



AT THE FOREFRONT

**UChicago**  
**Medicine**

# Resident/Fellow Recruitment

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2022 – 2023



*At the University of Chicago, in an atmosphere of interdisciplinary scholarship and discovery, the **Pritzker School of Medicine** is dedicated to inspiring diverse students of exceptional promise to become leaders and innovators in science and medicine for the betterment of humanity.*



# University of Chicago

- **Founded in 1892 by John D. Rockefeller**
- **Located in Hyde Park neighborhood**
- **Globally recognized University with 5,971 undergraduate students and 9,394 graduate and professional students**
- **Home to more than 90 Nobel Laureates**



AT THE FOREFRONT

**UChicagoMedicine**

# Why GME Matters

According to ACGME,  
one out of 7 active  
physicians in the US is  
a resident or fellow

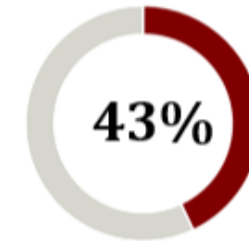


At the University of  
Chicago Medicine, we  
have 1,017 residents  
and fellows



*~10% of the hospital  
care team*

Our surveys reveal  
~43% of our graduates  
stay in the Chicagoland  
area



# Resident Engagement

- GMEC Meetings
- Intern Café (First 3 months of training)
- GME Chief Resident Council (Quarterly)
- Resident Forum
- Annual GME Town Hall
- GME Open Forum
- Resident Advisory Council for Health System
- GME IGNITE (Improving GME-Nursing Interprofessional Team Experiences)



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**UChicago Medicine**



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# University of Chicago Medicine

- 9,406 Employees
- 2,491 Nurses
- 870 Attending Physicians
- 1,017 Residents & Fellows
- 811 Licensed Beds
- 106,641 Emergency Room Visits
- 485,429 Ambulatory Visits
- 32,708 Admissions
- 20,896 Surgeries
- 2,807 Births

Source <https://www.uchicagomedicine.org/about-us/overview-and-facts-at-a-glance>

Center for Care and Discovery



Duchossois Center for Advanced Medicine

Comer Children's Hospital



Bernard Mitchell Hospital



# Our GME Team Leadership - Faculty



**Christine Babcock, MD MSc**  
Associate Dean for GME/DIO



**Candice Norcott, PhD**  
GME Director for Well-Being



**Stephen Estime, MD**  
GME Director for Diversity, Equity  
and Inclusion



**Edwin McDonald, MD**  
GME Director for Diversity, Equity  
and Inclusion

# Our GME Team Leadership - Team



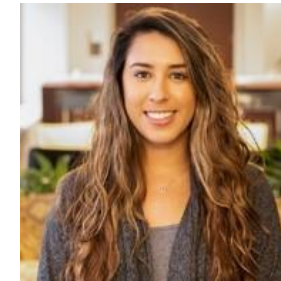
**Megham Twiss**  
Director GME Operations,  
Accreditation,  
and Innovation



**Amanda O'Rourke**  
Director GME, CME and  
Simulation Finance



**Latassa Love**  
Operations Manager



**Ariel Nasca**  
Accreditation Manager



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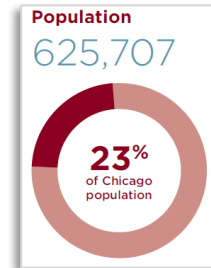
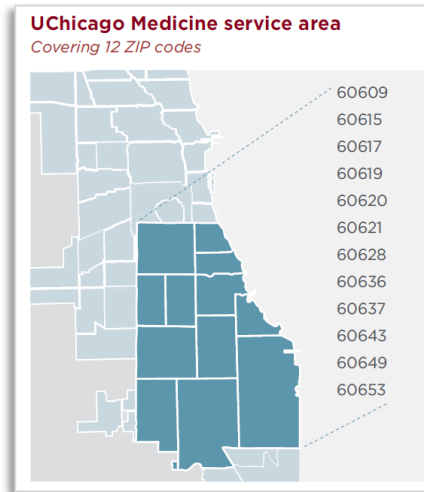
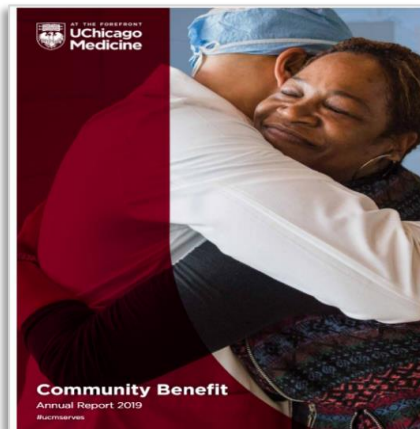


