Holistic Review

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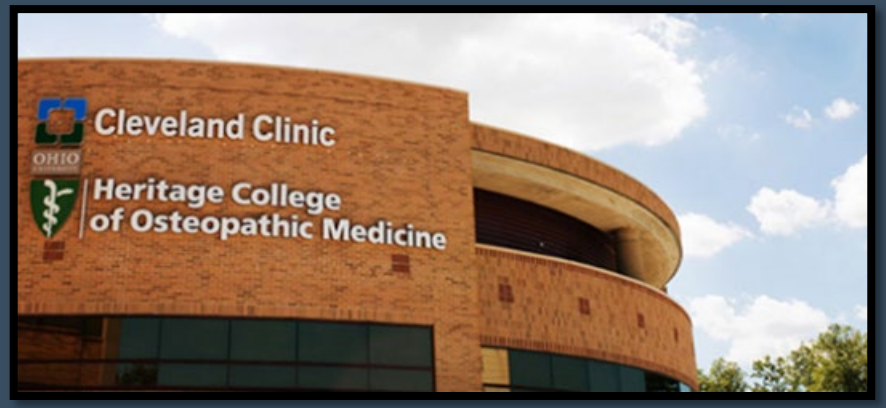
Objectives

- Describe the Transformative Care Continuum and our recruitment process.
- Demonstrate recruitment tools
- Elucidate early outcomes

Transformative Care Continuum (TCC)

- “mini medical school” in two residency programs
- OUHCOM and Cleveland Clinic joint venture – established August 2016



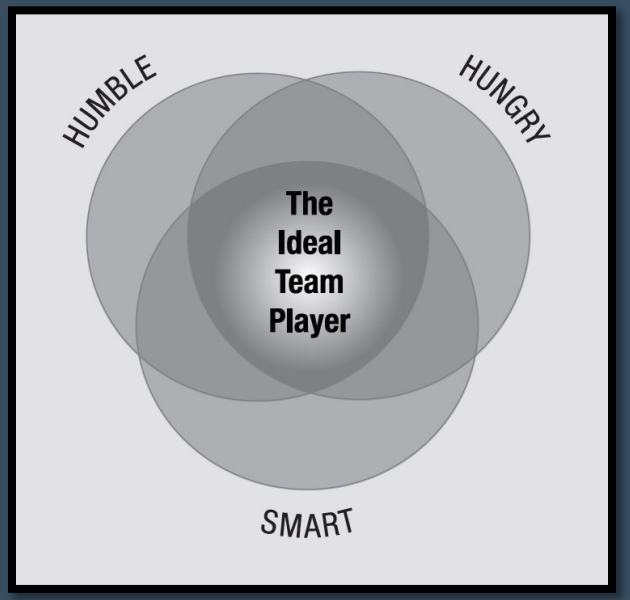
Medical School

Lakewood Family Health Center

Akron General Family Medicine Residency

Screening Applicants

- Essay
- Letters of Recommendation
- Screening scenarios: SJT
- Screening surveys (Qualtrics)
  - Tolerance for Ambiguity
  - Groenigan Reflective Ability Scale
  - Jefferson Empathy Scale



Applicant Screening

- Extracurriculars
  - Leadership experience (with duration)
  - Community service (with duration and/or volume)

  Distance Traveled
  - Value real life experience
  - Passion/Perseverance
  - Long-term goals and objectives

Desirable Traits

- Solutions-focused problem solver
- Receptive to feedback
- Committed to service
- Empathetic
- Emotional resilience
- Strength of character
- Interpersonal skills – self-confidence/collaborative
- Diversity: personality, thought, etc.

Holistic Review

- Assess strengths, unique characteristics
- Adjust for socioeconomic disadvantage
- Understand what works and what doesn’t work at your institution

What do test scores actually mean?

- Do you use them to determine success?
- Is context important?
- Does it predict success on team, on service, in patient care?

