

Neurological Sciences Education Retreat: Residency Update

October 4, 2024

Alissa Thomas



Mission driven recruitment

- Neurology Program Aim for 2024-2025: To update our recruitment practices to attract and support a diverse group of residents

Rationale

- Neurology lags behind other specialties in the number of physicians and residents in neurology who identify with racial and ethnic groups that are under-represented in medicine. Neurology is getting close to gender balance compared with the US population. Our program aims to be inclusive in our recruitment practices, minimize implicit and explicit bias, and promote diversity in our program.



Mission, Vision, and Values Work


Current Mission Statement

Our mission is to train excellent clinical neurologists who are well equipped for a wide range of clinical and academic careers.



Mission

To provide an inclusive, collaborative, educational environment to train excellent clinical and academic neurologists across the breadth of general and specialty neurology, while providing the highest quality care to the communities we serve.



Values

Respect, Humanism, Inclusion, Diversity, Teaching and Learning, Collaboration, Quality


- We respect the dignity of all individuals and are responsive to their physical, emotional, spiritual, and social needs and cultural diversity.
- We instill humanism into our care for patients and care of each other by valuing the worth of humans and the importance of well-being, motivated by compassion.
- We recognize the value of diversity and seek to create an inclusive environment where all persons are valued and can learn and contribute.
- We value opportunities to teach and learn from each other and to collaborate for the greater good.
- We strive for excellence in quality and care and seek to continuously learn and improve.

Vision

- Working together, we improve people's lives.
 - This is the vision of the University of Vermont Health Network, which we share in our residency program. We work together to improve the lives of our patients, the lives of our peers and colleagues, the lives of our students and learners, the lives of our faculty and staff, the lives of our families and caregivers, and all those with whom we connect.

Recruitment Planning



- AAMC Recommendations
 - AAN Consensus Statement on 2024-2025 Recruitment
 - Internal plan
- 



AAMC Consensus Statement

- Recommending Virtual Interview for GME
 - Cited benefits of Virtual Interviews
 - Reduced financial costs for applicants
 - Most applicants prefer virtual interviews
 - Less time away from medical school
 - Separates assessments from recruitment—helps to mitigate risk of bias
 - Reduced carbon footprint
-

Being Conscious about Unconscious Bias

- USMLE Scores
- Applicant's name
- Value placed on “extracurricular” work
- Expected career paths
- Associations with the candidate's school
- Letter writers
- The interview experience: Dress, accent, appearance
- “Goodness of fit”

Proceedings of the Diversity and Inclusion Innovation Forum: Unconscious Bias in Academic Medicine

How the Prejudices We Don't Know We Have Affect
Medical Education, Medical Careers, and Patient Health

AAN Statement on 2024-2025 Application Cycle

- Holistic application review
- All committee members undergo unconscious bias training (<https://www.aamc.org/about-us/equity-diversity-inclusion/unconscious-bias-training>)
- Use of signals—8 plus geographic preferencing
- Virtual interviews
- Provide a welcoming atmosphere for all applicants

NRMP 2024 Match data for Neurology

- Adult Neurology: There were 148 programs offering 878 PGY-1 slots, and 40 programs offering 225 PGY-2 slots. One PGY-1 and 3 PGY-2 slots went unfilled in the initial Match.
 - The average MD senior applying to adult neurology ranked 10 programs and had a 70% chance of matching into a PGY-1 slot in Adult Neurology.

Number needed to Match

US MD Senior: Rank 6 programs → 98% chance of matching

US MD Senior: Rank 39% of programs applied to

US MD Senior: Need to apply to 16 programs for a 90% chance of matching

UVM Neurology Plan

- 12 Faculty on Interview Committee (thank you!)
- Applications open 9/25/2024
- New this year
 - Faculty helping to provide second review of applications
 - New scoring rubric
 - Ongoing unconscious bias training
- Plan to start virtual interviews October 23—10 interview dates Oct-Jan for a total of 70 applicants
- Residents are updating Instagram account for recruitment season and Deborah Fay updating website

Mission and Values Used to Inform a New Rubric

INTERVIEW EVALUATION

(1 Major concerns, 2 Minor Concerns, 3 Meet expectations, 4 Above expectations, 5 Outstanding)