# UChicago and the Surrounding Community

*“As the COVID-19 pandemic has made tragically clear, health disparities in our South Side communities put residents at significantly higher risk for illness – whether chronic disease or viral infection. While UChicago Medicine has made robust investments toward improving health equity, there is a renewed urgency to quickly adapt to this changed landscape and join with community partners in addressing current and evolving healthcare needs.”*

Brenda Battle, RN, BSN, MBA

Vice President of the Urban Health Initiative; Chief Diversity, Inclusion and Equity Officer



The Urban Health Initiative (UHI) is the University of Chicago Medicine’s community health department, which administers our population health and community benefit programs.

UHI Sponsored Programs include:

- Community Grand Round
- Violence Prevention and Recovery
- Health Fairs
- Neighborhood Days of Service
- Talk Radio Health Shows
- Mobile Clinics

## Health care concerns from the community

- Complexity of obtaining and keeping public benefit coverage, such as Medicaid
- High cost of some private insurance plans
- Unequal distribution of health care services and facilities
- Poor health care options for LGBTQ community and people of color

# Community Champions, Our Patients Deserve Excellence!



**Edwin McDonald, MD**  
Director of Diversity and Inclusion for GME



**Alanna Burnett, MD**  
Community Champion



**Ross McMillan, MD**  
Community Champion

Tune into WVON 1690 this Saturday, February 13th 1-2pm to hear Community Champions on the Community Health Focus Hour! Watch via Facebook Live or Tune in Live on WVON 1690AM



Office of Community Affairs Presents  
**SKIN CARE AND HAIR LOSS**  
June, 13th at 6:00pm CST




with **Umar Sheikh, MD**, Dermatologist, UChicago Medicine






**BEHAVIORAL HEALTH: Coping with Grief & Change During the Holidays**  
Join us as we discuss ways of dealing with grief and loss.



**DR. CHIDIMMA ACHOLONU**  
UChicago Medicine




**DR. HEATHER RENFRO**  
UChicago Medicine


ZOOM WORKSHOP  
**MONDAY, NOVEMBER 15 AT 7PM**

AT THE FOREFRONT  
**UChicago Medicine** Urban Health Initiative

Featuring




**Ellen Wagner, MD**  
UChicago Medicine



**Yolanda O'Neal**  
UChicago Medicine

**NUTRITION SERIES PART 2**  
**MEAL PLANNING AND FOOD PREP**  
WEDNESDAY, MARCH 23 AT 6:00 PM



@UCMUrbanHealthInitiative

We have a diverse group of doctors, and they're all excellent. And that's what our community deserves: **Excellence.**  
Anita Blanchard, MD <sup>10</sup>

Chicago Tribune  
**COMMUNITY VOICES: A Q&A from UChicago Medicine,**

In this series, the University of Chicago Medicine examines health-related challenges faced by communities served by the South Side-based academic health system through interviews featuring a variety of perspectives. This is the seventh in a 10-part series

Health | Medicine | Society  
14 Feb 2021 | [View Article](#) | Sponsored by UChicago Medicine

Interview: Dr. Anita Blanchard, Professor of Obstetrics and Gynecology, and Associate Dean for Graduate Medical Education, and Dr. Alanna Burnett Stinson, a resident physician with a strong interest in health disparities, talk about an innovative way to address health inequity.

Q: Tell me about Community Champions, how it came to be, and its pilot project on COVID-19. Dr. Blanchard: I grew up on the South Side of Chicago. I had an impression of the University of Chicago as an impenetrable Ivory tower. I never dreamed that I would actually work here. I've always wanted to make it

a comfortable place, not so imposing, where people feel like it's an inviting place to get preventive care.

