What Medical Students Are Using to Assess Your Program

Matthew D. Beal, MD
Associate Professor
Residency Program Director
Vice-Chair of Education
Department of Orthopaedic Surgery
Feinberg School of Medicine
Northwestern University Medical Center
Outline:

• Review Available Resources

• Review “THE DREADED GOOGLE DOC”

• What do the students want?

• How do we use their reviews?

• Future Directions (ORIN)
What the heck is “THE DREADED GOOGLE DOC”

https://docs.google.com/spreadsheets/d/1lZ3P1V8KR1wSbkBZVkpKh8BXVFYvYA6v3aBj7E4/edit#gid=1597178412
What is Ideal?

- Freida-AMA Website
What is Ideal?

- **Freida-AMA Website**

- **Positives:** Accurate, directs to program website, lists PD and PC contacts, shows sites of practice and their proximity to each other

- **Negatives:** Not granular enough by itself......AND THEY DON’T USE IT!!

https://docs.google.com/spreadsheets/d/1IIE3P1V8KR1wSbkBZVkpAh8BXVFYuYA6v3aBj7E4/edit#gid=1597178412
What is Ideal?

• Doximity Residency Navigator

McGaw Medical Center of Northwestern University
Orthopaedic Surgery Residency Program - Chicago, IL

30 Total Filled Spots
87% Board Certified
89% Alumni Publication Percentile 1
58% Alumni Clinical Trial Percentile 1
1970 Founding Year

Gender Balance

Top Feeder Med Schools
- Emory University School of Medicine
- Georgetown University School of Medicine
- Northwestern University Feinberg School of Medicine
- Ohio State University College of Medicine
- Rush Medical College
- University of Chicago Pritzker School of Medicine

Alumni Satisfaction
26 ratings and 0 reviews collected from current residents and alumni.
What is Ideal?

- **Doximity Residency Navigator**

  - Positives: Accurate, directs to program website, lists PD and PC contacts, shows sites of practice, shows gender stats, shows fellowship trends, feeder schools, reviews

  - Negatives: Reviews are dated, STILL Not granular enough by itself.....AND THEY DON’T USE IT!!

https://docs.google.com/spreadsheets/d/1IIZE3P1V8KR1wSbkBZVkpKpAh8BXVFYuYA6v3aBj7E4/edit#gid=1597178412
What is “REAL”?
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What is “REAL”?
McGaw Med C  Northwestern Univ

This is a **beautiful hospital** with very nice facilities located in downtown Chicago, also a beautiful area. This was by far my easiest away rotation given their **low volume of cases**. I rotated on trauma and the attendings did not enjoy being with students on top of having such a low volume that as a rotator I could not really stand out or help the team like I would have liked. Connections seem to be all there with some famous attendings so **fellowship match would not be an issue**.

Overall a solid spot to match, but not the best place to spend your time rotating if you really want to have your hard work stand out. Residents weren’t the most friendly, but not the worst either. **Amazing higher ups**, but the **low lying attendings don’t seem interested** in working with students.

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Hospital is very nice. ←lol wth ← i heard the resident room has an espresso machine ←–Rotated w/ 3 others - this was intentional to have better sights on each rotator.

Two 2-week services with one of those services being w/ PD or chairman. Chairman is very supportive of residents and will go out of his way to help resident QoL. PD uses fishbowl analogy for rotators - you get to see everything while in the fishbowl but everyone can also see you. Operative volume lighter overall. Took call 3x for the month (~q5d). Morning conferences daily. Grand rounds weekly. Residents rotate at Cook County. Almost all residents are chill. Spine service is weaker (only 2 spine attendings).

Residents pretty close. Provided meal stipends. Located in nice part of the city. **NU hospital itself weaker with trauma BUT residents rotate at Cook county** (arguably some of the best trauma in Chicago) and residents do most of the cases, one resident said "it's like a horse and pony show over there, you really learn how to operate well cause you have no choice." Beautiful hospital, awesome location, morning conferences daily but seem pretty chill and no one really grilled the residents presenting cases, both resident and faculty-led teaching, residents seem happy (good mix of single, married, kids). Done by 5 nearly every day on joints, sports with fast turnover in the new surgery center. Excellent children's hospital, they seem to get solid peds experience, but spine seems weaker altho few chiefs going into spine at top places so thats encouraging, PD and chair were awesome - **super friendly, approachable, and really transparent** about their process. PD even offered to meet with us individually during our rotation to go over our apps and give advice. He recognizes and is honest about the weaker diversity in the classes and is actively seeking to change that - just hired 2 female faculty.

