Assessing SELECT Student Preparedness and Application of SELECT Competencies During Clerkships. An Interview-based Longitudinal Cohort Study.

Catherine Lee  
USF MCOM-LVHN Campus, catherine.lee@lvhn.org

Rahul Mhaskar MD, MPH, PhD  
University of South Florida Morsani School of Medicine, Tampa, Florida, rmhaskar@health.usf.edu

Joann Quinn PhD  
USF Morsani College of Medicine

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Assessing SELECT Student Preparedness and Application of SELECT Competencies During Clerkships.

An Interview-based Longitudinal Cohort Study

Catherine S. Lee, Rahul Mhaskar, and Joann Quinn
Lehigh Valley Health Network, Allentown, PA

Background

- Lack of individuals who excel in both clinical medicine and management within a rapidly growing and complex health care system
- Need for physician-executives who not only understand the challenges of delivering medical care but can also navigate the broader health care system with astute management skills
- Building an emotionally intelligent medical school curriculum with SELECT: Scholarly Excellence, Leadership Experience, Collaborative Training
- Emotional Intelligence, pioneered by Richard Boyatzis and Daniel Goleman, helps define resonant leaders who establish deep emotional connections with others, bring out the best in their people, and build resilient, adaptive organizations.
- Emotional intelligence training positively influences patient satisfaction and may enhance medical education and healthcare outcome.

Problem Statement

Medical students often feel that the transition to residency is inadequate and so SELECT was designed to combat this issue by offering more preparation in emotional intelligence.

This interview-based study assessed:
1. how adequately prepared SELECT medical students feel,
2. how they apply SELECT competencies during clinical rotations.

Methods

- IRB approved in March 2015
- Interview questions piloted, then performed at USF and Lehigh Valley campuses
- Video and audio recorded for each interview
- Data analyzed by two individual codes with the Grounded Theory Analysis
  - Open coding: breaking data into conceptual components
  - Theorizing through memoing: taking field notes about concepts and making observations/insights
  - Theories utilizing the constant comparative method: developing and linking theoretical models around a central category to meld everything together.

Results

- After two years of SELECT, students exhibited strong competencies that were reflective of the curriculum
- Improvements in competencies, especially adaptability and organizational awareness

CODABLE MOMENTS: REPRESENTATIVE QUOTES

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Discussion

- Significant emotional self-awareness, emotional self-control, positive outlook, empathy, conflict management, and teamwork prior to entering clerkships
- Increased adaptability and organizational awareness as students started clinical rotations
- Strengthen cognitive intelligence, health systems, and values-based patient-centered care curriculum in SELECT
- Incorporate training of future physician-leaders into all medical school curriculum
- Emotional intelligence is the key…
  - To lower rates of burnout
  - To increase resiliency
  - To successful teams
  - To the achievement of goals
  - To turning vision into action
  - To encourage a culture of honest assessment, personal and organizational growth, and positive change

Conclusions

- SELECT Principles
  - Discussion of SELECT curriculum with mentors and subjects
  - Personal goals: qualitative research knowledge base, PDP of Inspirational Leadership and Conflict Resolution, publish results
- Continuation of assessment, whether in interview-form or survey-based
- Future studies will address participation and loss to follow-up
- Positive impact of SELECT curriculum on student preparedness for clerkships
- Validation of SELECT curriculum as training to create future physician-leaders

REFERENCES

Please use a QR code reader to access References and associated Appendices.

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