



AT THE FOREFRONT

**UChicago**  
**Medicine**

# Resident/Fellow Recruitment

2020-2021



*At the University of Chicago, in an atmosphere of interdisciplinary scholarship and discovery, the **Pritzker School of Medicine** is dedicated to inspiring diverse students of exceptional promise to become leaders and innovators in science and medicine for the betterment of humanity.*





# University of Chicago

- **Founded in 1892 by John D. Rockefeller**
- **Located in Hyde Park neighborhood**
- **Globally recognized University with 5,971 undergraduate students and 9,394 graduate and professional students**
- **Home to more than 80 Nobel Laureates**

# Why GME Matters

According to ACGME,  
one out of 7 active  
physicians in the US is  
a resident or fellow

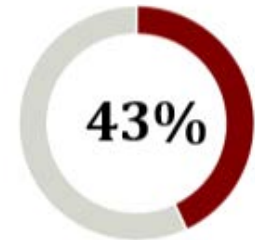


At the University of  
Chicago Medicine, we  
have 986 residents  
and fellows



*~10% of the  
hospital care team*

Our 2020 survey  
reveals ~43% of our  
graduates stay in the  
Chicagoland area



# Resident Engagement

- GMEC meetings
- Intern Café (First 3 months of training)
- GME Chief Resident Council (Quarterly)
- Resident Forum
- Annual GME Town Hall
- GME Open Forum
- Resident Advisory Council for Health System
- GME IGNITE/ECLIPSE (Kaizen)



# University of Chicago Medicine System

- **9,792** Employees
- **2,150** Nurses
- **833** Attending Physicians
- **986** Residents & Fellows
- **811** Licensed Beds
- **108,188** Emergency Room Visits
- **503,191** Ambulatory Visits
- **33,705** Admissions
- **23,938** Surgeries
- **2,774** Births

*From 2020 UChicago Medicine at a Glance*

Center for Care and Discovery



Duchossois Center for Advanced Medicine



Comer Children's Hospital



Bernard Mitchell Hospital



Ingalls Memorial



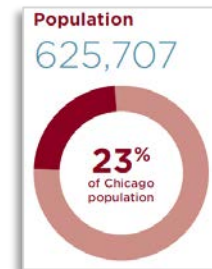
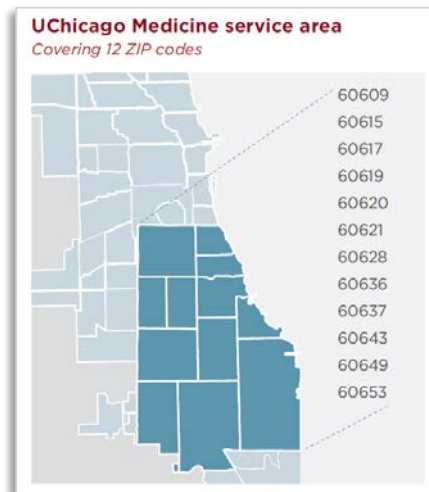
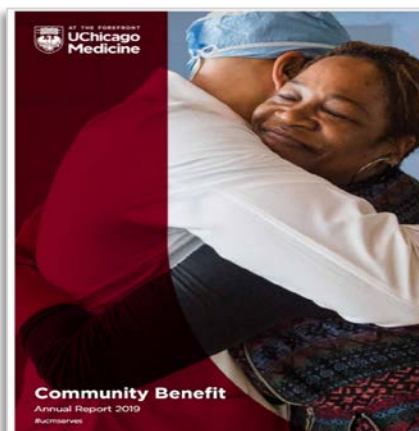


# UChicago and the Surrounding Community

*“As the COVID-19 pandemic has made tragically clear, health disparities in our South Side communities put residents at significantly higher risk for illness – whether chronic disease or viral infection. While UChicago Medicine has made robust investments toward improving health equity, there is a renewed urgency to quickly adapt to this changed landscape and join with community partners in addressing current and evolving healthcare needs.”*

Brenda Battle, RN, BSN, MBA

Vice President of the Urban Health Initiative; Chief Diversity, Inclusion and Equity Officer



**The Urban Health Initiative (UHI) is the University of Chicago Medicine’s community health department**, which administers our population health and community benefit programs.