Admissions Summary

Applicants	2017-18	2018-19	2019-20
Interviewed	38	42	44
Class Size	8	8	8
Class Average Science GPA	UG 3.27 G 3.60 O 3.38 AD 0.408 0.175 0.349	UG 3.42 G 3.8 O 3.53 AD 0.385 0.01 0.333	UG 3.22 G 3.88 O 3.31 AD 0.371 0.04 0.303
Class Average Total GPA	UG 3.46 G 3.65 O 3.48 AD 0.261 0.165 0.279	UG 3.44 G 3.88 O 3.54 AD 0.42 0.04 0.32	UG 3.45 G 3.88 O 3.54 AD 0.240 0.04 0.191
Class Average MCAT% tile	500 50% Ave Dev 3.375 11.5%	502.5 57.6% Ave Dev 3.25 11.1%	503.5 59% Ave Dev 3.875 12.2%
Step I COMLEX	7/8 passed 1 is pending, SCORES P	Will take this May, 2021	Will take May, 2022
Grades	above average/median lowest MCAT 33-37%: in top 20% class grades	above average/median	only 2 mos into first semester

Admissions Summary

Class Composition	2018 Matriculants	2019 Matriculants	2020 Matriculants	2021 Matriculants
Identify as Male	4	4	2	0
Identify as Female	4	4	6	4*
URiM Students	3	0	1	3*
	3 ID as Black/AA	ID: Asian: Chinese, Arab: Lebanon, Palestinian refugee	ID; Hisp/Mexican	2 ID Black/AA 1 White 1 Hisp/Mexican
Average Age	25.5	22.5	23.375	(24.25*) * so far

