What Are We Doing in OBGYN?

Transforming the UME to GME Transition: Right Resident, Right Program, Ready Day One
Transforming the UME to GME Transition for OBGYN: "Right Resident, Right Program, Ready Day One"

Improve the continuum of education between medical school and residency to ensure that the right resident matches at the right program and is ready for day one of residency
APGO & CREOG (ACOG)

APGO - Association of Professors of Gynecology and Obstetrics

*Undergraduate Medical Education (UME) focus*
- Medical Student Education
- Faculty Development
- Advocacy
- Academic Networking
- Research

CREOG - Council on Resident Education in Obstetrics and Gynecology

*Graduate medical education (GME) focus*
- Resident Education
- Faculty Development
- Advocacy
- Academic Networking
- Research
The Team

ACOG President
APGO President
ACOG VP-Education
CREOG Chair
APGO Executive Director
CREOG Education Director

5 PD
4 Deans
2 DIO
2 Chairs
1 HS
1 CD

Learner Advisory Group
12 students and residents

Over 170 volunteers
- PDs
- PMs
- CDs
- SA
- Educators
- Students
- Residents
Goals

Improve the continuum of education between medical school and residency to ensure that the right resident matches at the right program and is ready for day one of residency

1- Optimizing the alignment and fit between interested applicants and potential programs through the application and Match processes
2- Providing incoming (matched) PGY-1 residents with professional development to ensure they have the medical knowledge, skills and support necessary to successfully begin residency
Standards to the OBGYN Application and Interview Processes

- Setting final application deadline of **October 1**
- Release interview offers on **October 19**
- Limiting interview invitations to the number of interview slots available
- Allow a minimum of 48 hours for applicants to accept interview offers
- Begin interviews no earlier than **October 25**
- Informing applicants of their final status no later than **November 19**
### Additional Application Review Metrics for residency applications

<table>
<thead>
<tr>
<th>Program Factors</th>
<th>Program 1 ACI (Rating x Wt)</th>
<th>Program 2 ACI (Rating x Wt)</th>
<th>Program 3 ACI (Rating x Wt)</th>
<th>Program 4 ACI (Rating x Wt)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Number of Presentations</strong></td>
<td>3% (5%)</td>
<td>18% (30%)</td>
<td>0% (0%)</td>
<td>0% (0%)</td>
</tr>
<tr>
<td><strong>Number of Publications</strong></td>
<td>6% (10%)</td>
<td>24% (40%)</td>
<td>3% (5%)</td>
<td>6% (10%)</td>
</tr>
<tr>
<td><strong>Step 1 Score</strong></td>
<td>10% (10%)</td>
<td>5% (5%)</td>
<td>80% (80%)</td>
<td>0% (0%)</td>
</tr>
<tr>
<td><strong>Leadership Experience</strong></td>
<td>2% (10%)</td>
<td>4% (20%)</td>
<td>1% (5%)</td>
<td>12% (60%)</td>
</tr>
<tr>
<td><strong>Community Service</strong></td>
<td>24% (30%)</td>
<td>1% (2%)</td>
<td>4% (5%)</td>
<td>8% (10%)</td>
</tr>
<tr>
<td><strong>Factor 6</strong></td>
<td>12% (15%)</td>
<td>0% (0%)</td>
<td>2% (3%)</td>
<td>0% (0%)</td>
</tr>
<tr>
<td><strong>Factor 7</strong></td>
<td>12% (20%)</td>
<td>2% (3%)</td>
<td>1% (2%)</td>
<td>12% (20%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>69% (100%)</td>
<td>54% (100%)</td>
<td>91% (100%)</td>
<td>38% (100%)</td>
</tr>
</tbody>
</table>
Based on the information you provided and the program characteristics and desires, you have about 60%-80% chance of finding a Match at these programs.

**Highest Compatibility Index**

Based on the information you provided and the program characteristics and desires, you have more than 80% chance of finding a Match at these programs.

**Considerable Compatibility Index**

Based on the information you provided and the program characteristics and desires, you have about 40%-60% chance of finding a Match at these programs.

**Low Compatibility Index**

Based on the information you provided and the program characteristics and desires, you have less than 20% chance of finding a Match at these programs.

**Very Low Compatibility Index**

Based on the information you provided and the program characteristics and desires, you are highly unlikely to find a Match at these programs.

**Moderate Compatibility Index**

Based on the information you provided and the program characteristics and desires, you have about 20%-40% chance of finding a Match at these programs.