We have about 1,000 medical residents and fellows— about 330 of them graduate every year, about 55



*Dr. Anita Blanchard*  
GREGORY YAMAMOTO PHOTO



*Dr. Alanna Burnett Stinson*  
FRANCES SON PHOTO

Dr. Anita Blanchard gregory yamamoto photo Dr. Alanna Burnett Stinson frances son photo

# Academic Affiliation with NorthShore University Health System since July 2009



# Resident Resources



## Resilience Training

Yearly institutional curriculum  
Annual GME Well-Being Month  
Orientation Intro to EAP



## Attending to Foundational/ Basic Needs

Fatigue awareness training  
Call rooms  
Post call transportation service  
On call meal allowance  
Lactation rooms



## Connecting with Leaders

Intern Café  
Quarterly Resident Forum  
Semi-annual Town Halls



## Continuing Resources

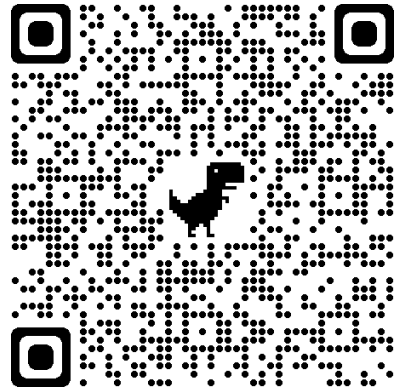
Ombudspersons  
EAP  
Resident Health Program  
Psychiatry and Behavioral Health referrals  
Wellness One-sheet resources  
Monthly Resident Breakfast  
Quarterly social events  
HR sponsored resources

# GME Resources

Visit:

<https://gme.uchicago.edu/>

The GME Handbook, and information regarding contracts and stipends can be found in the “Resources” section.



THE UNIVERSITY OF  
**CHICAGO**  
UChicago Medicine

Graduate  
Medical  
Education



Resident/Fellow Handbook

(Effective, July 1, 2022 - June 30, 2023)



THE UNIVERSITY OF  
**CHICAGO**  
UChicago Medicine

Graduate  
Medical  
Education

# Post-Call Transportation Service



- Residents may be reimbursed for post-call transportation if it is unsafe to drive
- Submit signed receipts to program coordinator





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**UChicago  
Medicine**

OMBUDSPERSONS



**Shellie Williams, MD**  
Department of Medicine



**Steven Zangan, MD**  
Department of Radiology

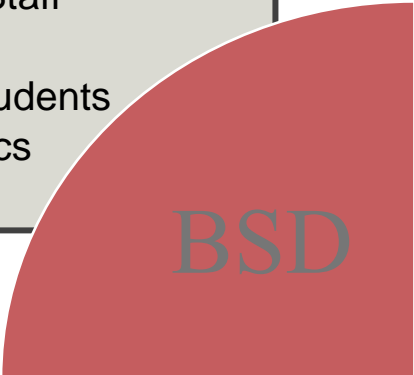


AT THE FOREFRONT

**UChicago Medicine**

# BSD - Diversity & Inclusion

- House Staff
- Faculty
- Grad Students
- Post-docs



**Tobias Spears, PhD**  
Assistant Dean  
Diversity & Inclusion

- LGBTQ Safe Space
- Inclusion Think Shops
- Pathway Programs
- Diversity Grants

**THE INCLUSION MENU**

Meeting | Engaging | Understanding

The Inclusion Menu features 20 minute conversation sessions designed around diversity and inclusion. Unlike programming where you come to us, our programming invites us to you in your faculty & staff meetings, labs, or gatherings. Our goal is to bring diversity and inclusion programs directly to where you work. If you're interested in hosting a session check out the instructions below.

**HOW IT WORKS**

**STEP 1**  
Provide our list of 20-minute program options.

**STEP 2**  
Submit diversity office request to help you with the program you'd like us to facilitate in your department.

**STEP 3**  
You arrange a room and invite participants from your department or lab.

We recommend that you use an existing faculty staff meeting time.

**STEP 4**  
We show up at your scheduled meeting and lead the conversation around the topic you selected.

**PROGRAM OPTIONS**

**1. IMPLICIT BIAS: A PRIMER**  
We're all biased about implicit bias, but few of us understand its magnitude. This session explains the latest in behavioral science to both raise awareness about implicit bias and identify strategies to reduce its impact.

**2. EXAMINING PRIVILEGE**  
This session engages a conversation about how things aren't equal, or maybe they look to be equal, but aren't. It's not an awareness program, it's a program that helps those with privilege of social status. This session can be followed to focus on structural manifestations of privilege within the workplace. Request: 20-minute conversation to be a 20-minute session.

**3. CREATING LGBTQ SAFE SPACES**  
While tremendous gains have been made on LGBTQ issues, women and trans people still face obstacles at work and in the examination room. This session helps participants create atmosphere where LGBTQ people feel included and safe.

