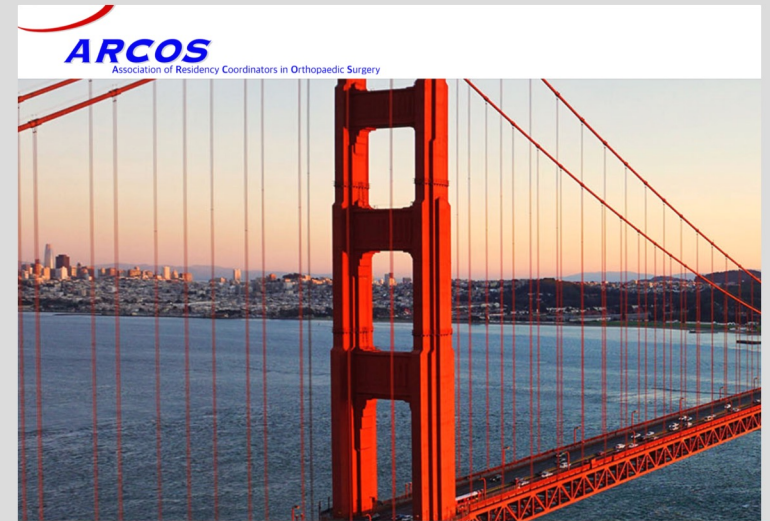




thalamus
connecting the docs



- Senior Account Manager, Thalamus

A little bit about me



Senior Account Manager Terri Feist

Terri has over 12 years' experience as a GME residency coordinator. She has co-authored several publications regarding GME and coordinator burnout. Fun fact: Thrift-shopping and flipping furniture makes me happy!

<http://linkedin.com/in/terriffeist>

TO THE EDITOR

Program Administrator Burnout: More Than a Wellness Issue

Ewen and colleagues captured valuable information in their recent survey article, "Residency and Fellowship Program Administration Burnout: Measuring Its Magnitude."¹ The authors used the term "program administrator" (PA) to capture the job title of residency and fellowship program coordinators (PCs). Utilizing the Copenhagen Burnout Inventory,² the authors found elevated mean burnout scores in all 3 domains (personal, work-related, and client-related). Median time in the current PA position was less than 5 years. Quantitative factors that accounted for higher burnout scores included more years in graduate medical education (GME) and lack of wellness activities offered by the institution.

Will offering more wellness activities for PCs increase job longevity and reduce burnout? We suggest there are more germane considerations such as insufficient training and support for the coordinator position.³ For example, in one survey of child neurology residency PCs, most respondents reported to a direct supervisor with no GME knowledge and had outdated, inaccurate, or unprofessional job descriptions and titles that had not been reviewed or updated since the onset of the Next Accreditation System (NAS). Lack of sufficient job training, support staff, salary support, faculty knowledge, and allocated time were common, as were working at home and unpaid overtime.⁴ A number of these problems were linked to lower compliance with NAS implementation.⁵

Increasing demands and tracking required by the Accreditation Council for Graduate Medical Education (ACGME) at the resident and program levels fall squarely on the shoulders of PCs. The ACGME, in the Background and Intent section of the new Common Program Requirements, describes the PC as "critical to the success of the program" and "a member of the leadership team" who "must possess skills in leadership and personnel management."⁶ High turnover and burnout likely result from the discrepancy between these ACGME requirements and the lack of recognition in many institutions of the managerial function, leadership, and independent decision-making by PCs

in GME training programs.⁴ As a way to validate this, the ACGME could begin tracking PC turnover. Our survey found 33% PC turnover in the prior 12 months.⁴ We agree with recommendations by Ewen et al to add wellness activities.¹ However, we suggest that addressing the root causes of PC burnout and high turnover with possible solutions should be the next step in improving GME. What is needed are fundamental changes in the understanding of the managerial PC role by institution leadership and human resources departments followed by restructuring GME administration and PC job titles.