Interpersonal skills, collaboration, teamwork, and service

| | | | | | |
|--|---|---|---|---|---|
| Interpersonal skills and communication | 1 | 2 | 3 | 4 | 5 |
| <i>Evidence by personal statement, letters of recommendation, narrative feedback</i> | | | | | |

| | | | | | |
|--|---|---|---|---|---|
| Collaboration, Teamwork, and Service | 1 | 2 | 3 | 4 | 5 |
| <i>Evidence by community service, volunteer work, teaching and tutoring experiences, work experiences, engagement in medical school and community, narrative evaluations</i> | | | | | |

Dedication to Continuous Learning and Improvement

| | | | | | |
|--|---|---|---|---|---|
| Scholarly Contributions | 1 | 2 | 3 | 4 | 5 |
| <i>Consider experiences in research, publication record, conference attendance and presentations/abstracts, quality improvement work, education scholarship and teaching</i> | | | | | |

| | | | | | |
|--|---|---|---|---|---|
| Dedication to lifelong learning, growth mindset | 1 | 2 | 3 | 4 | 5 |
| <i>Consider narrative evaluations, personal statement, letters of recommendation, personal journey as evidence of willingness to learn/grow/improve and to take feedback</i> | | | | | |

Respect, humanism, character

| | | | | | |
|---|---|---|---|---|---|
| Community Outreach, Social Justice, Diversity, Inclusion | 1 | 2 | 3 | 4 | 5 |
| <i>Consider contributions to community service, public policy, medical school or community DEI initiatives.</i> | | | | | |

| | | | | | |
|---|---|---|---|---|---|
| Humanistic qualities, resiliency, professionalism | 1 | 2 | 3 | 4 | 5 |
| <i>Consider data from letters of recommendation and narrative evaluations, personal statement, special acknowledgements</i> | | | | | |

Education and Experience

| | | | | | |
|---|---|---|---|---|---|
| Academic Achievements | 1 | 2 | 3 | 4 | 5 |
| <i>Consider preclinical work, board score, academic rigor of medical school</i> | | | | | |

| | | | | | |
|--|---|---|---|---|---|
| Clinical Performance | 1 | 2 | 3 | 4 | 5 |
| <i>Consider narrative evaluations in neurology as well as related and unrelated fields, letters of recommendation, clerkship and AI grades</i> | | | | | |

| | | | | | |
|--|---|---|---|---|---|
| Clinical Experience | 1 | 2 | 3 | 4 | 5 |
| <i>Consider internal and external rotations, work experience, volunteer work, other exposure to medicine and neurology</i> | | | | | |

| | | | | | |
|---------------------------|---|---|---|---|---|
| Overall impression | 1 | 2 | 3 | 4 | 5 |
|---------------------------|---|---|---|---|---|

Comments

Recommend for Ranking? Top Third Middle Third Bottom Third Do not rank

For all interviewers and reviewers:
<https://www.aamc.org/about-us/equity-diversity-inclusion/unconscious-bias-training>



Effect of Initial FV over 3 months

Muhannad Seyam, Richard Dale Hubbard, Rup Tandan

Department of Neurological Sciences and National ALS Center of Excellence; ¹Department of Medical Biostatistics; ²Clinical Research Center; University of Vermont, Burlington, VT

Disclosures: Muhannad Seyam has nothing to disclose



Nara Michaelson, MD

2024 Resident Scholars to the Annual Meeting

Michel Abdelmassih, MD
 Daniela Rivas Acosta, MD
 Alwaleed Abdulrazzq S. Aljasser, MBBS
 Dyanet Loretta Alvarez, MD
 Ekimdir Alicanoglu Arpacan, MD, PhD
 Dhanalakshmi Angappan, MD
 Poojanka Arnt, DO
 Agnes Bacopoulos, MD
 Amrouta Bai, MBBS, MS
 Arjun Balachandrar, MD
 Rebecca Barnes, MD
 Maria Silvana Barron, MD
 Alessandro Bessi, DO
 Lauren Bojarski, MD
 Jonathan Bundy, MD
 Colby Clewinger, DO
 Bryce Chang, MD
 Cody Ciaramitaro, MD
 Braylee Walton Collins, DO
 Kristian Corning, DO
 Marithea Carolina Cornejo Leon, MD
 Jorey Alan Cumico, DO
 Cintia Carla De Hora, MD
 Ugur Demir, MD
 Carrie Derrington, MD
 Mandi Elliott, MD
 Sarah Grace Engel, MD
 Mikenzly Fassel, MD

AMERICAN ACADEMY OF NEUROLOGY