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Topics Covered:
What are my chances?  (Students advising Students)
Program Comparisons
Applicant Stats
Past Review
Away Rotation Reviews
INTERVIEW DATES
Interview Reviews
AWARDS

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What is “REAL”? 

• **The Dreaded Google Doc:**
  
  • **Positives:** Accurate??????, Student to student mentorship, Interview dates and offers publicized, feedback?????, ALL programs reviewed, VERY GRANULAR
  
  • **Negatives:** Crowd sourced information, frequent errors with incomplete information, HUGE REPORTING BIAS!!!
Summary....What do the students use:

- Web Based
- Up to date
- Granular info....who are you, do I need a car, where do you live, what is it like
- Peer evaluation
- Access

- The Google Doc is Alive because the alternatives are flawed!

https://docs.google.com/spreadsheets/d/1lIZE3P1V8KR1wSbkBZVkpAh8BXVFYuYA6v3aBj7E4/edit#gid=1597178412
Summary....What do programs need to do:

• Manage your online presence!

• Review your reviews and talk about the issues raised.

• PERCEPTION = REALITY

• Support ORIN Project!!!
Fellowship Director to Program Director Communication:

What can we tell you about your graduates that you don’t already know?

Robert Sterling, MD
Johns Hopkins University
Department of Orthopaedic Surgery
Disclosures

AOA/CORD Academics Taskforce
AAOS Hip Content Committee
AAHKS Quality Measures Committee
Reviewer:
  Journal of Arthroplasty
  Journal of Surgical Education
Fellowship Support:
  OMeGA Medical Grants
  Smith + Nephew Orthopaedics
My Perspective

• 10 years as Program Director
  – 5 Fellows associated with the Program

• 4 years as Fellowship Director
  – 1 fellow/year with 3 faculty
Why ask FDs about graduates?
Can we see all of the realities?
Can we see all of the realities?

Father or Son?
Are they ready?

General Surgery Residency Inadequately Prepares Trainees for Fellowship: Results of a Survey of Fellowship Program Directors

Mattar, Samer G. MD; Alseidi, Adnan A. MD, FACS; Jones, Daniel B. MD, FACS; Jeyarajah, D. Rohan MD, FACS; Swanstrom, Lee L. MD, FACS; Aye, Ralph W. MD, FACS; Wexner, Steven D. MD, FACS, FRCS; Martinez, José M. MD, FACS; Ross, Sharona B. MD, FACS; Awad, Michael M. MD, FACS; Franklin, Morris E. MD, FACS; Arregui, Maurice E. MD, FACS; Schirmer, Bruce D. MD, FACS; Minter, Rebecca M. MD, FACS

doi: 10.1097/SLA.0b013e3182a191ca
Survey of General Surgery Fellowship Directors

- 21% of new fellows unprepared for OR
- 38% of new fellows lack ownership
- 30% of new fellows could not independently do lap cholecystectomy
- 66% unable to operate unsupervised for 30 min of a major procedure
Not just General Surgery

Obstetrics & Gynecology, 2015

Preparedness of Obstetrics and Gynecology Residents for Fellowship Training

Saket R. Guntupalli, MD, David W. Deo, MD, Michael Gray, MD, Jeanelle Shender, MD, Kenneth Omtzigt, MD, Laxmi Kondapalli, MD, Fidel Valera, MD, Lorie Harper, MD, MS, and Tyler M. Maffly, MD

J Perinatology, 2016

Preparedness of pediatric residents for fellowship: a survey of US neonatal-perinatal fellowship program directors

CH Backes1,2,3, EM Bonachea1,3, BK Rivera1, MM Reynolds4, CE Kovalchin1, KM Reber5,3, MK Bailey3, R Sutsko2, SR Guntupalli6, CV Smith7, JD Mahan8 and MM Carbojai9,10
“Faculty involved in fellowship training feel that fellows are well prepared overall upon entering fellowship”

- 32% not confident fellows could operate independently on call
- 27% did not feel fellows could manage post-operative issues independently
How can FDs help?
How can FDs help?

SCHOOLIES © 2006 by John P. Wood

I’M GONNA NEED MORE SPECIFIC FEEDBACK ON MY FORMATIVE ASSESSMENTS.

