and workplace instructors. Utilizing competency-based medical education and entrustable professional activities (EPAs), this curricula capitalizes on a hybrid model, delivering content in person and asynchronously online to award learners their statement of awarded responsibility as soon as they demonstrate entrustment.

Utilizing EPAs from the Royal College of Physicians and Surgeons of Canada and The Accreditation Council of Graduate Medical Education, a list of vetted EPAs and milestones was cultivated. Each EPA contains a description, content materials and resources, web links, and an assessment plan. There are six foundation level EPAs and nine core level EPAs. The Transition to Discipline EPA is included below as an exemplar.

Adapted from The Royal College of Physicians and Surgeons of Canada and The Accreditation Council for Graduate Medical Education

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Transition to Discipline EPA #1

Assessing patients with Otolaryngology-Head and Neck Surgery presentations

Description:

- Perform a history and physical examination (detailed head and neck) and synthesize the case for presentation to the supervisor.

Content materials and resources:

1. Probst R MD, Iro H, Grevers G. *Basic Otorhinolaryngology: A Step-by-Step Learning Guide*. 2nd ed. Thieme; 2018.
2. Ishman S, Stanley J. *Aao-Hnsf Primary Care Otolaryngology* - 4th ed. American Academy of Otolaryngology-Head and Neck Surgery; 2019.
<https://academy.entnet.org/diweb/catalog/item/id/4631723>

3. Bull TR, Almeyda J. *Color Atlas of ENT Diagnosis*. 5th ed. Thieme; 2010.
4. Pensak ML, Hart CK, Patil YJ. *Otolaryngology Cases: The University of Cincinnati Clinical Portfolio*. 2nd ed. Thieme; 2018.

Web Links:

- [Head & Neck Learning Module - CSOHNS](#)
- [Approach to the ENT Patient](#)
- [Head and Neck Exam Video Series](#)
- [Basic ENT skills](#)
- [ENT USA PDF](#)
- [Learn ENT modules](#)

Assessment plan:

- Direct and indirect observation using EPA observation template 1 from at least two different observers. At least three observations EACH from the outpatient clinic, inpatient, and emergency consults.

	Outpatient	Inpatient	Emergency
Observer 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Observer 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Observer 3__	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Transition to Discipline EPA #1 *(continued)*

Milestones:

	Part A: Patient assessment	PA Competency
1	Identify the concerns and goals of the patient and family during the encounter	1.1 1.2 2.1 3.2
2	Obtain a basic head and neck history	3.1
3	Perform a head and neck physical examination <ul style="list-style-type: none"> • Use of a binocular microscope for otoscopy • Pneumatic otoscopy • Tuning fork tests (Weber and Rinne) • Use of headlight for anterior rhinoscopy and examination of the oral cavity • Rigid and flexible nasopharyngolaryngoscopy with or without topical anesthesia • Palpation of neck and thyroid • Examination of cranial nerves 	1.5 3.1
4	Synthesize history and physical exam findings into a cogent medical document including differential diagnosis for presentation to supervisor	1.5 4.2
5	Propose initial management plan	1.3
6	Recognize when to seek help in providing clear explanations to the patient and family	5.2 5.3
7	Compose written history and physical exam in appropriate sections of the EMR	2.4
8	Adhere to standards of care in the role of the PA in the health care team	5.1
9	Identify improvement goals and perform learning activities that address gaps in knowledge, skills, and attitudes	6.3

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Transition to Discipline EPA #1 *(continued)*

References:

1. Smith. Career Flexibility within the PA Profession. AAPA. Published July 28, 2017. Accessed February 7, 2021. <https://www.aapa.org/news-central/2017/07/career-flexibility-within-pa-profession/>
2. The Association of Postgraduate PA Programs. Postgraduate Program Membership Roster-by Specialty Dec-2020.pdf. Accessed January 12, 2021. <https://appap.org/wp-content/uploads/2020/12/APPAP-Postgraduate-Program-Membership-Roster-by-Specialty-Dec-2020.pdf>
3. Kim JSC, Cooper RA, Kennedy DW. Otolaryngology–Head and Neck Surgery Physician Work Force Issues: An Analysis for Future Specialty Planning. *Otolaryngol Neck Surg*. 2012;146(2):196-202. doi:10.1177/0194599811433977
4. Ge M, Kim J, Smith SS, et al. Advanced Practice Providers Utilization Trends in Otolaryngology From 2012 to 2017 in the Medicare Population. *Otolaryngol Neck Surg*. Published online November 24, 2020:019459982097118. doi:10.1177/0194599820971186
5. Tintinalli JE. Mid-level providers and emergency care: Let's not lose the force: Mid-level Providers and Emergency Care. *Emerg Med Australas*. 2014;26(4):403-407. doi:10.1111/1742-6723.12263
6. Morgan P, Sanchez M, Anglin L, Rana R, Butterfield R, Everett CM. Emerging practices in onboarding programs for PAs and NPs: *J Am Acad Physician Assist*. 2020;33(3):40-46. doi:10.1097/01.JAA.0000654016.94204.2e
7. Sanchez M, Anglin L, Rana R, Butterfield R, Everett CM, Morgan P. Emerging practices in onboarding programs for PAs: Program content. *J Am Acad Physician Assist*. 2020;33(9):38-42. doi:10.1097/01.JAA.0000694968.61482.e6
8. Anglin L, Sanchez M, Butterfield R, Rana R, Everett CM, Morgan P. Emerging practices in onboarding programs for PAs: Strategies for onboarding. *J Am Acad Physician Assist*. 2021;34(1):32-38. doi:10.1097/01.JAA.0000723932.21395.74
9. ten Cate O, Chen HC, Hoff RG, Peters H, Bok H, van der Schaaf M. Curriculum development for the workplace using Entrustable Professional Activities (EPAs): AMEE Guide No. 99. *Med Teach*. 2015;37(11):983-1002. doi:10.3109/0142159X.2015.1060308
10. Kanofsky S. Competency-Based Medical Education for Physician Assistants: The Development of Competency-Based Medical Education and Competency Frameworks in the United States and Canada. *Physician Assist Clin*. 2020;5(1):91-107. doi:10.1016/j.cpha.2019.08.005



Board of Directors and Committee Chair Positions

Below is a summary of roles and responsibilities of board members and committee positions. Volunteering to run for these positions is one way of many to get involved. Board members and committee positions serve with the goal to support physician assistants in otolaryngology and advocate for professional growth. Positions include a 2-year service term.

SPA-O President

Time Commitment: This position requires approximately 30 – 40 hours a month. Skills/Experience needed to successfully serve in this position include the following:

General Responsibilities

- Coordinate agendas for all Board of Directors Meetings
- Preside over all business meetings of SPAO and its Board of Directors
- Submit a written quarterly report two weeks prior to each Board of Directors meeting
- Mentor the President Elect
- Keep membership informed of programs and of information pertinent to them through various means of communication
- Keep abreast of changes within the constituent organization
- Define and monitor the goals and objectives of SPAO
- Write a “President’s Message” article for each edition of each *The Vanguard* (SPA-O Newsletter)
- Submit, in a timely fashion all requested AAPA paperwork (update and delegate forms, annual survey)
- Uphold the SPAO’s policies and procedures

Committee Responsibilities

- Appoint all standing committees and designate their chairs, with majority approval of the board.
- Serve in an advisory capacity to the Board of Directors’ Committees

Attendance Responsibilities

- Represent SPAO with outside organizations and the media
- Attend the leadership retreats/strategic planning sessions
- Attend applicable AAPA Meetings or identify a delegate to attend
- Attend all board and membership meetings

President Elect

Time Commitment: 10 – 12 hours per month

General Responsibilities

- Automatically succeed the preceding President as President of the organization
- Submit a written quarterly report two weeks prior to each Board of Directors meeting
- Provide a written summary report two weeks prior to the end of term on the activities and accomplishments of the office and recommendations for the next year
- Seek new potential leaders
- Maintain current membership in both SPAO and the AAPA

Committee Responsibilities

- The President Elect, in the absence of the President shall assume the duties of the President

Attendance Responsibilities

- Attend all Board of Directors meetings
- Attend leadership retreats/strategic planning sessions
- Attend applicable AAPA meetings
- Attend board and membership meetings

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Board of Directors and Committee Chair Positions *(continued)*

Director at Large

Time Commitment: 2 – 5 hours per month

General Responsibilities

- Serve as a liaison between the Board of Directors and the constituency
- Submit an article for each edition of the Vanguard, highlighting activities
- Serve and/or chair ad hoc committees as assigned
- Assist fellow officers as needed
- Serve as an information resource and membership recruitment liaison for assigned region(s)
- Perform other duties as assigned

