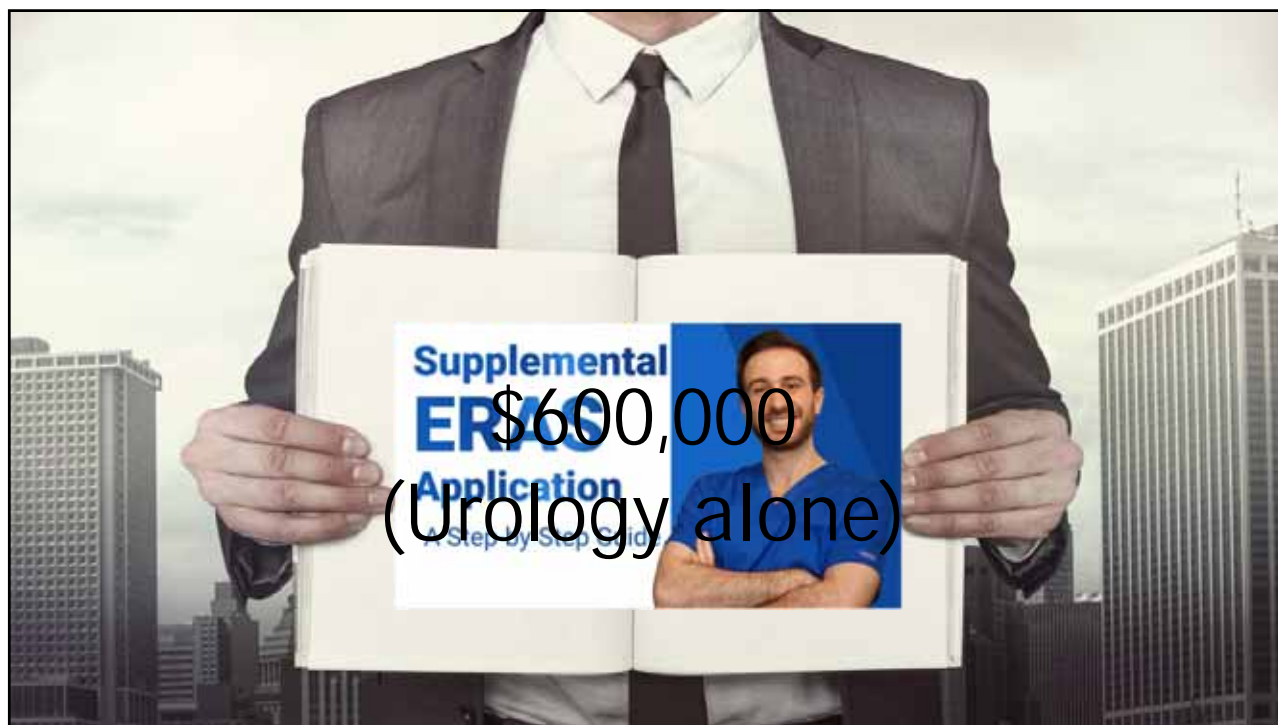


DEVELOPMENT OF IDEAS



Jamie Landman, Mark Jordan, Michael Schwartz, MD, Louis Kavoussi, MD  
University of California Irvine and The LIJ Hofstra/Northwell Urology Training Programs

1



Supplemental  
**ERAS**  
Application  
A Step by Step Guide

\$600,000  
(Urology alone)