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DOI: <http://dx.doi.org/10.4300/JGME-D-19-09023>

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How Thalamus Promotes Program Coordinator Wellbeing



Unsung heroes: A forum for GME Program Coordinators on burnout & turnover



1. History of Thalamus
2. AAMC Thalamus collaboration offerings
3. Product Demo
4. Training and Support
5. Best Practices, Tips and Tricks
6. Next Steps






Getting to know Team Thalamus!



Celebrating
10 YEARS
Serving GME • 2014–2024

Mission-driven organization, social impact focused to close gaps of access for all and increase diversity in medicine.

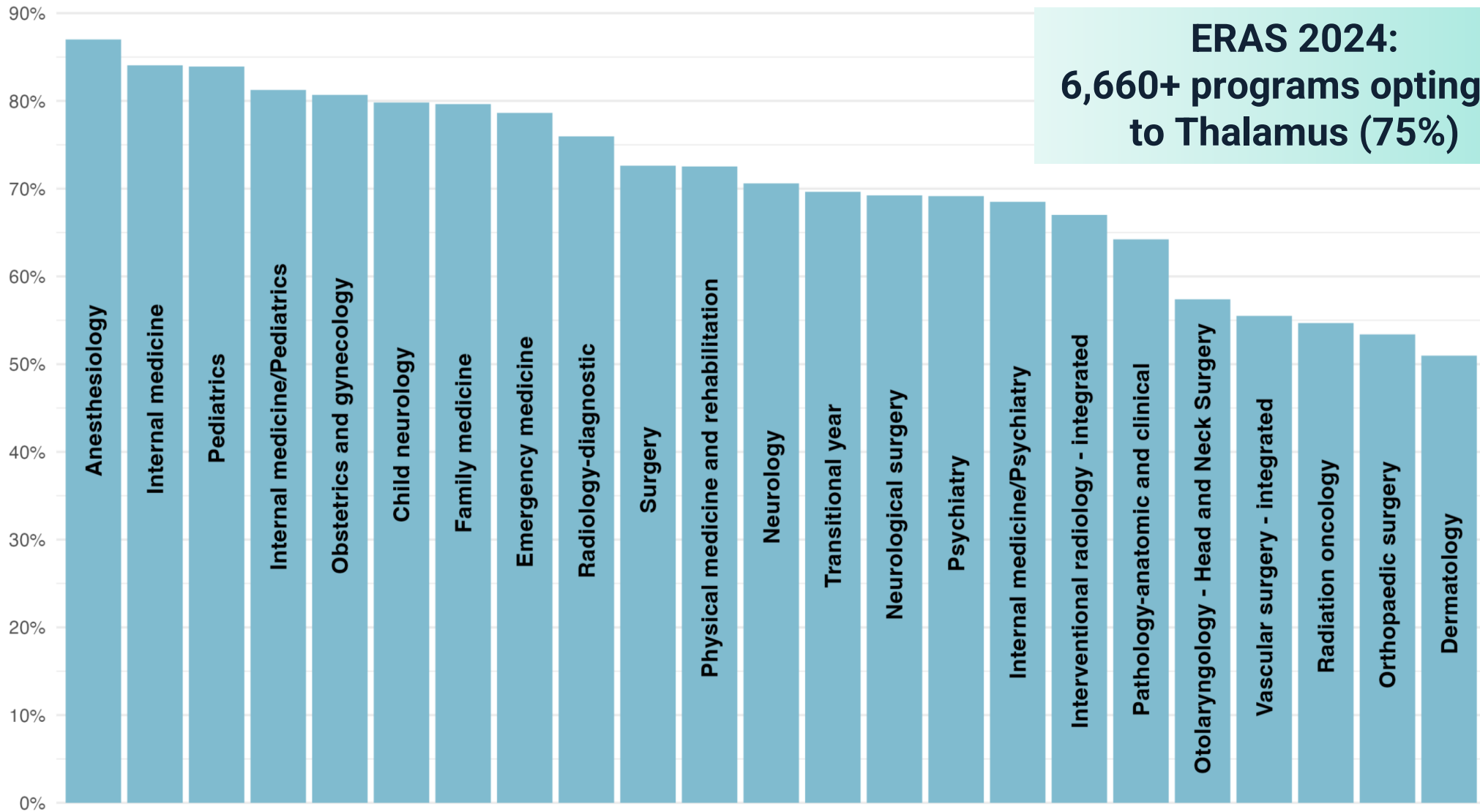
AAMC Thalamus Collaboration: What's Included?