UHI Sponsored Programs include:

- Community Grand Round
- Violence Prevention and Recovery
- Health Fairs
- Neighborhood Days of Service
- Talk Radio Health Shows
- Mobile Clinics

## Health care concerns from the community



Complexity of obtaining and keeping public benefit coverage, such as Medicaid



High cost of some private insurance plans



Unequal distribution of health care services and facilities



Poor health care options for LGBTQ community and people of color



# Academic Affiliation with NorthShore University Health System since July 2009



# Resident Resources



## Resilience Training

Yearly institutional curriculum  
Annual GME Resilience Week



## Attending to Foundational/ Basic Needs

Fatigue awareness training  
Call rooms  
Post call taxi service  
On call meal allowance  
Lactation rooms



## Connecting with Leaders

Monthly Breakfast with DIO  
Quarterly Resident Forum  
Semi-annual Town Halls



## Continuing Resources

Ombudspersons  
EAP  
Resident Health Program  
Psychiatry and Behavioral health referrals  
Wellness One-sheet resources  
Monthly Resident Breakfast  
Quarterly Social events  
HR sponsored resources

# Additional Resident Resources During the COVID Crisis



## Disaster Response Program

Resident specific delivery of the 3 “Antibodies”  
Wellness Noon Zoom Series  
Peer Support Line



## Attending to Foundational/Basic Needs

Weekly Program calls ( PDs and coordinators)  
Check in with residents/fellows  
Free weekend meals  
Expanding meal allowance funds  
Weekly care packages for residents



## ACGME Meetings on Resident Wellbeing

Opportunity to keep this spotlight on resident wellness and compassion fatigue



## Continuing Resources

Ombudspersons  
EAP  
Resident Health Program  
Psychiatry and Behavioral health referrals  
Wellness One-sheet resources  
Monthly Resident Breakfast  
Quarterly Social events (deferred and currently replaced by weekend free dinner for residents/fellows)




# GME Resources

Visit:



<https://gme.uchicago.edu/>

The GME Handbook, and information regarding contracts and stipends can be found in the “Resources” section.



**THE UNIVERSITY OF  
CHICAGO**  
**UChicago Medicine**

Graduate  
Medical  
Education



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Resident/Fellow Handbook

(Effective, July 1, 2020 - June 30, 2021)

# Post-Call Transportation Service



- Residents may be reimbursed for post-call transportation if it is unsafe to drive
- Submit signed receipts to program coordinator



