

HENNEPIN COUNTY MEDICAL CENTER FAMILY MEDICINE RESIDENCY

FACULTY INTERVIEW FORM (1)

Teaching faculty

MEDICAL KNOWLEDGE

Applicant _____ School _____

Interviewer _____ Date _____

1. What is your assessment of this applicant's academic performance? Consider board scores, number of attempts at USMLE, letters of reference (preferably from US experience with an MD who is not the applicant's cousin), Dean's letter (MK)

1 2 3 4 5

- 5= Top third of class with research and / or other awards, both scores above 80, passed on first attempt, passed USMLE
4= Top third of class, or middle third with awards, scores above 80 but one fail or scores 76-79, passed on first attempt
3= Solid applicant, middle third of class, good letters, scores above 80 with 2 fails, or scores 76-79, 1 fail
2= Bottom third, or some difficulties, repeated some classes but has successfully remediated, scores 76-79, 2 fails
1= Marginal overall performance, letters raise serious concern, scores 75, more than 2 fails

2. What is the extent of the applicant's scholarly activity experience?

1 2 3 4 5

- 5= Peer reviewed original research including poster presentations, journal article
3= Non peer reviewed activity
1= No scholarly activity at all

3. What is your assessment of the resident's medical knowledge as determined by his /her response to questions about one of these 4 disease states?

- Depression: A 45 year old woman comes to you stating that she is depressed
- Diabetes: A 34 year old woman has diabetes
- Acute cholecystitis : A 45 year old Caucasian woman has right upper quadrant pain since last evening
- MI: A 54 year old white male presents with left sided chest pain radiating to his arm.

1 2 3 4 5

- 5= Applicant identifies each of these 5 areas completely correctly- signs and symptoms; pathophysiology; differential diagnosis; labs, treatment plans
3= Applicant identifies 3 areas
1= Applicant identifies none

PATIENT CARE

Applicant _____ Interviewer _____

1. How compassionate or humanistic do you consider the applicant? Has applicant demonstrated any evidence of advocacy for patients or social consciousness? (Prof, PC)

1 2 3 4 5

- 5= Has led or helped organize events or organizations that have benefited others. Demonstrated compassion in activities or behaviors
- 3= Professes interest but has not been involved in extra activities either in school or in the community
- 1= Can not identify or describe any such activities

2. Does the applicant demonstrate ability for critical thinking? Consider ability to be creative in novel situations and show initiative. For example consider the applicant’s answer to this question” What are the strengths and shortcomings of the healthcare system in the US?” (MK, PBLI)

1 2 3 4 5

- 5= Answers a complex question by organizing the response around at least three contingencies
- 3= Demonstrates some initiative. Can give one to two responses for each
- 1= Has minimal ability to formulate an appropriate response

Case scenario- As the interviewer you present the following scenario to the applicant

3.A 67 year old male comes into your clinic in October for ear pain. While reviewing his chart on the Electronic health record, you discover that he has not been to the clinic in a long time and he has had no health screening or preventative care done for about 17 years. What screening or preventative care would you recommend for him at this time?

How would you rate the applicant’s response?

1 2 3 4 5

- 5= Applicant identifies at least 5 of these- (screen BP, lipids, glucose, colonoscopy, tetanus, influenza, pneumovax)
- 3= Applicant identifies 3 of these
- 1= Applicant identifies one

Score _____/30 _____

How fluently does this applicant communicate? (ICS)

1 2 3

- 3= A native English speaker. Articulate communicator. English completely understandable
- 1= Significant communication difficulties due to lack of English fluency, poor grammar, unintelligible accent

What is your overall impression of this applicant?

1 2 3 4 5

- 5= A keeper, one of the best we have ever seen. Applicant presented him/herself exceptionally. A superior fit for this residency program
- 3= Solid applicant. Applicant presented him/herself acceptably. Good fit for this residency program
- 1= Not acceptable. Do not rank

Comments _____

Signature _____

Thank You!!

Faculty interview form 1

HENNEPIN COUNTY MEDICAL CENTER FAMILY MEDICINE RESIDENCY

FACULTY INTERVIEW FORM (2)

Behavioral Medicine Faculty

PROFESSIONALISM

Applicant _____ School _____

Interviewer _____

1. What is the strength of this applicant's interest to Family Medicine? Is there evidence of more than theoretical interest in the specialty?

