2023 WCRGME Faculty Development Conference

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DIO for UW DFMCH Programs

9/22/23

	Virtual vs in-person	Signaling	Second looks	Outreach	Thalamus / Cortex
Baraboo	In-person	Yes	In-person Geet and Eats and also a virtual 2nd look	Same as Madison	Yes
Monroe	Virtual	Yes	Yes – virtual cheese tasting	Social Hours Social events with DMU and Midwestern	Yes
Madison	Virtual	Yes	In-person Geet and Eats Virtual 2nd look In-person 2nd look	Virtual Q&A with residents Diversity Social Hour	Yes

Interviews

https://www.aamc.org/about-us/mission-areas/medical-education/interviews-gme-where-do-we-go-here

Interview Format	Reasons You Might Choose an Interview Format	Steps to Success
Virtual Only	• Many applicants are out-of-state or require travel. • Commitment to reducing carbon footprint. • Flexibility in scheduling.	• Offer virtual recruiting activities to all applicants. • Develop technology standards and training for faculty conducting virtual interviews.
Hybrid *(i.e., an applicant can select either in-person or virtual interviews)*	• Mix of local and out-of-state applicant pool. • Need to showcase less well-known or rural area. • Flexibility in scheduling. • Gives applicants and faculty choice.	• Implement policies, procedures, and interviewer training to ensure standardization across formats and to mitigate risk of bias. • Ensure admissions/selection committees are blinded to interview format. • Inform applicants about steps taken to make the hybrid approach equitable. • Offer virtual recruiting activities to all applicants.
In-Person Only	• Most applicants are not out-of-state or do not require extended travel plans. • Need to showcase less well-known or rural area.	• Offer financial support to applicants who may need it for travel.

Signaling in ERAS – AAFP and CAFM

Council of Academic Family Medicine (CAFM) Program Signaling Statement: April 24, 2023

Applicants may send up to 5 program signals to family medicine residencies. Programs may use these signals to make decisions when offering interviews, but should not use the presence or absence of signals when developing rank order lists. Students will want to know if they should signal sites where they have a preexisting relationship (home program[s], core sites, 4th year rotation sites, etc.).

The AAMC has provided the following guidance for program signals in the 2023-2024 application and interview cycle:

The AAMC suggests that applicants signal their most interested programs regardless of whether they are home or away rotations. *This is the most fair and equitable process for all applicant types (MD, DO, and IMGs) and provides all programs that participate in receiving signals with the same information about interest level.*

Family medicine residency programs should follow this guidance.

Programs should provide clear, transparent information to applicants regarding all aspects of signaling – whether the program accepts signals or not and how the programs use this information. We also strongly encourage Programs to provide clear and transparent information on interview methods (in-person vs. virtual vs. hybrid) and the holistic review criteria used to select applicants for interview (years since med school graduation, passing step scores, etc.)

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Applicants are given 5 signals to send to family medicine residencies.

Programs should be transparent in how they will use signals.

Signals are intended for choosing interviews, not for ranking applicants.

provide clear and transparent information on interview methods (in-person vs. virtual vs. hybrid) and the holistic review criteria used to select applicants for interview (years since med school graduation, passing step scores, etc.)

AAMC's website on signaling: [2024 ERAS® Application Season Program Signaling - ERAS Connection – AAMC]

Presentation on signaling as put together by an AFMRD Board Member-At-Large, Dr. Grace Yu.

[CRN ERAS updates 2023-24.pptx - Google Slides]

Second Looks and Outreach

- Mix of virtual and in person
- Opportunity for applicants to meet residents and faculty in a more casual setting
- Diversity Social Hour
- Tailored to each program
- Cheese!

Thalamus and Cortex

- Cortex – application screening
- Thalamus – scheduling and interview flow management
- https://thalamusgme.com

DISCUSSION

Robert Gouthro, MD

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SO MANY....

INTERVIEW STYLES

Open

Mini-interviews

1:1

Open Panel

Skill Assessment

Group interviews

Behavioral Questions

Standardized Questions

Structured

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University of Minnesota
Driven to Discover

Professionalism and Interpersonal Skill Self-Development Exercise

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Teamwork	Below Average
Patient-Centered Care	Below Average
Stress Tolerance	Below Average

Comparison with Other Groups

Percentile scores indicate how you compare to all other respondents. You scored equal to or better than the fraction of respondents indicated by the percentile.

