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.

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

~10% of the hospital care team.
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*
"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.

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
BSD - Diversity & Inclusion

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

THE INCLUSION MENU

Meeting: Engaging Understanding
The Inclusion Menu features an engaging discussion on diversity and inclusion online programming that focuses on the history and future of diversity in medicine. Participants will learn about the importance of diversity and inclusion in healthcare and how to create a more inclusive environment.

How It Works

STEP 1
Participants will be assigned a program participant.

STEP 2
Participants will be instructed on how to engage with the program.

STEP 3
Participants will engage in a discussion about the importance and benefits of diversity and inclusion.

STEP 4
Participants will be encouraged to reflect on their own experiences and how they can contribute to a more inclusive environment.

PROGRAM OPTIONS

1. Implicit Bias & Antecedent
Participants will learn about the effects of implicit bias on patient care and how to reduce its impact. They will also learn about strategies for addressing and overcoming implicit bias.

2. LGBTQ Safe Spaces
Participants will be introduced to the importance of creating safe spaces for LGBTQ individuals in healthcare settings. They will also learn about strategies for creating and maintaining LGBTQ safe spaces.

3. Creating LGBTQ Safe Spaces
Participants will be introduced to the importance of creating safe spaces for LGBTQ individuals in healthcare settings. They will also learn about strategies for creating and maintaining LGBTQ safe spaces.

4. Gender Identity & Expression
Participants will be introduced to the importance of understanding gender identity and expression. They will also learn about strategies for promoting gender diversity and inclusion in healthcare.

5. Confronting Microaggressions
Participants will be introduced to the importance of understanding microaggressions and how they can impact patient care. They will also learn about strategies for addressing microaggressions and creating a more inclusive environment.

CONNECT INFO

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:
Ashley Suh, MD
General Surgery, PGY5

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

Connect with us at: bsddiversity.uchicago.edu
**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.
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

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.
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
Clinical Learning Environment

- Patient Safety
- Healthcare Quality and Equity
- Supervision
- Teaming
- Wellbeing
- 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.

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
NorthShore University HealthSystem

Esther Kwak, MD
Department of Medicine

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” -

Sample Contract & Eligibility Requirements

Click Here for Sample Contract

Eligibility & Selection Requirements
No recording is permitted during interviews.