

# You Reap What You Sow: Tips & Tricks to Enhance Residency Recruitment

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## Our Faculty and Residents



## Objectives

- Address effective strategies to enhance the recruitment season
- Review timelines and components of recruitment process
  - Modified academic scoring
  - Evaluation tracker
- Discuss ways to maintain structure and a methodical process during recruitment season
- Discuss challenges

## Kickoff to Recruitment

- Review guidelines
  - Dining
  - Interview suggested questions
  - Interview scoring
- NRMP review updates and reminders
- Review interview schedule template(s)

# Dining Guidelines

## Number of diners:

- 1) Two residents with one candidate.
- 2) Two residents with two candidates.
- 3) Three residents with three candidates.
- 4) Maximum: Four residents with four candidates.

Special Note: Residents' partners are encouraged to participate, especially if candidate's partner will be present. Single residents should not plan to bring dates.

# ERAS Opens

- Applications reviewed
  - Invite based on program criteria
  - Invites sent via Outlook
    - Adds *personal touch*
  - Interview scheduled
    - Schedule time on Program Director's Outlook calendar
    - Contact hotel for reservation
    - Hang interview schedule

## ERAS Opens cont'd

- Day planner
- Organization is **KEY**



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## Interview Schedule Template

### Evening Prior to Interview

Resident(s) scheduled to take applicant(s) to dinner:

Dr(s):

### Interview Day

7:15 AM	Meet and Greet	OB Team
7:30 AM	Introduction & Morning Report	OB Team
8:15-9:00 AM	Interview	Dr.
9:00-9:45 AM	Interview	Dr.
9:45-9:55AM	Break	
9:55-10:40 AM	Interview	Dr.
10:40-11:40 AM	Hospital Tour	OB Team/FPTS
11:40-12:15 PM	Residency Life	Pre-Call Medicine Team/FPTS
12:30-1:15 PM	Lunch/Noon Conference with Residents	

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## Interview Schedule

- Residents and Faculty sign-up on open slots based on their availability
- Other slots are pre-set
  - Meet and greet
  - Tour
  - Residency Life

## Interview Schedule

- Email applicant
  - Five to seven days prior to interview
  - Include website, resident photos, map of campus
  - Provide cell phone- *personal touch*
- Email residents and faculty
  - Resident(s) contact applicant for dinner arrangements

## Interview Day

- Make applicant feel at home
  - “What you see is what you get”
- Review contract
  - Key components (salary, PTO, CME)
- Hospital tour
- PowerPoint entitled “Residency Life”
- Residents and faculty enter interview score

## Interview Score

- Based on 20 points
- Resident/Faculty enter their scores directly into ERAS
- Components
  - Commitment to Family Medicine
  - Professionalism
  - Educational Initiative
  - Team Player
  - Overall Impression
  - Overall Comments

### Interview Scoring Guidelines, 2016-2017

Please score and comment on each of the following components:

	Scoring Examples	Score (0 - 4)	Please comment on each component
<b>Commitment to Family Medicine</b>	<b>4: Outstanding</b> , ex. applicant describes choice for FM articulately <b>3: Very good</b> , ex. good description of FM <b>2: Good</b> , ex. vague toward FM <b>1: Fair</b> , ex. may be applying to other specialties <b>0: Poor</b> , ex. applicant seems disinterested in FM		
<b>Professionalism</b>	<b>4: Outstanding attitude</b> , ex. interacts with all members of the health care team with dignity and respect. Fosters positive behavior in others. <b>3: Very good attitude</b> , ex. shows respect for others. Shows collegiality. <b>2: Good attitude</b> , ex. okay to work with. Generally polite and respectful. <b>1: Fair attitude</b> , ex. questionable respect for others. Makes statements that seem inappropriate. Overly competitive or talks negatively about others. <b>0: Poor</b> , unacceptable attitude, ex. makes inappropriate statements. Doesn't respect others. Lacks maturity.		
<b>Educational Initiative</b>	<b>4: Outstanding</b> , ex. driven to succeed, sought additional activities to enhance education, leadership qualities <b>3: Very good</b> , ex. active committees/extracurricular involvement <b>2: Good</b> , ex. did OK in med school, did what was expected only <b>1: Fair</b> , ex. less than average in school, may not thrive in autonomous environment <b>0: Poor</b> , ex. no drive, unmotivated		
<b>Team Player</b>	<b>4: Outstanding</b> , ex. goes out of their way to ensure team's success <b>3: Very good</b> , ex. eager to step in and help colleague, shows initiative in helping team complete tasks <b>2: Good</b> , ex. cooperative and humble, makes an effort to do fair share <b>1: Fair</b> , ex. would be difficult to work with at 2AM on call, may not take constructive criticism well <b>0: Poor</b> , ex. would not want to work with at 2AM on call		
<b>Overall Impression</b>	<b>4: Outstanding</b> , ex. "must-have" applicant, top 10 of our rank list <b>3: Very good</b> , ex. strong applicant, top 1/3 of rank list <b>2: Good</b> , ex. mid rank list. Applicant would fit in, but does not stand out. <b>1: Fair</b> , ex. weak applicant, but rankable <b>0: Poor</b> , ex. major area(s) of concern		

Overall comments:

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## Academic Score

[USMLE Step 1 (3 digit score) + (2X USMLE Step 2CK)]

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(this makes max score for USMLE 260)

PLUS

Class Rank/Dean's Letter (out of 10)

Points	2	4	6	8	10
	Bottom Quartile	Third Quartile	Second Quartile	Top Quartile	Top 10% of class

MINUS

-2.5 for each Step failure

-1 for each rotation/course failure

= Maximum of 30

(Interview score = maximum of 20)

## Evaluation Tracker

- Excel
  - Applicant
  - Residents
    - Dinner
    - Interview
    - Tour
    - Residency Life

## Communication with Applicant

- List of applicant selected for interview
- Matched with resident
- Very important to remain in contact
  - Applicant knows we are very interested in them



## Rank Week

- 5-7 day process
- During lunch, food provided
- All faculty and residents involved
- 2 screens displayed
  - ERAS
  - Excel sheet (Academic and Interview Scores)
- **Everyone has a voice**

## Match Day

- Faculty and Residents
- Program Director reveals incoming class

## Post Rank Week Survey

- Sent to those who could have matched with us
- Provides specific questions
  - “I did not rank Halifax #1 based on the following”
  - “How do you feel we could improve our program”

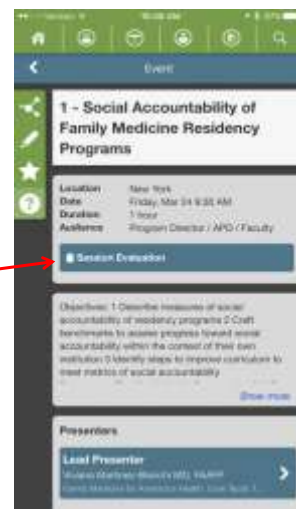
## Challenges/Potential Barriers

- Sign up for interviews
- Maintain energy
- Interview fatigue
- Budget



Please...  
  
Complete the  
session evaluation.

Thank you.





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