BAD DOG
What do you want to know?

- Core Competencies
  - Professionalism
  - Patient Care
  - Medical Knowledge
  - Interpersonal and Communication
  - Practice-based learning and improvement
  - Systems Based Practice
What do you want to know?

- Readiness for independent practice
- Comparative performance to prior fellows
What could this look like?
...and that is why we lift on three...
Thank You

Robert Sterling, MD
Johns Hopkins University
Department of Orthopaedic Surgery
Program Director to Fellowship Director Communication

What info do we want?

Robert V. O’Toole, MD

Hansjorg Wyss Medical Foundation Professor in Orthopaedic Trauma
R Adams Cowley Shock Trauma Center
Department of Orthopaedics
Research Support
PCORI, DOD, AO

Consultant
iMDS/Coorstek/Lincotek (Zimmer)
Imagen
Smith & Nephew
Fellowship Directors

1. What do we look for?
2. What info do we get?
3. Virtual - changes?
4. Advocate for your resident
5. What info do FD want?
Warning:
Lot of One Person’s Opinion
Small Sample Bias
11 years
- Trauma Fellowship Director
- 5 fellows/year
1. What do FDs look for?
Ideal Applicant
=
Fellowship Dependent
Fellowships Vary

Goal to Produce:

Strong Technical Surgeons
Private Practice
Clinician-Scientists
Surgeon-Educators
Academic Leaders
Career Goals

Do they match our fellowship?

Private vs. Academic
Surgical Technical Skill

Technical Ability

Autonomy – How long will it take before they can run a room?
If this matters:

Can they take residents through cases?

Will they be good at this?
Research

Track record
Graded on a curve

Unlikely to become research giant if they have done nothing so far
Intangibles

Social skills – this **really** matters

Strong team member

Impressive Extra-curriculars that speak to drive

Maturity-perspective

Coachable
2. What info do we get?
Current Info

Application Form
CV
3 Letters
(plus-minus standard form)
Written in unique “code”
Difficult to interpret
Current Info

Essay

USMLE step 1 score

USMLE step 2 pass/fail
Current Info

Interaction at Info Session

Interview Day on Site or Mtg
Additional Info

Emails/Texts

Phone Calls

Rarely visit the site for a few days

Rarely direct residency experience
3. How will virtual process change?
Change in Info

Brief Interaction at Info Session

Gone?
Change in Info

Interview Day

Less time with applicants
Less ability to inform
More of an online show?
Less ability to see site
4. How do I advocate for my resident?
Advocate

I already wrote a letter – does another email/call help?

Fellowship dependent
Can’t hurt – may help
Won’t cause massive change
Advocate

Should I tell number one program they are number one?

Matters a lot to some programs
Can’t hurt – may help
Won’t cause massive change
Advocate

Who should call?

Personal connection matters

_Beware:_ strong connection with no call might signal no interest by applicant
Is there a risk if I over sell?

Yes!

FD/Faculty Remember
Why personal call more trusted
Next applicant …
5. What info do the FDs want?
Better Info

Standardized form for all

Still need letter

Technical Skill/Autonomy

Social Skills

Character/Effort Issues

Career interest

(research/teaching)
Close the Loop

Formal feedback to residency programs

Happens informally sometimes

Have had one PD call me and say “we call all fellowship programs to follow up”
What do we really want?
Close the Loop

Formal feedback from employers

Feedback specific to program goals:
Close the Loop

Feedback at 6 months:
Technical
   Skill/speed
Clinical decision making
Social/communication
Teacher/Research
Close the Loop

Feedback at 6 months: From graduates!
Summary
Fellow Info

1. Some opportunities for improved info from residency
2. Opportunity to provide feedback to PD
3. Want feedback from employers & grads
What do orthopaedic group practices use to hire?

Douglas W. Lundy, MD, MBA, FAOA
Past-President and Orthopaedic Trauma Surgery
Resurgens Orthopaedics
Atlanta, Georgia
Disclosures

• I have no conflicts to disclose
If you’re reading this, you can read.
CV:
• Perfect
• No typos
• Vanderbuilt
• Cover letter
Hello
my name is

Busy
THE IRISH

Never too busy for a quick pint
WHAT DO YOU WANT?
WE WANT BEER 1933
This is Our Get-Along T-shirt