What's included complimentary			Available for an additional fee ^{*†}	
 Interview scheduling and management	 Itinerary building	 Data and analytics dashboard	 Tech-assisted holistic application review	 Video interview platform
<small>* Institutional discounts are available.</small>				

ERAS/PDWS is not going away – applications will still come into PDWS

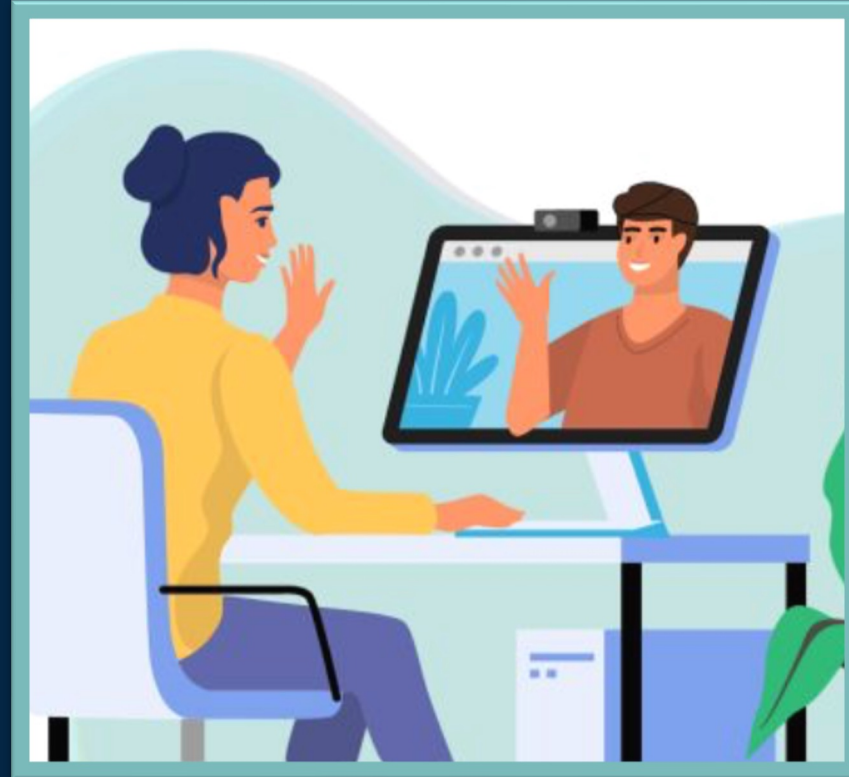
ERAS Scheduler no longer available for 24/25 Season