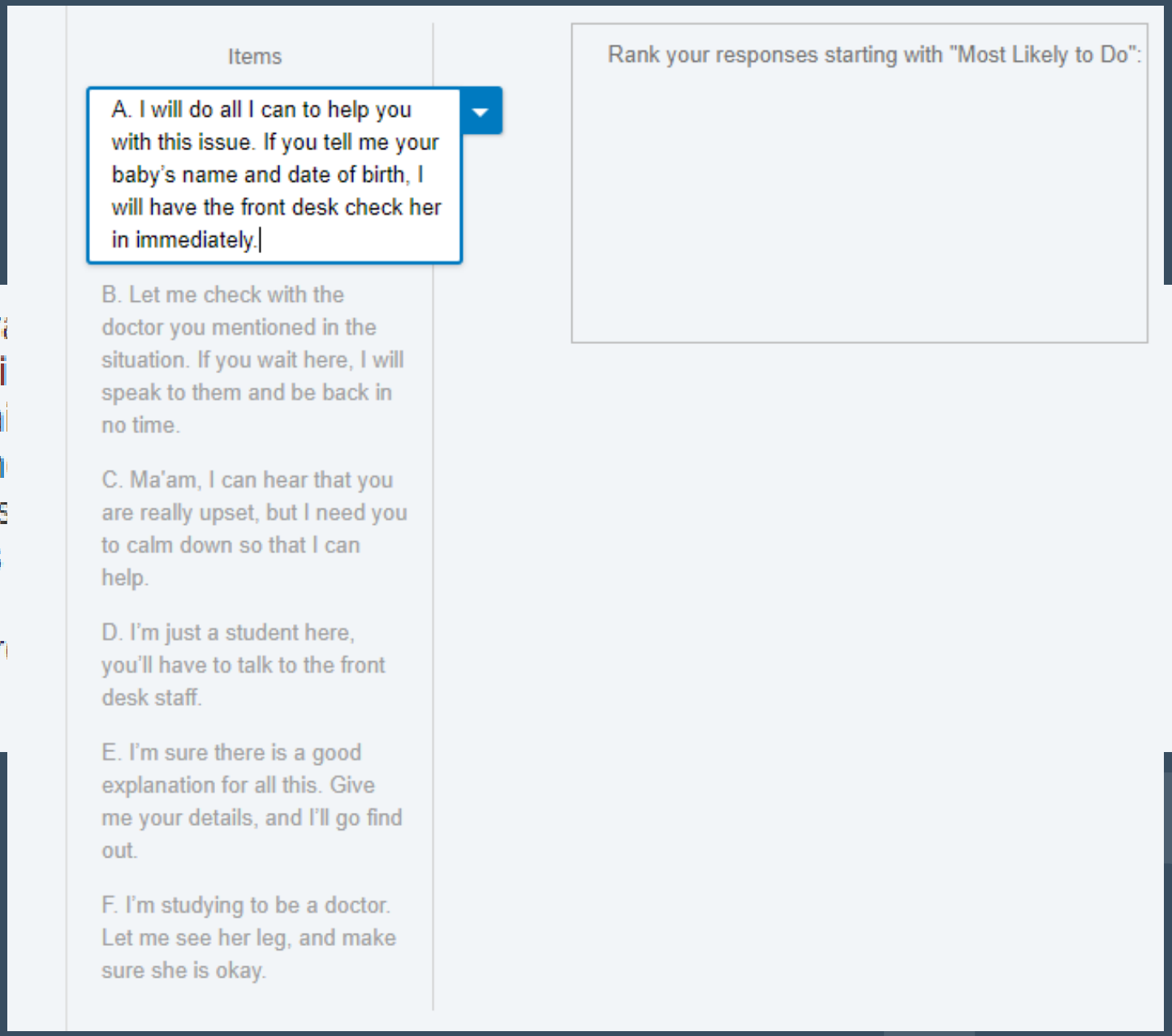
Unique Characteristics

- Dedication to underserved populations
- Underserved medical specialities
- Leadership experiences
- Life experiences
- SES

Situational

You are working in your longitudinal integra
you've been assigned. While you are waiti
mother comes in with her child. She is cla
one vaccination twice in the same day. Th
uncontrollably. The mother spots your hos
help her. She is getting more upset and is

Drag and drop the responses in the box pr
Do" to "Least Likely to Do."



The Interview Day

- UME/GME interview
  - Consistent behaviorally based ?s
  - Implicit bias training
  - Interviewer training for consistency
- Meet to discuss
- Re-emphasize mission/goals of recruitment throughout interview season

Personality Trait	Description
Machiavellianism	Named after the famous political philosopher, Niccolo Machiavelli, this trait refers to individuals who manipulate the behavior of others, often through duplicity. Machiavellians are often interested in money and power, and pragmatically use others in this quest.
Need for Achievement	Those high in need for achievement want to accomplish a lot and set high standards of excellence for themselves. They are able to work persistently and hard for distant goals. David McClelland argued that economic growth depends in part on citizens with high need for achievement.
Need for Cognition	People high in need for cognition find it rewarding to understand things, and are willing to use considerable cognitive effort in this quest. Such individuals enjoy learning, and the process of trying to understand new things.
Authoritarianism	Authoritarians believe in strict social hierarchies, in which they are totally obedient to those above them, and expect complete obedience from their subordinates. Rigid in adherence to rules, the authoritarian personality is very uncomfortable with uncertainty.
Narcissism	The narcissistic personality has self-love that is so strong that it results in high levels of vanity, conceit, and selfishness. The narcissistic individual often has problems feeling empathetic toward others and grateful to others.
Self-esteem	The tendency to evaluate oneself positively. Self-esteem does not imply that one believes that he or she is better than others, only that he or she is a person of worth.
Optimism	The tendency to expect positive outcomes in the future. People who are optimistic expect good things to happen, and indeed they often have more positive outcomes, perhaps because they work harder to achieve them.
Alexithymia	The inability to recognize and label emotions in oneself. The individual also has a difficult time recognizing emotions in others, and often has difficulties in relationships.

Workforce Development

- To reduce health disparities by transforming the physician workforce
- CDC evidence, revealing improved life expectancy if cared for by same-ethnicity, related to ??
  - lack of trust,
  - implicit/explicit bias,
  - understand experiences of patients
- Data not yet clear: Need more AA physicians

QUESTIONS?

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