**4. GENDER IDENTITY & EXPRESSION**  
This workshop explores how we can support people who wear a name that isn't theirs. We will discuss pronouns, gender in the exam room, and use the educational opportunities to learn about gender identity and expression.

**5. CONFRONTING MICROAGGRESSIONS**  
Microaggressions and their impact are not always well understood. In this session, participants will be introduced to the concept and learn how to effectively address their impact on other people.

**CONTACT INFO**  
TOBIAS SPEARS  
tpears@bsd.uchicago.edu  
THE UNIVERSITY OF CHICAGO Biological Sciences Diversity and Inclusion

## House Staff Diversity Committee



**Chidimma J. Acholonu**  
Co-President  
Pediatrics, PGY-4  
Administrative Chief Resident



**Heather Renfro**  
Co-President  
Emergency Medicine, PGY-3



Connect with us at: [bsddiversity.uchicago.edu](https://bsddiversity.uchicago.edu)



# BSD - Diversity & Inclusion – Resource Groups

## University Resource Groups

University Resource Groups (RGs) foster diversity and inclusion by helping create safe welcoming environments where an individual's race, ethnicity, gender, levels of ability, religious beliefs, sexual orientation/gender identity and other important personal attributes are viewed as organizational assets. **RGs are open to all members of the University of Chicago community including faculty, staff, post-doctoral researchers, residents, and students.** [Click here to view additional Resource Group Information.](#)

Resource groups may be formed and led by staff, faculty, other academic appointees, postdoctoral researchers, residents, and students.

Connect with us at:

<https://voices.uchicago.edu/bsddiversity/>



# THE UNIVERSITY OF CHICAGO

## Center for Global Health



**“Through collaboration across disciplines, the CGH continues to catalyze innovation and impact on the health of vulnerable populations.”**

— Olufunmilayo Olopade, MD, FACP

*Director, Center for Global Health*

# GLOBAL HEALTH REACH



## THE UNIVERSITY OF CHICAGO

### Center for Global Health

[cgh.uchicago.edu](http://cgh.uchicago.edu)



By serving as **A HUB FOR INTERDISCIPLINARY INQUIRY**, the Center for Global Health is fostering innovation, facilitating groundbreaking research, and advancing the effort to promote and protect health in our community, our country and around the world.

#### **CGH AIMS TO:**

- Collaborate with communities locally and globally to promulgate global health education and training
- Create and disseminate new knowledge
- Increase global health learning opportunities across disciplines and at various levels
- Advance novel, transdisciplinary, and sustainable solutions to improving global health and well-being while reducing health disparities and inequities

