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Residency Recruitment: Changes and Challenges

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Residency Recruitment: Changes and Challenges

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Disclosures:

- **None**
 - Several opinions

Changes and Challenges

- **COVID 19**
- **USMLE Step 1**

COVID 19

- **Changed everything....**
 - Increased number of applications (no travel, uncertainty)
 - No visiting rotations
 - Transition to virtual interview format

COVID 19

- **Increased number of applications**
- **Pre-COVID**
 - US med school matriculation has > by 23% since 2010
 - US grads increased program applications from 47 to 60
 - Traditional year: 1200 applications for 6 positions
 - 200 applications per spot
- **COVID**
 - 2020: 1600 applications for 7 positions
 - 230 applications per spot

1600 Applications

- **First screen**
 - USMLE Step 1
 - Minimum score of 230
 - Decreased applications from 1600 to ~500

500 Applications

- **Enlisted Faculty**
 - 20 faculty to review 10 applications/each
 - MSPE, letters of recommendation, research, leadership, unique attributes, personal statements, red flags
 - Purposely not given USMLE scores
 - Offer an interview, wait list, reject
 - ~240 applications
 - PEC reviewed for special interest or connection to Jefferson or Philadelphia.
 - 112 invited to interview

COVID 19

- **Changed everything....**
 - Increased number of applications
 - No visiting rotations
 - **Transition to virtual interview format**

Virtual Interviews

- **Challenges**

- How to portray what is unique and special about your program
- Our strength has been interview day

Virtual Interview

- **Virtual interview becomes the window into your program**
 - Well organized, seamless
 - Professional
 - Show off formal and informal aspects of the program

Virtual Interview

- **All Zoom format**
- **2 Day Structure**
 - **Day 1:**
 - History lecture
 - Program lecture
 - Social hour with residents
 - **Day 2:**
 - A few minutes with the chair, PD – 5 minutes each
 - Un-blinded interview with faculty - 20 minutes
 - Blinded interview with faculty - 20 minutes
 - Interview with PGY 4 - 10 minutes
 - Interview with APD – 10 minutes

Zoom Help

- **Click the Zoom link emailed to you**
 - **On Campus**
 - **Stay on that link (room)**
 - Accept invitation to the breakout room
 - Applicants will be moved to your room
 - 2 minute and 30 second warning
 - **DO NOT log off between candidates**
 - Be patient. Candidate will be moved to your room
 - If technical difficulties let us know and call candidate by phone.

Zoom Help

- **Stay on the Zoom link provided!!!**
- Stay on the Zoom link provided!!!
- Stay on the Zoom link provided!!!
- Be on time!!!
- Be on time!!!
- **Be on time!!!**

Zoom Help

- **Zoom etiquette**
 - Camera at eye level
 - Adequate lighting (from behind the camera)
 - Quiet space (on campus)
 - Professional space (on campus)
 - Strong internet connection (on campus)
 - Minimal distractions (on campus)
 - Turn off camera and microphone if taking a break
 - But stay on the Zoom link!!!
 - Return on time!!!

Interview conclusion

- **Heed the 2 min and 30 second warnings**
- **Complete candidate evaluation**
 - Provide as many notes as possible
 - Note any red flags
 - Provide candidate answer to mandatory question
 - Final recommendation
 - Actively recruit
 - Good fit
 - Not right for us

Next Challenge

- **USMLE Step 1 changes coming in 2022**
- **Step 1: multiple choice exam to assess knowledge of foundational science**
- **Step 2 CK: assess ability to apply scientific concepts to clinical medicine**
- **Step 2 CS: standardized patients to test ability to gather info, perform PE, communicate**
- **Step 3: multiple choice exam and computerized patients to assess ability to practice in unsupervised setting.**

Next Challenge

- **USMLE Step 1 changes coming in 2022**
 - **Pass/fail**
 - **Limit number of attempts from 6 to 4**
 - **Must pass Step 1 before moving on**

Rationale

- **Step 1 is a high stakes exam**
 - 98% of all programs require it
 - 64% of all programs require a minimum
- **50% of medical students suffer burnout**
 - USMLE Step 1 is identified as the most significant stressor
- **Many students skip the regular curriculum to prepare for Step 1.**

Rationale

- **Racial and Gender differences/biases**
 - White men perform best on Step 1, white women on Step 2
 - URM:
 - Increased number of 1st generation college students
 - Decreased access to prep courses

Rationale

- **What does it measure?**
 - Surgery, correlates with ABS exam pass rates
 - Cardiology, correlates with patient outcome
 - Successful test prep, test taker

Impact

- **USMLE Step 1 pass/fail**
 - Increased importance of Step 2 score?
 - Increased importance of research?
 - Impact IMG's, lose most objective way to compare these candidates to US grads
 - More holistic review of candidates

Impact for us

- **USMLE Step 1 pass/fail**
 - **Narrowed the pool from 1600 to 500**
 - **Took a team of 25 to review 500 applications**

Talent Selection

- **Saligman Grant**
 - CRA Leadership development firm
 - Talent assessment division

Talent Selection Workshop

- **SKILLS**
- *We want someone who can perform the role*
- Technical skillset
- Related experience
- Positive track record

- **FIT**
- *We want someone who gets along well with the team*
- Shares our values
- Consistent with our beliefs
- Operates in our working style

- **HIGH POTENTIAL**
- *We want someone who has potential to grow and advance*
- Highly coachable
- Intrinsically motivated
- Collaborative

Talent Selection Workshop

- **Interviews**

- **Required questions**

- *If you could choose your co-residents, what qualities would you look for? (Fit)*

- *What was the most important decision you have made against popular advice? (Social awareness)*

- *What's one thing you've quit in life that you don't regret? Anything you've quit that you do regret? (Intrinsic motivation)*

Next steps

- **More holistic, comprehensive initial review**
 - Continue to enlist faculty
 - Decrease reliance on USMLE scores
 - Screen applications efficiently and effectively
- **Improve our interview skills**
 - Learn to recognize indicators of potential
 - Interview to uncover skills, fit, and high potential

More to come...

- **New challenges and opportunities**
- **Interview dates**
 - **December 19, 2020 (Saturday)**
 - **January 21, 2021 (Thursday afternoon)**
 - **January 23, 2021 (Saturday)**
 - **February 4, 2021 (Thursday)**
- **Thank you!**