1 2 3 4 5

- 5= Long term and strong interest with both philosophical and behavioral support. Exposure to FM rotations or clinical experience. Understands the concepts of the Specialty
- 3= Interest in Family Medicine, but no previous exposure
- 1= No mention of interest in personal experience. Applying in other residencies

2. What is the strength of this applicant's commitment to our central mission? Consider cultural fluency or a willingness to become fluent, interest in underserved populations, public health interest

1 2 3 4 5

- 5= Thoroughly understands our mission
- 3= Theoretical interest in care of the underserved, some cultural understanding
- 1= Does not know that we have a mission, needs a residency, this one will do

3. What is the applicant's ability to define professionalism?

1 2 3 4 5

- 5= Applicant identifies at least 5 of these- puts patient first, high ethical and moral standards, patient advocate, humanistic qualities (honesty, integrity, compassion, empathy); accountability, culturally competent, committed to learning
- 3= Applicant identifies 3 features of professionalism
- 1= Applicant identifies one

4. How would you rate the applicant's answer to the following scenario?

One of your fellow interns is a close friend. You know of his past history of drug abuse. You notice that recently, he has been late for rounds, leaves early, is gone for hours during the day with no explanation, and being excessively tired. You are suspicious that he is using again. What should you do?

1 2 3 4 5

- 5= You report him to more senior resident or faculty, since it is your professional duty to do so.
- 3= Talk to him about your observation and tell him to quit
- 1= Do nothing since you are not sure that your suspicions are correct and correct his errors with patients

5. What other information would you like to share about yourself that would help me to understand why you should be selected into this residency program ?

INTERPERSONAL AND COMMUNICATION SKILLS

Applicant _____ Interviewer _____

- 1. How well rounded do you perceive the applicant to be?
 1 2 3 4 5
 5= A renaissance person, speaks three languages, writes poetry, plays two musical instruments and excels in at least one sport
 3= Significant outside interests and skills that contribute to a larger understanding of the world and humanity
 1= Hasn't done anything but study for as long as he or she can remember. Can't tell you the name of the last non medical book that they read

- 2. Does this applicant demonstrate the maturity, assertiveness and personality characteristics to succeed in our hospital, with our residents, faculty and staff?(ICS)
 1 2 3 4 5
 5= Reminds you of our best liked, easiest to get along with residents. Confident without being obnoxious
 3= Average applicant, probably won't have problems, but won't add anything either
 1= An applicant who may have great difficulty fitting in with us. Timid or anxious

- 3.Can the applicant tell you of a personal leadership experience?
 5= Applicant identifies both things that were done well as well as things that they could have done differently
 3= Applicant can identify only things that were done well or things that they would have done differently but not both
 1= Applicant cannot identify a leadership experience

Score _____/35

How fluently does this applicant communicate? (ICS)

- 1 2 3
 3= A native English speaker. Articulate communicator. English completely understandable
 1= Significant communication difficulties due to lack of English fluency, poor grammar, unintelligible accent

What is your overall impression of this applicant?

- 1 2 3 4 5
 5= A keeper, one of the best we have ever seen. Applicant presented him/herself exceptionally. A superior fit for this residency program
 3= Solid applicant. Applicant presented him/herself acceptably. Good fit for this residency program
 1= Not acceptable. Do not rank

Comments _____

Signature _____

Thank You !!

HENNEPIN COUNTY MEDICAL CENTER FAMILY MEDICINE RESIDENCY

FACULTY INTERVIEW FORM (3)

Program Director

PRACTICE BASED LEARNING AND IMPROVEMENT

Applicant _____ School _____

Interviewer _____

1. Applicant can appropriately reflect about areas of strengths and weaknesses

1 2 3 4 5

5= Applicant can identify both strengths and weaknesses and can identify growth areas

3= Applicant can appropriately identify both strengths and weaknesses

1= Applicant can identify no strengths or weaknesses

2. Applicant can appropriately identify a case observed in medical training and reflect on a needed improvement

1 2 3 4 5

5= Applicant identifies a case and appropriately identifies the care deficit and problem solved potential improvements

3= Applicant identifies a case but could not list any needed improvements in care

1= Applicant cannot identify any cases

SYSTEMS BASED PRACTICE

1. Applicant can identify challenges and solutions to working effectively with the diverse non- English speaking immigrant populations who are patients Whittier Clinic

1 2 3 4 5

5= Applicant identifies both challenges and solutions

3= Applicant can identify either only challenges but no solutions

1= Applicant can identify neither

2. Applicant can identify one argument for and one argument against of universal health care

1 2 3 4 5

5= Applicant identifies both pros and cons

3= Applicant can identify either pros or cons

1= Applicant can identify neither

Score _____/20

How fluently does this applicant communicate? (ICS)

1 2 3

3= A native English speaker. Articulate communicator. English completely understandable

1= Significant communication difficulties due to lack of English fluency, poor grammar, unintelligible accent

What is your overall impression of this applicant?

- 1 2 3 4 5
- 5= A keeper, one of the best we have ever seen. Applicant presented him/herself exceptionally. A superior fit for this residency program
- 3= Solid applicant. Applicant presented him/herself acceptably. Good fit for this residency program
- 1= Not acceptable. Do not rank

Comments _____

Signature _____

Questions from applicant

Score summary

Interview	Score
Core faculty (30)	
Behavioral faculty (35)	
Program Director (20)	
Resident	
Total	