Widespread adoption of AAMC/Thalamus Collab



**ERAS 2024:
6,660+ programs opting-in
to Thalamus (75%)**

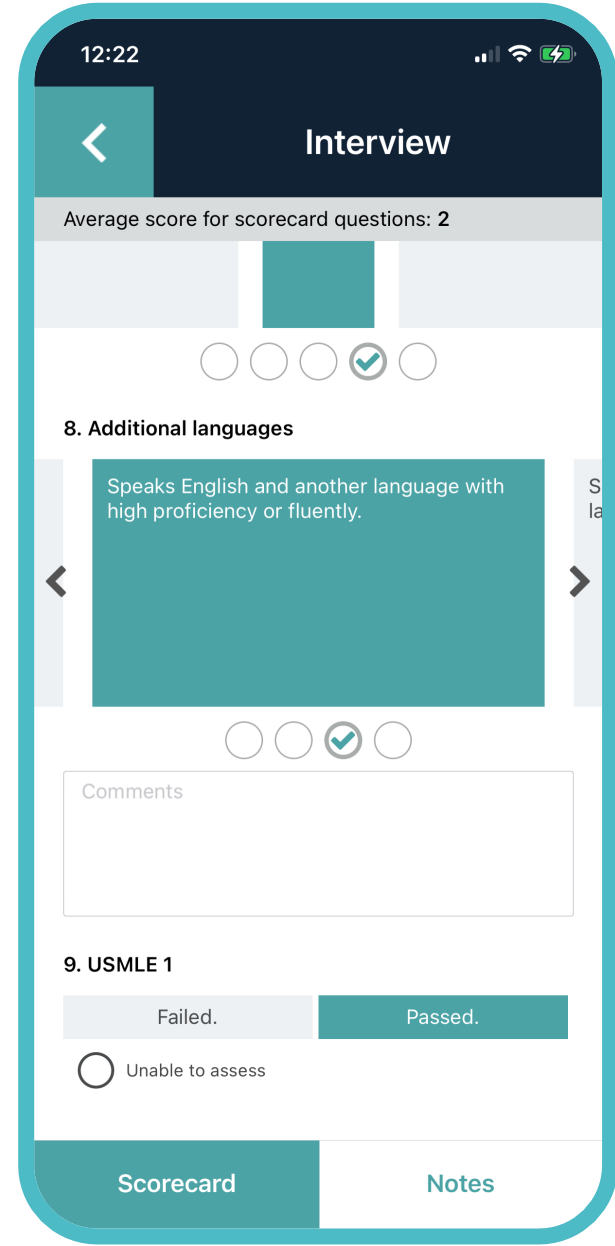
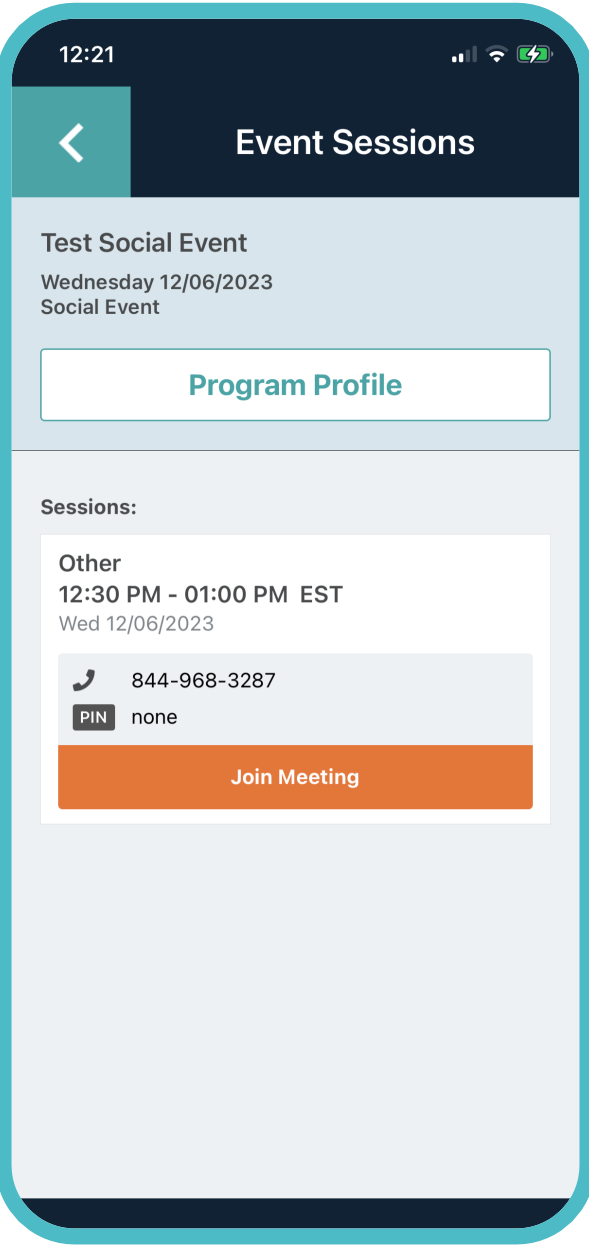
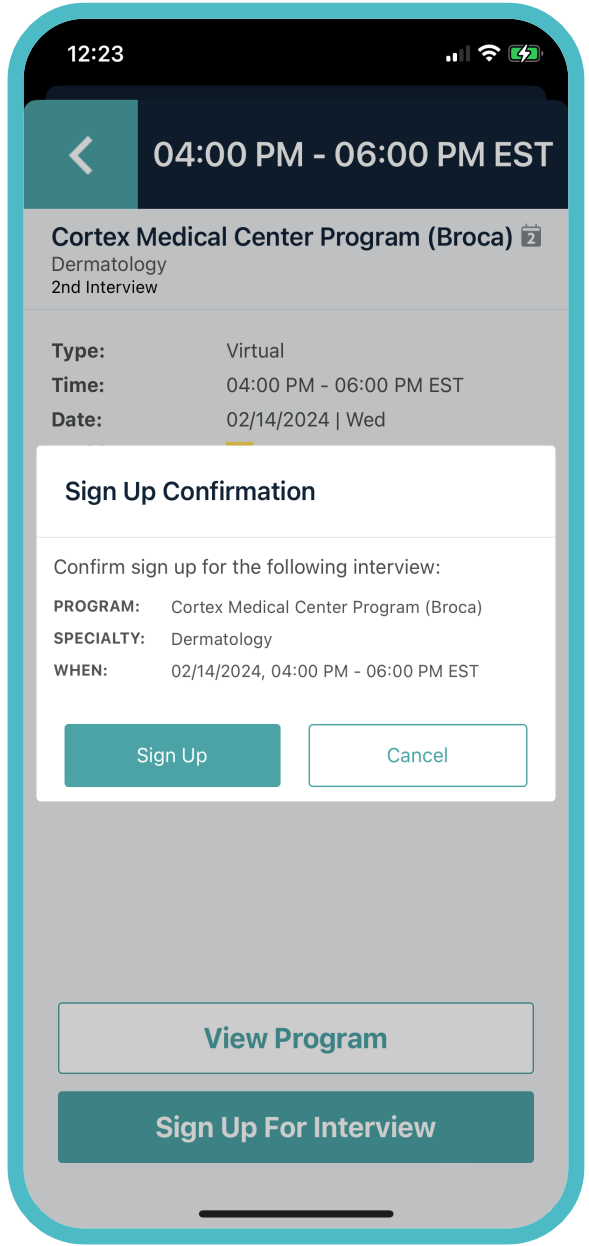
Applicants!