**High Compatibility Index**

Based on the information you provided and the program characteristics and desires, you have about 20%-40% chance of finding a Match at these programs.
Ready for Intern-year Curriculum (RICA)

Development of a Ready for Intern-year Curriculum and Assessments to ensure that all learners have the knowledge, skills, and attitudes to be successful at the start of residency
Residency Learning Communities (RLC)

Formation of Residency Learning Communities consisting of incoming PGY-1 cohorts from each institution paired with a trained Academic Coach from their residency program in order to optimize goal-setting and support after the NRMP Match and transition into residency.
Early Result Acceptance Program (ERAP)
Early Result Acceptance Program

Basic principles:

• Binding Early Decision Process

• Students Apply to Limited # Programs

• Portion of PGY-1 Positions Available

• Results Available Prior to Regular Cycle
Innovations to the residency application process should be piloted to reduce application numbers and concentrate applicants at programs where mutual interest is high, while maximizing applicant placement into residency positions. Well-designed pilots should receive all available support from the medical community and be implemented as soon as the 2022-2023 application cycle; successful pilots should be expanded expeditiously toward a unified process.
# Perspectives of Stakeholders About an Early Result Acceptance Program to Complement the Residency Match in Obstetrics and Gynecology

Abigail Ford Winkel, MD, MHPE; Helen K. Morgan, MD; Oluwabukola Akingbola, DO; Keli Santos-Parker, MD, PhD; Erin Nelson, MD; Erika Banks, MD; Nadine T. Katz, MD; Jessica L. Bienstock, MD, MPH; David Marzano, MD; Maya M. Hammoud, MD, MBA

## Table 2. Stakeholder Interest in ERAP

<table>
<thead>
<tr>
<th>Response</th>
<th>No. (%)</th>
<th>Would you participate in ERAP?</th>
<th>Would you recommend students participate in ERAP?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Applicants (n = 853)</td>
<td>Residency directors (n = 143)</td>
<td>Clerkship directors (n = 93)</td>
</tr>
<tr>
<td>Extremely likely</td>
<td>336 (39)</td>
<td>32 (22)</td>
<td>43 (46)</td>
</tr>
<tr>
<td>Somewhat likely</td>
<td>286 (33)</td>
<td>55 (39)</td>
<td>27 (29)</td>
</tr>
<tr>
<td>Neither likely or unlikely</td>
<td>76 (9)</td>
<td>29 (20)</td>
<td>9 (10)</td>
</tr>
<tr>
<td>Somewhat unlikely</td>
<td>83 (10)</td>
<td>12 (8)</td>
<td>10 (11)</td>
</tr>
<tr>
<td>Extremely unlikely</td>
<td>72 (8)</td>
<td>15 (10)</td>
<td>4 (4)</td>
</tr>
</tbody>
</table>
Accomplishments to Date

• Implemented Standards to the OBGYN Application and Interview Processes
• Published guidelines for students applying into Ob/Gyn
• Developed framework for applicant review metrics
• Determined elements which should contribute to the alignment check index
• Developed 4 transition modules for transition learners (Resilience and gratitude, Time management and priorities, Evolving your Learning, Mission/values/of residency)
• Completed a coaching workshop for program directors
• Numerous publications and national presentations
• Presented two mini-grants for DEI efforts
DEI Impact

• Standard expectations/communication levels the field
• Virtual interviews: relieves financial burdens
• Promote holistic review: strive for greater equity by considering WHAT we assess (e.g. patient advocacy, leadership, teamwork) and addressing the unconscious bias that exists with current assessments and grades
• Program data/recruiting priorities available to all applicants
• Ease transition for all residents by building a community among incoming interns prior to immersion in clinical work
• Identify challenges specific to UiM students and implement strategies to address these challenges to facilitate transition for these students
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APGO Receives AMA Reimagining Residency Grant

Through its Reimagining Residency initiative, the American Medical Association (AMA) has awarded APGO a grant of $1.75 million over five years to fund the Transforming the UME to GME Transition: Right Resident, Right Program, Ready Day One project. APGO previously received a grant from the AMA to fund the initial feasibility study for the project. The goal of the project, led by Principal Investigator, Maya Hammoud, MD, MBA, is to:

- Optimize the alignment and compatibility between interested applicants and potential residency programs through the application and selection processes
- Provide incoming (matched) PGY-1 residents with non-faculty development to ensure they have the medical knowledge, skills and support

https://apgo.org/page/transformingtheumetogmetransition