Group	Percentile	0	10	20	30	40	50	60	70	80	90	100
Overall	18th											

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TEN CATEGORIES

Many Psychiatry Programs use these as a base for their rankings

	--1-- Poor	--2-- Fair	--3-- Ave.	--4-- Above Ave.	--5-- Superior

(See back of page for guidelines)

Review of Application:

_____ a. Dean's letter/Transcript
_____ b. Personal Statement
_____ c. Letters of Recommendation
_____ d. Psychiatric experience (medical school/past experience)
_____ e. Board scores
National Average for Step 1 & 2 about 220

II. Interview:

_____ a. Effectiveness in relating to interviewer
_____ b. Maturity, stability
_____ c. Sensitivity, capacity of introspection
_____ d. Social conscience
_____ e. Fitness for our program

Total Score _____ (50)

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DAILY SCORES AND RANKINGS

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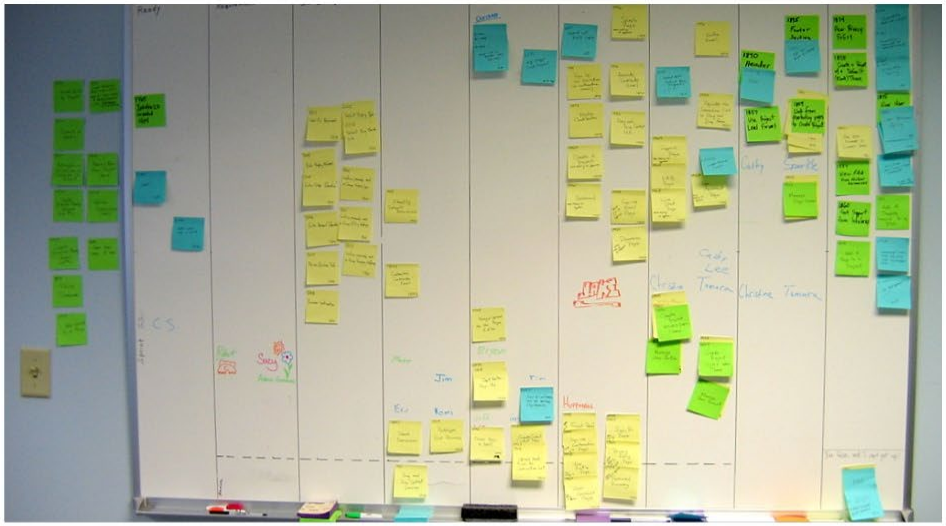

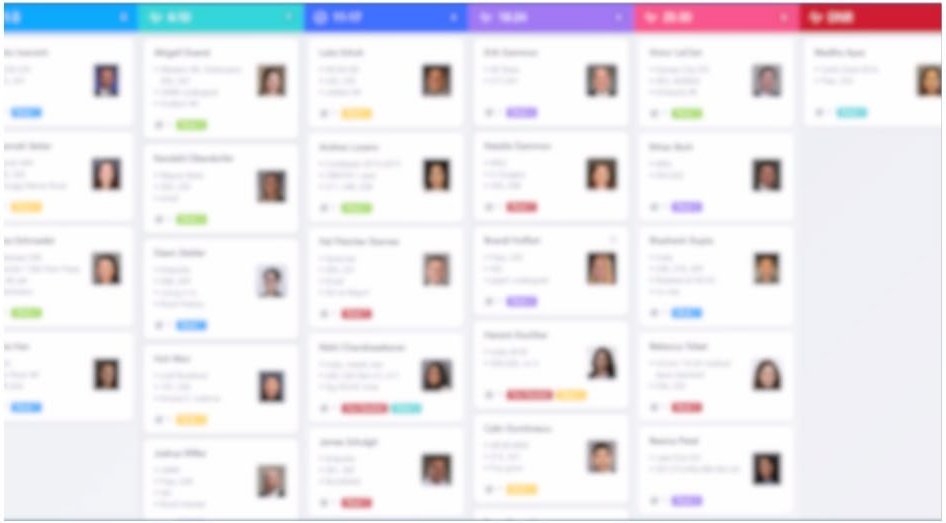

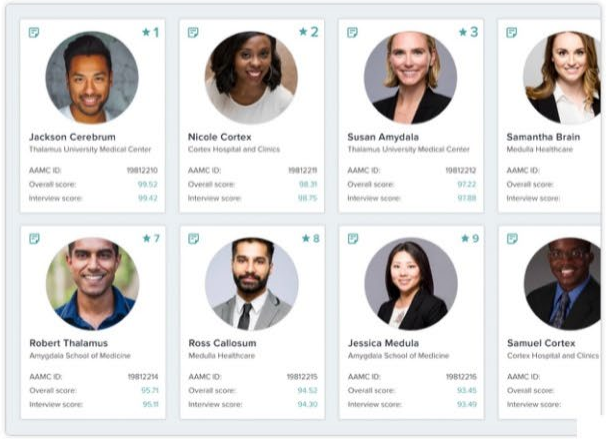

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Questions & Discussion

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