Attendance Responsibilities

- Attend board and membership meetings

Treasurer

Time Commitment: 5 – 10 hours per month

General Responsibilities

- Work with the SPAO manager to review financial documents (monthly account reconciliations, year end statements, etc.)
- Sign tax documents prepared by management company for submission to IRS
- Provide approval of all payments going out of the account
- Assist SPAO manager in preparation of annual budget
- Maintain current membership in both SPAO and the AAPA

Attendance Responsibilities

- Attend leadership retreats/strategic planning sessions
- Attend board and membership meetings

Secretary

Time Commitment: 2 – 5 hours per month

General Responsibilities

- Compile, review and distribute board meeting minutes
- Maintain current membership in both SPAO and the AAPA

Attendance Responsibilities

- Attend board and membership meetings
- Attend leadership retreats/strategic planning sessions

Membership Committee

Time Commitment: 5 – 10 hours per month

General Responsibilities

- Recruit, retain and promote membership in SPAO-HNS
- Membership dues expire every December 31
- Plan and execute Membership Campaign in September
- Greet new/renewing members via e-mail
- Track membership
- Oversee membership application processing (manager processes membership and deposits dues and sends financial report to the treasurer on a monthly basis)

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Get Social with SPAO-HNS



[Facebook.com/SPAOHNS](https://www.facebook.com/SPAOHNS)



[Instagram.com/socpasinent](https://www.instagram.com/socpasinent)



[Linkedin.com/groups/5189758](https://www.linkedin.com/groups/5189758)



Board of Directors and Committee Chair Positions *(continued)*

- Submit article for newsletter
- Maintain records of recipients
- Maintain current membership in both SPAO and the AAPA

Attendance Responsibilities

- Attend leadership retreats/strategic planning sessions
- Attend board and membership meetings

Newsletter Editor

General Responsibilities

- Solicit and collect articles for newsletter
- Edit article for publication
- Forward articles and approve layout with SPAO manager
- Maintain current membership in both SPAO and the AAPA

Committee Responsibilities

- Report newsletter activity to the Board

Attendance Responsibilities

- Attend all Board of Directors meetings
- Attend leadership retreats/strategic planning sessions

AAPA House of Delegates Representative

General Responsibilities

- Must be a current member in good standing with SPAO-HNS and AAPA.
- Attend the AAPA House of Delegates meeting at 2021 IMPACT.
- Represent SPAO-HNS at the House of Delegates meeting and cast votes on behalf of SPAO-HNS.
- Candidates are encouraged to have experience with parliamentary procedure.

CME Committee

Time Commitment: 5 – 10 hours per month

General Responsibilities

- Assist in developing programming for CME
- Assist in identifying and securing speakers for CME program
- Attend monthly or quarterly conference calls
- Provide on-site assistance at the program including moderating sessions

Scholarship Committee

Time Commitment: 5 – 10 hours per month

General Responsibilities

- Promote scholarship and Society
- Contact ALL ARC-PA accredited programs and inform of SPAO Scholarship
- Coordinate Scholarship with PA Foundation
- Identify PA Programs needing ENT Speakers and Preceptors
- Answer questions regarding Scholarship Program
- Review applications for scholarship
- Make recommendation for award of scholarship
- Submit article for newsletter
- Maintain records of recipients
- Maintain current membership in both SPAO and the AAPA

Attendance Responsibilities

- Attend leadership retreats/strategic planning sessions
- Attend board and membership meetings

Mark Your Calendar!

ENT for the PA-C 2023 will be held in Los Angeles, California.

Next year's meeting as always, will have something for everyone, no matter where you may be at in your career or type of practice you come from. There is value in gathering with colleagues to stay up to date on the latest and greatest in our field.

Save the Date!

MARCH 14-19, 2023

Join us in Los Angeles, CA
for the ENT for the PA-C

Hosted by  Cedars
Sinai

2023

**ENT
FOR THE
PA-C**

 ANNUAL CME
Los Angeles, CA

- **HANDS-ON WORKSHOPS
IN A SAFE, CONTROLLED
ENVIRONMENT**
- **NEW PRACTICE GUIDELINES**
- **NETWORKING AND MORE!**

entpa.org/2023Conference