# UChicago Medicine



LEAPFROG  
**HOSPITAL  
SAFETY GRADE**



AT THE FOREFRONT

**UChicago Medicine**

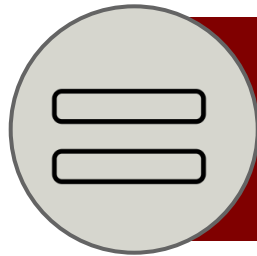
# Clinical Learning Environment



Patient Safety



Teaming



Healthcare Quality  
and Equity



Wellbeing



Supervision



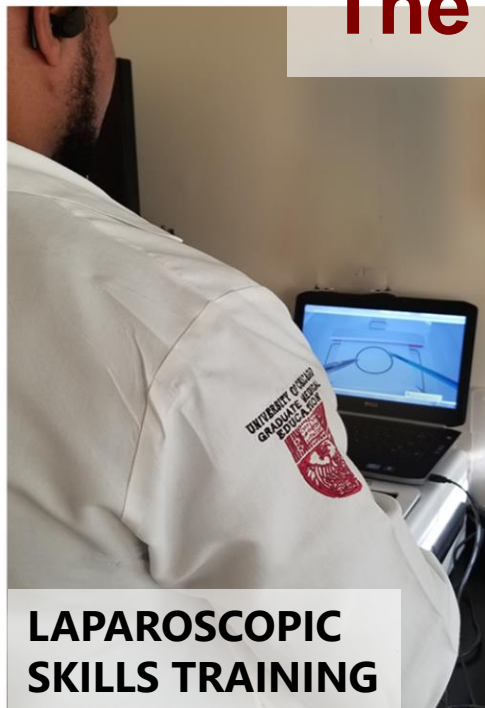
Professionalism



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**UChicago Medicine**

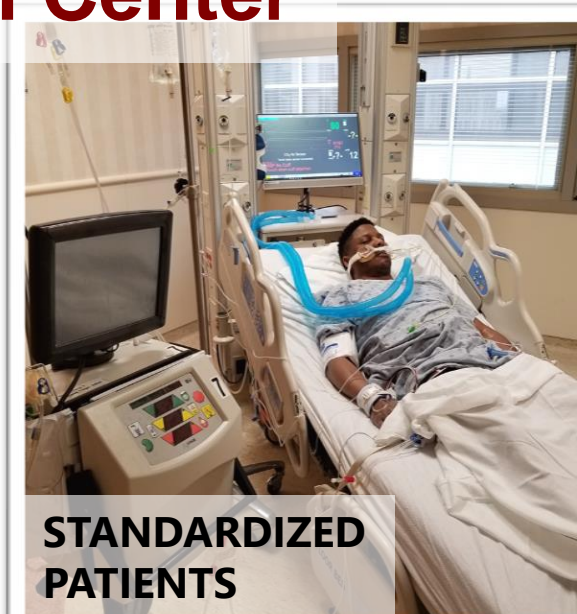
# The University of Chicago Simulation Center



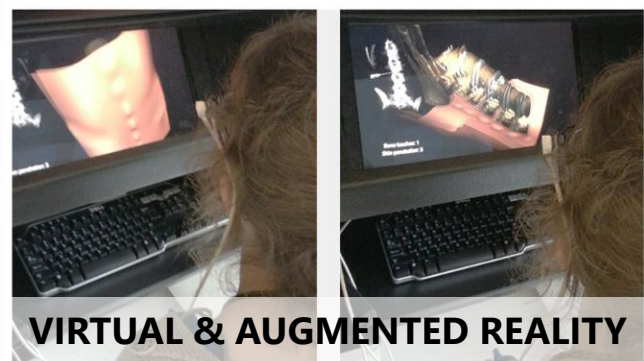
**LAPAROSCOPIC SKILLS TRAINING**



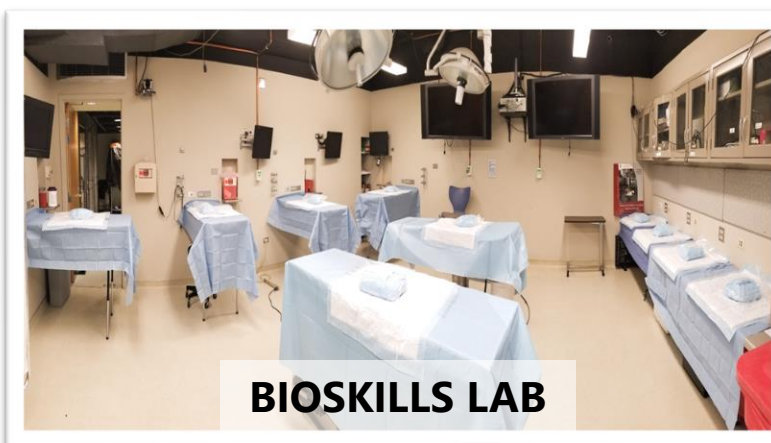
**ROBOTIC SURGICAL TRAINING**



**STANDARDIZED PATIENTS**



**VIRTUAL & AUGMENTED REALITY**



**BIOSKILLS LAB**



**SIMULATED PICU**



**SIMULATED ICU**



Figure 1 CT scan of tumor



Figure 2: Virtual image of tumor built from CT

**3D MODELING & PRINTING**



THE UNIVERSITY OF  
**CHICAGO**  
UChicago Medicine

Simulation  
Center

# Engaging Residents in Institutional Quality Work



The IGNITE program is built on a strategic partnership between GME, nursing and operational excellence. The program aims to engage residents and nurses together in performance improvement initiatives, with the ultimate goal of improving healthcare delivery for our patients.



AT THE FOREFRONT

**UChicago Medicine**

# Engaging Residents and Fellows in Healthcare Delivery Science



TRUST

PRACTICE  
CHALLENGE



Choosing  
Wisely®

*An initiative of the ABIM Foundation*

Around the world, the capabilities of modern medicine are being delivered with staggering complexity. **Too often this complexity contributes to avoidable harm and unsustainable cost.**

To help address this gap at UCM, the Center for Healthcare Delivery Science and Innovation (HDSI) offers a variety of programs to support quality and safety initiatives at the health system:

An **Annual Choosing Wisely™ - Building Trust Challenge**, which will allow staff and trainees to test their innovative approaches to trust building that aim to improve delivery of health care.