2



3



4





7

THE ADVERTISEMENT



THE FREQUENT DELIVERY



8

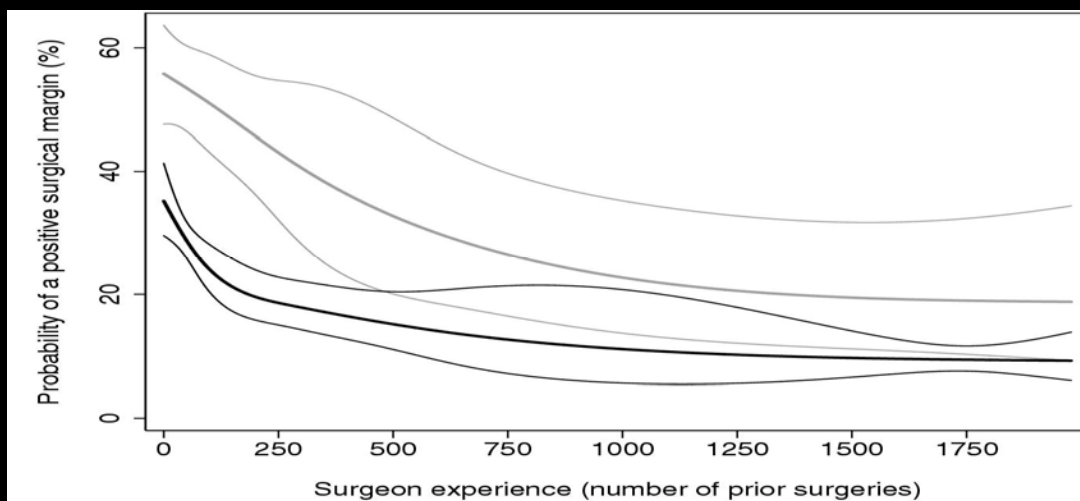
## CURRENT MODEL - NATURAL EVOLUTION



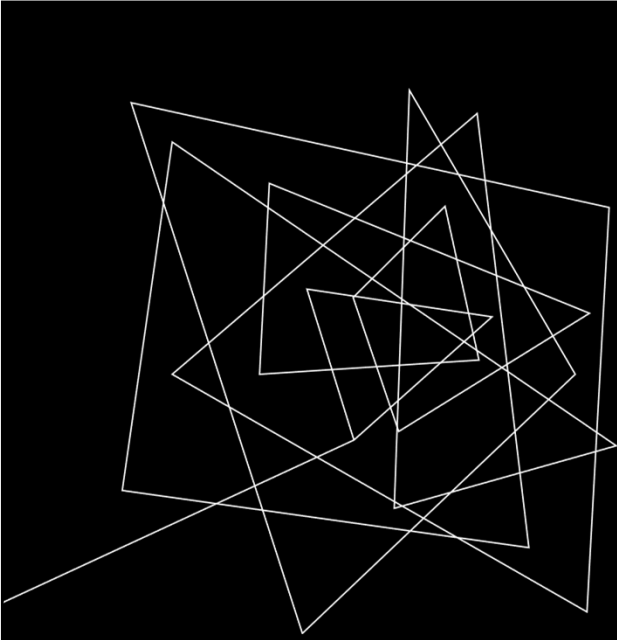
Grover et al Surg Clin North AM 2016 Feb;96(1):47-57

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## VARIABILITY & LEARNING CURVES



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WHAT WE WANT...

GOOD PEOPLE WHO  
WE CAN TRAIN TO BE  
GOOD SURGEONS

HOW DOES OUR  
CURRENT PROCESS  
PERFORM?


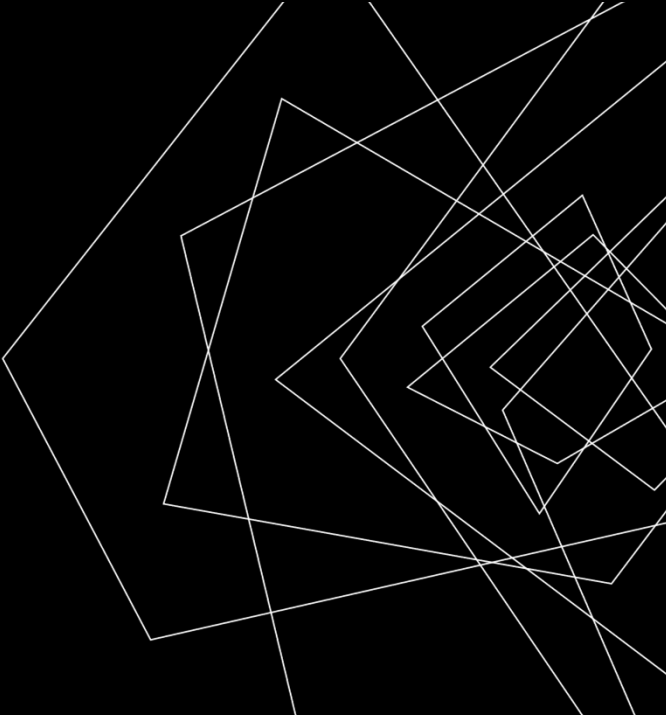
CAN WE DO BETTER?



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PRE-MATCH PILOT FOR  
THE 2024 MATCH