One Calendar!

The screenshot displays the Thalamus calendar interface. At the top, there's a navigation bar with 'thalamus connecting the docs' logo, 'Dashboard', 'Calendar' (selected), 'Schedule', 'User Guide', and 'My Profile'. On the right, the user 'John Moore Applicant' is logged in. Below the navigation, there's a sidebar with sections: 'CONFIRMED INTERVIEWS', 'CONFIRMED SOCIAL EVENTS', 'MY PROGRAMS' (with a list of universities and toggle switches), and 'WAITLISTS'. The main area shows a calendar for 'October 2022' with a 'Legend' and 'month' view selector. The calendar is currently viewing 'Waitlisted Events'. A legend on the right explains various icons: green square for 'More than 4 positions remaining', orange square for 'Less than 4 positions remaining', red square for 'Date Full/Wait list sign up available', clock for 'Signed up for Wait list', lock for 'Sign up Locked', grey lock for 'Cancellation Locked', black square for 'Confirmed Interview', 'P' for 'Personal Event', '1' for '1st Interview', '2' for '2nd Interview', '3' for '3rd Interview', '4' for '4th Interview', and 'Social Event' icon. The calendar grid shows events for various universities like University of Washington, New York University, University of Pennsylvania, University of Rochester, Stanford University, University of Florida, University of Colorado, and University of Vermont, with dates and times listed.

