MS4 Class Meeting

Interviewing for Residency

September 22, 2020
MS4 Class Meeting: Agenda

• PSOM Chief Announcements
• Mistreatment
• Review of Timeline & PSOM Resources
• Program Director Panel
Medical Organization: Machine or Adaptive System?

Compliance with rules

Continuous improvement

Clinical Biennium 2020
Medical Organization: Adaptive System

Why Adaptive System?:

- High complexity environment
- New diseases
- Personalized care for each individual patient
- Unique

- High complexity character
- New treatments
- Technology
- Continuous training for staff and physician
- Turnover
- Humans from diverse backgrounds

Continuous improvement

Clinical Biennium 2020
Medical Organization: Adaptive System

Human Organizations – Highest Complexity

psychology
- emotions
- motivations
- habits
- character

sociology
- identities
- group histories/situations
- constructed realities

Continuous improvement


Clinical Biennium 2020
Medical Organization: Adaptive System

“Advantages”:
  - Can more effectively navigate complexity
  - Resilient
  - Responsive
  - Human touch
  - Continuous innovation and improvement

“Disadvantages”:
  - *Perfection* has no meaning
  - You have to work as a team
  - Requires empathy

Continuous improvement

Clinical Biennium 2020
The Learning Organization

Improvement in organizations requires a commitment to learning

• Mistakes / errors are opportunities for learning, not targets for public humiliation or stigma
• Growth mindset: focus on growth not misguided notions of perfection
• Civil Discourse: active listening to people who disagree with you; the “Diversity Bonus”
• Lifelong learning: Everyone in the organization is committed to learning regardless of their tenure or role in the organization

The Learning Organization

If a student, resident, or faculty member misinterprets an ECG, or offends a patient or colleague, that should be seen primarily as a **learning opportunity**...

... unless the behavior is malicious.

Malicious abuse of others is **MISTREATMENT**.
What is Mistreatment?  
Pritzker Definition

- Malicious intent  
- Intimidation on purpose  
- Sexual harassment  
- Threatening behavior  
- Racism  
- Excessive or unrealistic expectations  
- Abusive favors  
- Trading for favors  

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Error, Bias and Mistreatment Reporting in the Learning Organization

Bad Performance

- Poor Teaching / Unprofessional Behavior / Microaggressions
  - Bias reporting system
  - Teaching evaluations
  - Deans, Chiefs, Clerkship Directors,
  - Ombudspersons

EDUCATION / FEEDBACK / MONITORING

Mistreatment

- Abuse & Bias with Malicious Intent
  - Mistreatment reporting system
  - Deans, Chiefs, Clerkship Directors,
    Ombudspersons

CESSATION OF BEHAVIOR / REMOVAL FROM ENVIRONMENT
Experienced Mistreatment? Please seek help:

Talk to someone about the situation: (one, some or any of these people)

• Faculty Ombudspersons  (Diane Altkorn, MD & Steve Zangan, MD)
• Peer Ombudspersons (Pritzker Chiefs)
• Other Student leaders
• Faculty/Career Advisors
• Any of us in the deans office

We can help by:

• Providing confidential advice and support for ambiguous situations or full blown mistreatment
• If you are agreeable, an intervention to address your concern
• If you prefer to avoid an intervention, then a plan can be created that addresses your needs while respecting your preferences
Dear students,

At the conclusion of each quarter this year you will receive a survey asking about mistreatment you may have experienced or witnessed. We ask that you please complete this survey even if you have NOT experienced any of the behaviors listed in the survey. You have the opportunity at the beginning of the form (link below) to indicate whether or not you were mistreated. The survey will adapt to your responses.

PSOM MS4 Mistreatment Survey 2019-20

We greatly value your feedback on mistreatment behaviors during your 4th Year.

Because this survey is anonymous, the data you provide cannot be attributed to you. If you desire personal support or advice, please consider contacting the Course Director, Faculty Ombudsmen, Peer Ombudsmen, or Faculty Deans. If you wish to receive an update on any actions taken in response to your specific feedback, please consider speaking to those same individuals or state your wish in the appropriate checkbox in the survey.

List of Mistreatment Behaviors

- Publicly embarrassed
- Publicly humiliated
- Threatened with physical harm
- Physically harmed
- Required to perform personal services
- Subjected to offensive sexist remarks
- Denied opportunities for training based on gender
- Received lower evaluations or grades solely because of gender
- Subjected to unwanted sexual advances
- Asked to exchange sexual favors for grades
- Denied opportunities for training based on your race or ethnicity
- Subjected to racially or ethnically offensive remarks/names
- Received lower evaluations or grades solely because of race or ethnicity
- Denied opportunities for training based solely on sexual orientation
- Subjected to offensive remarks/names related to sexual orientation
- Received lower evaluations or grades solely because of sexual orientation
- Subjected to negative behaviors based on your personal beliefs or personal characteristics other than your gender, race/ethnicity, or sexual orientation
- Subjected to negative or offensive behavior(s) not described above
Review of Timeline & PSOM Resources
In the next month.....

September - October

- Read & approve your MSPE and complete your ERAS application
  - ERAS opened September 1
  - ERAS office hours every Thursday 8-11am (sign up on doodle poll for a time)
- Choose programs to which you want to apply
  - Meet with your Career Advisor
- Register for the NRMP
- Take Step 2 USMLE Exam (deadline: December 1)
- Finalize LoRs (target date: October 1)
- **October 21: Residency programs begin reviewing applications**
Which Programs Should I Apply To?

• Balance of programs from reach programs to ones where you are very competitive

• How to know which is which?
  – Talk to specialty advisors
  – Meet with Career Advisors to review the PSOM Residency Interview Database
    • Data drawn from graduating classes
    • Specialty and program specific outcomes of applications by PSOM students
    • Among others, filters include…
      – Clerkship grades
      – MSPE designator
      – Step scores
Student 1: Wants to go to BI Deaconess for Internal Medicine
Student 2: Wants to go into Pediatrics and has family reasons to be in NYC

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The MS4 Residency Application & Interview Survey will launch on October 1, 2020

PLEASE COMPLETE THE SURVEY!

Your data will help make this tool even more robust for future classes of Pritzker students
MS4 Class Meeting

Interviewing for Residency
Panelists

Christine Babcock, MD
Emergency Medicine

Tessa Balach, MD
Orthopedic Surgery

Fuad Baroody, MD
Otolaryngology

John McConville, MD
Internal Medicine

Lisa McQueen, MD
Pediatrics

Deborah Spitz, MD
Psychiatry

Jennifer Tseng, MD
Surgery
Big Interview

• Free online program
• Virtual mock interviews
• Database of interview questions tips on how to answer
  • General residency questions (walk me through your background)
  • Specific residency specialties (dermatology, general surgery, etc.)
  • By competency (communication skills, leadership, etc.)
• Self-rate and share recorded interview answers for feedback
• Optional video training curriculum
• “Answer Builder” - craft answers to behavioral questions

HOW TO REGISTER

• STEP 1: Go to https://uchicago.biginterviewmedical.com/
  • Use Chrome or Firefox, the program will not work on IE
• STEP 2: Use school email address(@uchospitals.edu), "Create my Account"
• STEP 3: Log in and start using Big Interview