**Special Lectures, Workshops and Journal Clubs**-focused on innovation, safety, quality and human-centered design

**Travel Grants**- three cycles annually for \$1000 grants awarded to UCM staff and trainees to share their healthcare delivery science research at a national meeting



# Promoting a Culture of Collaboration Your Role as a Resident...

Learner



Provider



Team  
Member



Teacher



# Residents Are Teachers – 2022 Hilger Perry Jenkins Award



## THE HILGER PERRY JENKINS AWARD

for excellence in the performance of  
academic and patient-oriented service by a resident

presented to

**Alejandro Plana, MD'20**

*Department of Medicine*

by the Pritzker School of Medicine class of 2022

# Residents Are Teachers - 2022 HETA (Humanism and Excellence in Teaching) Awards



Julia Thomas  
Department of Surgery



Jhonatan Marte  
Psychiatry & Behavioral  
Neuroscience



Eric Sweeney  
Department of Anesthesia



Alex Plana  
Department of Medicine



Nia Foney  
Department of Pediatrics



Alessandra Hirsch  
Department of Obstetrics &  
Gynecology



Asha Mannancheril  
Department of Medicine  
- NorthShore



Brenda Auffinger  
Department of Neurology

# Chicago Facts

- 200+ theaters
- 50+ Museums
- 8,000+ restaurants
- 31 miles of lakefront
- 77 Neighborhoods
- 580 Parks



AT THE FOREFRONT

**UChicago Medicine**

# Hyde Park

- Located 7 miles from downtown
- Approximately 33% of Hyde Park residents are associated with the University
- Numerous cultural opportunities including music, theater, museums and ready access to downtown by public transportation.
- Wide variety of housing options within walking distance to hospital.



AT THE FOREFRONT

**UChicago Medicine**

# NorthShore University HealthSystem



## Integrated Health System with 140+ Sites

- Nine hospitals plus home services
- Research Institute
- +300 Care Sites

## Physician membership

- 5,000+ members of the professional staff

# Diversity and Inclusion Resources



**OMBUDSPERSON**  
Dr. Tricia Moo-Young  
Department of Surgery  
TMoo-Young@northshore.org



**OMBUDSPERSON**  
Dr. Barrett Robinson  
Department of OB/GYN  
BRobinson@northshore.org



**ASSISTANT DEAN FOR  
GME DIVERSITY &  
INCLUSION**  
Dr. Sharon Robinson  
Department of Pediatrics  
SRobinson@northshore.org

# Grainger Simulation & Innovation Center





# Licensure Requirements

- A physician may not participate in patient care, attend rounds, or be identified as a physician until he/she hold a valid Illinois medical license.
- Residents/fellows are required to hold a temporary (training) or permanent license. Applications are processed at the UCM GME Office.

## License to Practice Medicine or Dentistry. (From UCM Contract)

The Resident/Fellow is required and is responsible for completing all documents in a timely manner to apply for and for obtaining and continuously maintaining, at his or her expense, a current and valid Illinois medical or dental temporary or permanent license. **Any Resident/Fellow who does not possess a current and valid Illinois license will not be permitted to participate in any patient care activities, and will not receive any compensation for any period of time during which the Resident/Fellow is prohibited from working due to the absence of a license.** Failure to obtain and maintain a license as required by this Agreement shall be cause for UCMC to terminate this Agreement immediately, and/or to take such other steps as UCMC shall deem necessary.



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# NRMP Requirement - UChicago Medicine Resources

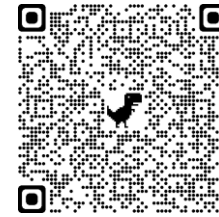
Program directors must provide, in writing prior to the Rank Order List Certification Deadline, complete, timely, and accurate information to applicants, including:

- Programs shall provide a copy of the contract the applicant will be expected to sign if matched to the program if such contract is available, or a copy of the contract currently in use.
- Programs also must provide all institutional policies regarding eligibility for appointment to a residency position including visa or employment requirements

## Sample Contract



## Eligibility & Selection Requirements



Source “Match Policy: Match Code of Conduct for Programs” -

[https://www.nrmp.org/wp-content/uploads/2022/08/NRMP-Match-Code-of-Conduct\\_Programs\\_Final.pdf](https://www.nrmp.org/wp-content/uploads/2022/08/NRMP-Match-Code-of-Conduct_Programs_Final.pdf)



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# Applicant Guidelines

No recording is permitted during interviews.



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**Medicine**