AT THE FOREFRONT

**UChicago  
Medicine**

**OMBUDSPERSONS**



**Diane Altkorn, MD**  
Department of Medicine



**Steven Zangan, MD**  
Department of Radiology



AT THE FOREFRONT

**UChicago  
Medicine**



# University of Chicago – Diversity & Inclusion



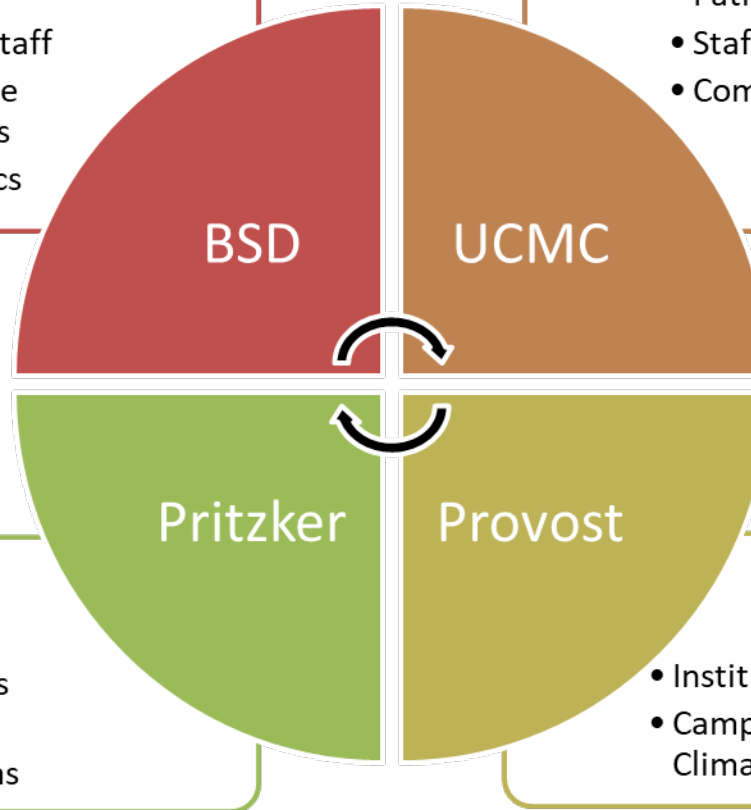
**Iris Romero, MD, MS**

- Faculty
- House Staff
- Graduate Students
- Post-docs



**Brenda Battle, VP**

- Patients
- Staff
- Community



**Monica Vela, MD**

- Medical Students
- Pipeline Programs



**Melissa Gilliam, MD, MPH**

- Institutional
- Campus Climate

# BSD - Diversity & Inclusion

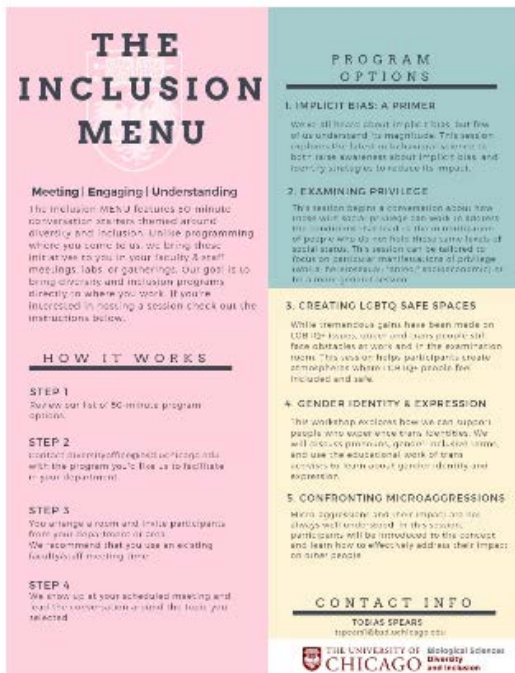
- House Staff
- Faculty
- Grad Students
- Post-docs

BSD



**Tobias Spears**  
Director of Diversity  
Initiatives

- Implicit Bias Training
- LGBTQ Safe Space
- Think shops
- Seed Grants
- Reel Talk



## The House Staff Diversity Committee Executive Board 2020



President:  
**Ashlev Suah, MD**  
General Surgery, PGY5



Vice-President:  
**Alanna Burnett, MD**  
Med Peds, PGY4



Connect with us at: [bsddiversity.uchicago.edu](https://bsddiversity.uchicago.edu)

# BSD - Diversity & Inclusion – Resource Groups

## RESOURCE GROUPS

at the University of Chicago

Resource Groups are voluntary networks formed by people with shared characteristics and/or life experiences. They help our organization foster a culture of inclusion, promote professional development, and networking.

**HLX**  
A group which supports Hispanic/Latinx community members through professional development and career advancement programming.

**LGBT+**  
A group contributing to the support, education, advocacy, professional development, networking, and outreach for LGBT+ employees and students.

**MUSLIM INCLUSION**  
A group which provides a safe space to discuss and advocate for religious and cultural accommodations for, as well as inclusion of, Muslims across campus.

**BLACK MEN ENGAGED**  
A group that builds community and camaraderie among Black Men at the University through promoting the importance of service, mentorship, and professional networking on and off campus.

**NOTICE**  
A group for women of color to network and develop leadership skills to advance their careers.

**UC MOMS**  
A group that supports women and parents as they make important decisions for their careers and families.

**UC GLOBAL**  
A group with a mission to support and promote the international community through their engagement in social activities, educational dialogues, and professional networking opportunities.

**RESOURCE GROUPS ARE:**

- Open to All in the University Community
- Found online at: <http://bsddiversity.uchicago.edu/>
- Sponsored by: UCM Human Resources; UCM Diversity, Inclusion, and Equity Department; BSD Human Resources; BSD Office of Diversity & Inclusion; Office of the Provost

UPDATED  
NOV  
2018

## University Resource Groups

University Resource Groups (RGs) foster diversity and inclusion by helping create safe welcoming environments where an individual's race, ethnicity, gender, levels of ability, religious beliefs, sexual orientation/gender identity and other important personal attributes are viewed as organizational assets. **RGs are open to all members of the University of Chicago community including faculty, staff, post-doctoral researchers, residents, and students.** [Click here](#) to view the **Resource Group FAQs**.

Resource groups may be formed and led by staff, faculty, other academic appointees, postdoctoral researchers, residents, and students. the meeting.







