SEARCHING FOR HEALTH CARE CHANGE AGENTS:

The Admissions Process for Students in the Duke Primary Care Leadership Track

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① 6,328 applicants to the Duke MD Program for a class of 125.
② 369 applicants to PCLT
③ 58 PCLT applicants were invited to interview.
④ Duke PCLT made offers of acceptance to 16, seeking an entering cohort of 8 students.
Given the necessity of this winnowing process, How does the PCLT determine which applicants are best suited for our program, a program that seeks to educate and train health care change agents for the 21st century?
Tell Us more about who you are. You may provide additional information that expands your self-identity where gender identification, racial and/or ethnic self description, geographic origin, socioeconomic, academic, and/or other characteristics that define who you are as you contemplate a career that will interface with people who are similar AND dissimilar to you. You will have the opportunity below to tell us how you wish to be addressed, recognized and treated.

1. What is your current gender identity?
2. What was your assigned sex at birth?
3. What pronoun do you want people to use to describe yourself?
4. If one of the above identities do not best describe you, then what identity do you feel most comfortable with? I self-identify as...
5. Race/Ethnicity/Geographic Origin/Socioeconomic Status/Advantage/Disadvantage/ Religious Affiliation
   In addition to the broad categorization of race, ethnicity, geographic origin, socioeconomic status as provided through your AMCAS application, you may use the text box below to provide additional clarifying information that may reflect the impact of any of these parameters on your development thus far as well as the impact that these may have had on your path to a career in medicine and your plans for the future.
1. Describe a successful leader. What type of leadership skills do you want to cultivate in your training experience and how do you envision doing that?

2. Have you engaged with communities in the past? How do you hope to understand and impact communities in the future?

HUMILITY
SENSE OF SELF
PURSUIT OF GOALS
ADVOCACY, SELF-ADVOCACY
SERVICE
TEAM
1. Duke’s Multiple Mini-Interview Process (MMI’S) (Speed Dating for Medical School!)

- Multiple Mini Interviews (MMI) is a behavioral interview method where applicants do a circuit through multiple interview stations.
- Other (Stanford, UCLA, U/Michigan, U/Cinn) medical schools demonstrated that MMI is effective in testing numerous areas of clinical competency and is a valid predictor of future performance as a clinician.
QUALITIES ASSESSED IN THE MMI’S

* Ethical/Moral Judgment
* 🧠 Critical thinking/problem-solving skills
* 🧠 Self-Awareness
* 🧠 Conflict Resolutions
* 🧠 Emotional intelligence
* 🧠 Professionalism
* 🧠 Ability to give and take instructions in the solving of a common problem/leadership style
The PCLT Interview

- Question 1: Why PCLT?
- Question 2: Why Primary Care?
  (Do they appreciate the need to understand and work with a community to design an efficient and effective health care system? (Either “Tell me about a time you worked with members of your community on a project” or “What is the role of community members and/or patients in designing an efficient and effective health care system?)
- Question 3: What does Cultural Competence mean to you?
- Question 4: “Tell me about a time you advocated for yourself” and “tell me about a time you advocated for someone else.”
  (Are they self-starters and can they advocate for themselves in new situations and for their patients?)
Question 5: On a scale of 1-10, 10 being the most organized, what number would you give your organization habits? (Can they handle a schedule that may need to change at the last minute and require excellent communication with preceptors and patients? - “Think about a time when your schedule had to change at the last minute. How did you handle this? If the change affected anyone else, how did you communicate it?”)

Question 6: Describe yourself in 3 words. If you were going to change something about yourself what would it be?
The Final Steps toward Admission of Health Care Change Agents

* PCLT Interviewers rank the applicants.
* All PCLT applicants are presented to the School of Medicine Admissions Committee. They are presented at the same time as traditional MD candidates and must be accepted by the Committee as an MD student in the PCLT track.
* The Committee may also offer acceptance to a student for the traditional MD track that PCLT has decided not to accept.
* PCLT accepts 8 students into the program each year.
Challenges in the Search for Health Care Change Agents

* An “early” commitment to Primary Care.

* A small cohort?

* Our applicants are amazing human beings! They usually have multiple choices as to where to attend medical school.
PCLT 2016 Health Care Change Agents
Questions?