UC Irvine  
LIJ Northwell/Hofstra  
Open invitation



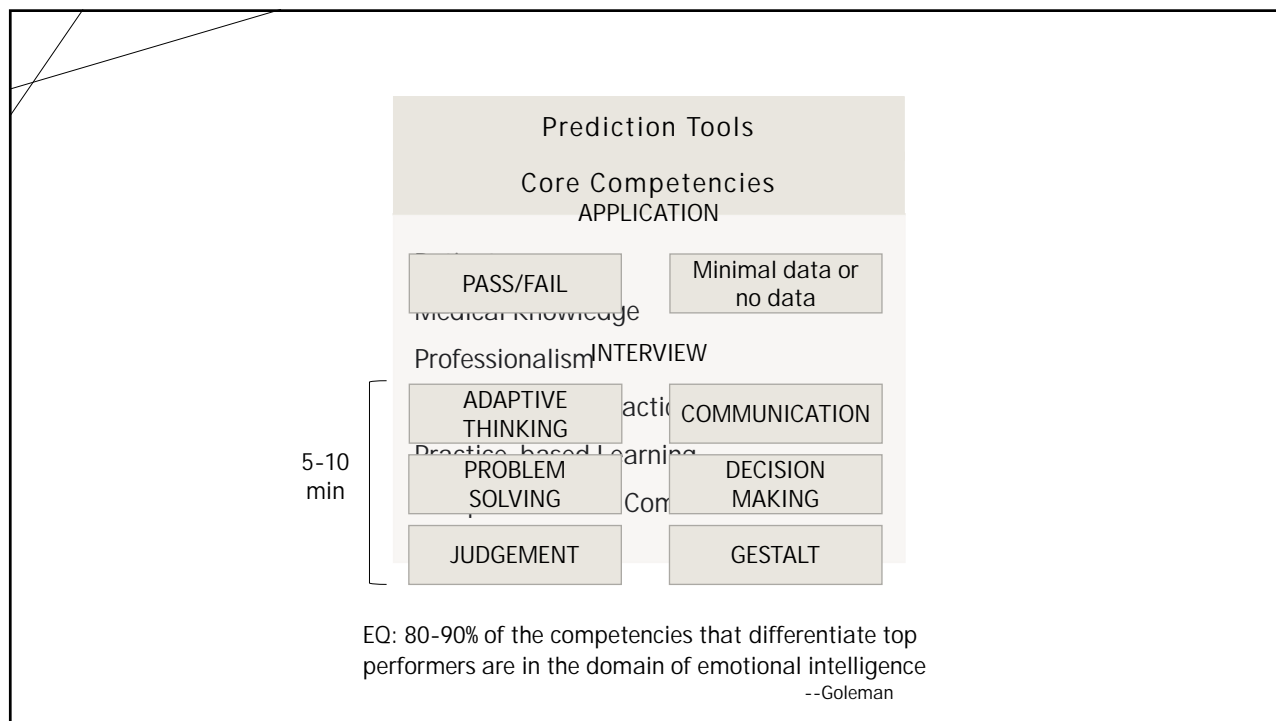
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## APPLICATION

- Open to all US medical students in good standing and passed USMLE Step 1
- Will occur in spring/summer before match begins
- Application will have no other prior performance data
- Initial screening assessment, then select individuals to interview (20-30 per participating program)



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HOW TO PRE-SCREEN?

CASPER

HOGAN


McKinsey & Company

AAMC  
PREview™  
Professional  
Readiness Exam


TalentSmartEQ



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<p><u>Two Sections</u></p> <ul style="list-style-type: none"> <li>• Word-based scenarios</li> <li>• Video-based scenarios</li> </ul>	<p><u>15 Scenarios</u></p> <ul style="list-style-type: none"> <li>• 3 open-ended questions</li> <li>• Typed response</li> <li>• Video response</li> <li>• Raters all different</li> </ul>	<p><u>100-120 min</u></p> <ul style="list-style-type: none"> <li>• Two short breaks</li> </ul>
<p>Scoring on a 9-point Likert scale (unsatisfactory to superb)</p>		
<p>Costs of pre-assessment to be covered by participating programs \$60/applicant + \$100/accepted applicant</p>		



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## INTERVIEW DAY METRICS

<p><b>INTERPERSONAL COMMUNICATION SKILLS</b></p> <p>Origami exercise</p>	<p><b>LEADERSHIP</b></p> <p>Escape room scenario</p>
<p><b>CASE SCENARIO ALGORITHM</b></p> <p>Adaptive Thinking Problem solving</p>	<p><b>SKILLS ASSESSMENT</b></p> <p>Performance improvement, not baseline skill</p>



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ORIGAMI - METRICS

Communication (giving and receiving instructions)  
Calm vs Frustration  
Teamwork