## THE UNIVERSITY OF CHICAGO | Center for Global Health

Today, the University of Chicago Center for Global Health is **EXPANDING OPPORTUNITIES FOR GLOBAL HEALTH EDUCATION, RESEARCH, AND CLINICAL SERVICE**; using genomics to reveal the underlying causes of disease and health disparities; translating basic scientific discoveries into innovative treatments; implementing interventions to reduce household air pollution to improve the health of mothers and children; and forging alliances within the University and around the world to strengthen health systems and increase access to quality care.

Poor health in any population affects us all – destabilizing economics, disrupting trade, diminishing productivity, depleting our resources, and causing untold human suffering – the global health crisis is a call to action that can't be ignored. **THE UNIVERSITY OF CHICAGO CENTER FOR GLOBAL HEALTH** IS answering this call by drawing on the University's strengths and resources in fields as diverse as medicine, computation, life sciences, social sciences, and public policy.

By serving as **A HUB FOR INTERDISCIPLINARY INQUIRY**, the Center for Global Health is fostering innovation, facilitating groundbreaking research, and advancing the effort to promote and protect health in our community, our country and around the world.

### CGH AIMS TO:

1. Collaborate with communities locally and globally to promulgate global health education and training
2. Create and disseminate new knowledge
3. Increase global health learning opportunities across disciplines and at various levels
4. Advance novel, transdisciplinary, and sustainable solutions to improving global health and well-being while reducing health disparities and inequities

### CGH RESEARCH NICHE AREAS ARE:

1. Health, environment, and vulnerable populations
2. Genomics and chronic non-communicable diseases
3. Urban health services and systems delivery
4. Women's and children's health and well-being

# OUR GLOBAL REACH



**Olufunmilayo I. Olopade, MD, FACP**

Walter L. Palmer Distinguished Service Professor of Medicine and Human Genetic  
Associate Dean, Global Health  
Director, Center for Global Health  
Director, Center for Clinical Cancer Genetics



**Christopher Sola Olopade, MD, MPH**

Professor of Family Medicine and Medicine  
Clinical Director, Center for Global Health  
Director of International Programs, Pritzker School of Medicine

# UChicago Medicine





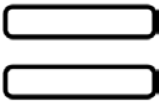
# Clinical Learning Environment



Patient Safety



Teaming



Healthcare Quality  
and Equity



Wellbeing



Supervision



Professionalism

# Engaging Trainees in Institutional Quality Work



Developed as a collaboration between the Operational Excellence team and GME, the program offers a certification in E3 Leadership. To receive certification, participants must complete four online modules in basic lean/six sigma principles, finish one in-person data lab, participate in an interprofessional Kaizen event, and pass a certification exam.



The IGNITE program is built on a strategic partnership between GME, nursing and operational excellence. The program aims to engage residents and nurses together in performance improvement initiatives, with the ultimate goal of improving healthcare delivery for our patients.

# Engaging Trainees in Institutional Quality Work

Thank you for your interest in the *Choosing Wisely*® Challenge.

The 2019 *Choosing Wisely*® Challenge is now closed.



*An initiative of the ABIM Foundation*

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FOR MORE INFORMATION ABOUT THE NURSING SOLUTIONS  
RESEARCH GRANT CHOOSING WISELY® PROGRAM, [CLICK HERE](#).

## Choosing Wisely® Challenge: Idea Incubator & Challenge

Around the world, the capabilities of modern medicine are being delivered inside of health systems with staggering complexity. Too often this complexity contributes to avoidable harm and unsustainable cost. Moreover, clinicians rarely have the support necessary to **address preventable harm or deliver value**—defined as the best possible care at the lowest possible cost.

To help address this gap, and mirroring the Costs of Care (an American nonprofit) and the ABIM Foundation, the University of Chicago Medicine (UCM) launched the *Choosing Wisely*® Challenge to identify and submit problems or issues observed by students, residents, fellows, and staff at UCM so they can develop promising bright improvement ideas for implementation at the medical center. Previous winners of the *Choosing Wisely*® Challenge have received up to \$5,000-\$20,000 worth of staff time.