Mobile – Schedule, Virtual Interviews, Evaluations!



Applicant Surveys!

Pre-Interview - Child Neurology Program ✕
Not Anonymous

What are your research interests?

Do you have any dietary restrictions?

Select an option ▾

Do you have any connections to our city, program, etc that you'd like to share?

Pre-Interview

Thank You - Post-Interview Survey ✕
Anonymous

Did you enjoy the time spent during the day with our current trainees?

Select an option ▾

Was there enough information provided to you about our program in order to help in your decision making process?

Select an option ▾

Please let us know if there is anything missing from the interview day:

Post-Interview

Post-Match - All Applicants ✕
Anonymous

If you did not rank our program highly, what is the number one factor influencing the decision?

Please provide any suggestions to improve our residency interview experience

Post-Match



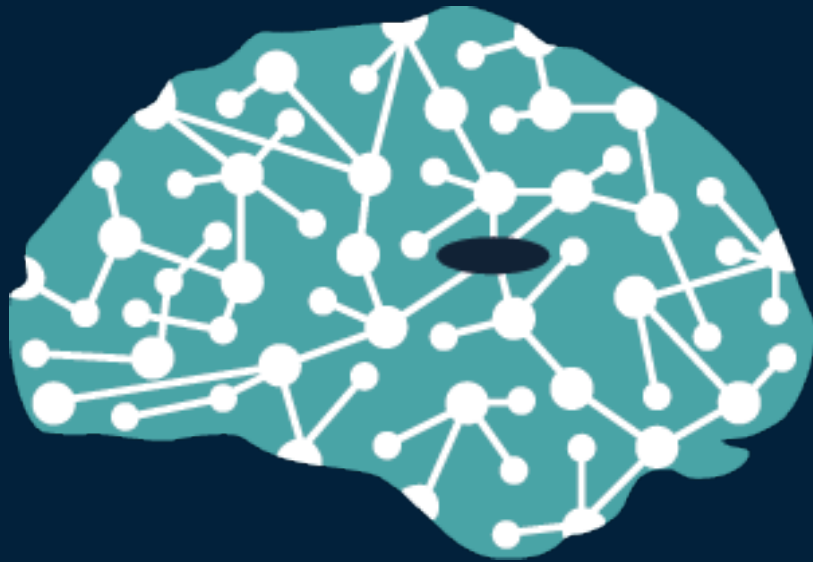
Anonymous!



- 24x7 Support – Former Administrators
- Weekly Live Training Sessions
- On-Demand Training & Snippet Videos
- Online Resource Guides
- Coming Soon: Thalamus Learning Academy

Best Practices, Tips and Tricks!

- ❖ The Program Profile section can include requirements such as sample contracts & links to benefits.
- ❖ Incorporate itineraries into Thalamus (whether interviewing in-person or virtual).
 - Saves time - no need to email out itineraries to applicants!
- ❖ Use the Thalamus Facesheet/Roster to provide faculty a pdf of all interviewees.
- ❖ Scores entered in Thalamus build the rank list!
 - ❖ The Rank List Roster can display photos, scores, etc.
 - ❖ Save hours – no need for spreadsheets or PowerPoints!
 - ❖ Rank list in Thalamus Core feeds into your programs' Cerebellum data!
- ❖ Rank list exports as an “NRMP.TXT” file for NRMP upload!
- ❖ Indicating applicants as “Matched” in Thalamus Core feeds into Cerebellum data!



Thalamus Demo

Coming Soon (This Spring):



Opt-in for
Thalamus via
EPM in the
PDWS

To learn more about
Thalamus Video
and Cortex:



Thank you!

Questions?

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