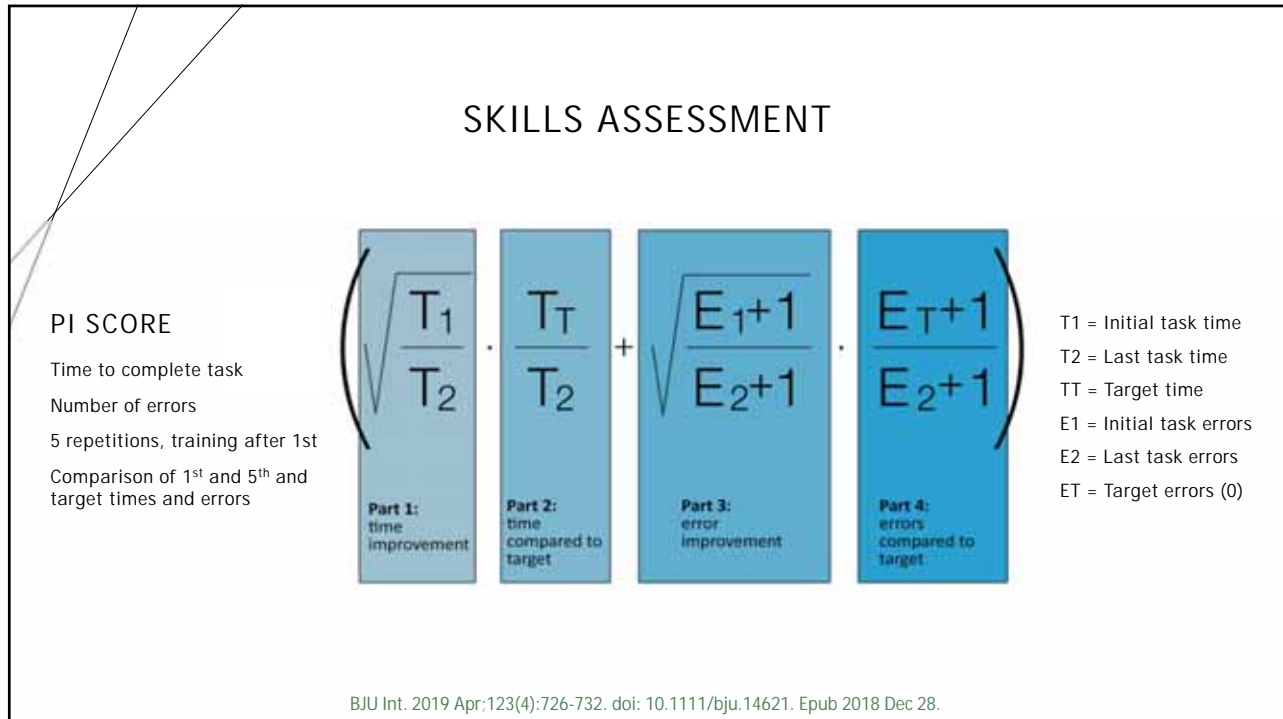
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ESCAPE ROOM

Leadership  
Teamwork  
Out-of-the-box thinking  
Selective perception  
Curveballs

20



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# POST INTERVIEW

- Top scoring students offered positions into participating programs
- All others will participate in the SAU Match
- IF a Pilot program does not fill it will wait until after the SAU match to fill slots.
- Scores of all students participating will be released to respective programs and students after the SAU Match
- Longitudinally assess students (needs to be built)

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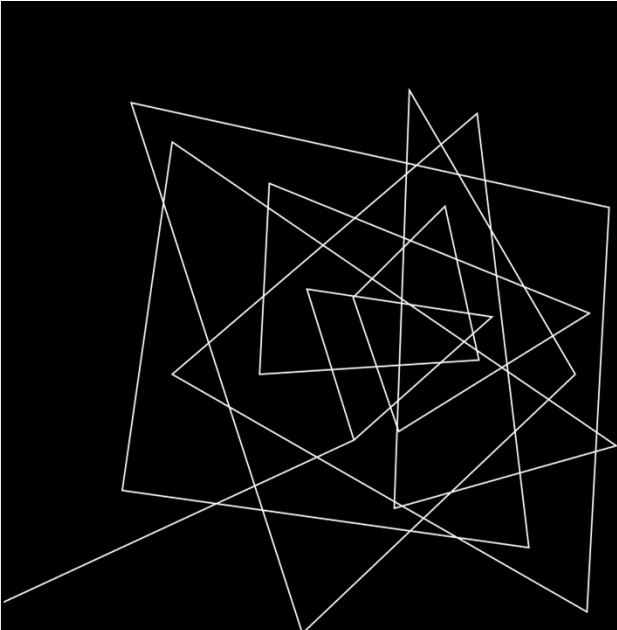
## GOALS AND CONCLUSIONS

- Maintain and ultimately improve quality of individuals pursuing urology
- More holistic approach
- Increase diversity
- Determine what matters to the next generation
- Include input to process from all participating programs
- Technical skills testing and assessment is crucial
- Develop this in applicants
- Change Medical Schools
- Change Residency Training

Change is hard,  
but it has to start somewhere  
We can be the change.



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## TIMELINE


IF INTERESTED, NEED TO KNOW SOON (FEB 1<sup>ST</sup>)

ANNOUNCE IN MARCH/APRIL

PRE-SCREEN MAY/JUNE

INTERVIEW DAY AUGUST

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