### Idea Incubator

- > 121 incubator submissions in 2019
- Top 5 problems chosen by leaders as CW Challenge themes

### CW Challenge

- Top 2 are selected to operationalize
- Teams win “priority” and institutional support

# Promoting a Culture of Collaboration Your Role as a Resident...

**Learner**

**Provider**

**Team  
Member**

**Teacher**







### THE HILGER PERRY JENKINS AWARD

for excellence in the performance of  
academic and patient-oriented service by a resident

presented to

**Ava Ferguson Bryan, MD'18**

*Department of Surgery*

by the Pritzker School of Medicine class of 2020

May 22, 2020

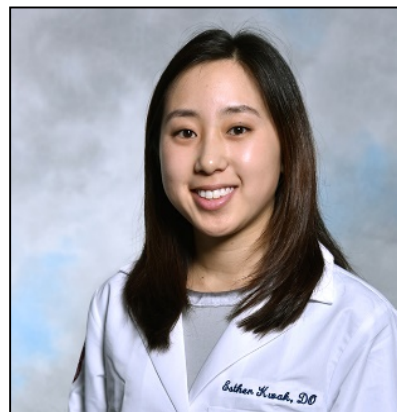
## Residents Are Teachers - 2020 HETA (Humanism and Excellence in Teaching) Awards



**Nour El-Houda , MD**  
Department of Pediatrics



**Abid Fazal, MD**  
Department of Anesthesia  
& Critical Care



**Esther Kwak, MD**  
Department of Medicine  
NorthShore University HealthSystem



**Jessica Long, MD**  
Department of  
Obstetrics & Gynecology



**Shirlene Obuobi, MD'18**  
Department of Medicine



**Ruth Tangonen, MD**  
Department of Neurology



**Katie Washington Cole, MD**  
Department of Psychiatry &  
Behavioral Neuroscience



**Ashley Williamson, MD**  
Department of Surgery

# Chicago Facts

- 200+ theaters
- 50+ Museums
- 8,000+ restaurants
- 31 miles of lakefront
- 77 Neighborhoods
- 580 Parks





# Hyde Park

- Located 7 miles from downtown
- Approximately 33% of Hyde Park residents are associated with the University
- Numerous cultural opportunities including, music, theater, museums and ready access to downtown by public transportation.
- Wide variety of housing options within walking distance to hospital.



# NorthShore University HealthSystem

- Integrated Health System
  - Five hospitals plus home services
  - Faculty practice group plus affiliate physicians
  - 130+ faculty practice clinic locations
  - Research Institute
- Physician membership
  - 900+ faculty practice physicians
  - 2,000+ members of the professional staff
- Single EMR at all hospitals and faculty practice clinics

# Diversity and Inclusion Ombudsmen



Tricia Moo-Young, MD  
Department of Surgery  
TMoo-Young@northshore.org



Barrett Robinson, MD, MPH  
Department of OB/GYN  
BRobinson@northshore.org

# Grainger Simulation & Innovation Center



# Licensure Requirements

- A physician may not participate in patient care, attend rounds, or be identified as a physician until he/she hold a valid Illinois medical license.
- Residents/fellows are required to hold a temporary (training) or permanent license. Applications are processed at the UCM GME Office.

## License to Practice Medicine or Dentistry. (From UCM Contract)

The Resident/Fellow is required and is responsible for completing all documents in a timely manner to apply for and for obtaining and continuously maintaining, at his or her expense, a current and valid Illinois medical or dental temporary or permanent license. **Any Resident/Fellow who does not possess a current and valid Illinois license will not be permitted to participate in any patient care activities, and will not receive any compensation for any period of time during which the Resident/Fellow is prohibited from working due to the absence of a license.** Failure to obtain and maintain a license as required by this Agreement shall be cause for UCMC to terminate this Agreement immediately, and/or to take such other steps as UCMC shall deem necessary.



# NRMP Requirement

**UPDATED** Program directors must provide, in writing prior to the Rank Order List Certification Deadline, complete, timely, and accurate information to applicants, including:

- A copy of the contract the applicant would be expected to sign
- Institutional policies regarding eligibility for appointment including visa or employment requirements, although program information, contract element, and eligibility requirements may be subject to change as determined by the program. (Section 4.5)

Source “Match Policy: What Program Directors Need to Know” -

[https://mk0nrmp3oyqui6wqfm.kinstacdn.com/wp-content/uploads/2020/08/2021-Policy-Highlights\\_Programs.pdf](https://mk0nrmp3oyqui6wqfm.kinstacdn.com/wp-content/uploads/2020/08/2021-Policy-Highlights_Programs.pdf)

# Sample Contract & Eligibility Requirements

[Click Here for Sample Contract](#)

[Eligibility & Selection Requirements](#)

# Applicant Guidelines

No recording is permitted during interviews.