

# Scenario

After seeing a consult, a resident determines that a patient needs an urgent operation and brings their attending by to assess. The attending, who speaks with an accent, explains the procedure to the patient and leaves the resident to go through consent paperwork. Once the attending is no longer present, the patient asks **“Is there anyone else who can do this procedure? I couldn’t understand anything they said, and I want an American surgeon”**

# Evaluation & Assessment

# Abundant Evaluation

BRAND CAMP

by Tom Fishburne

## ZERO DEGREE FEEDBACK

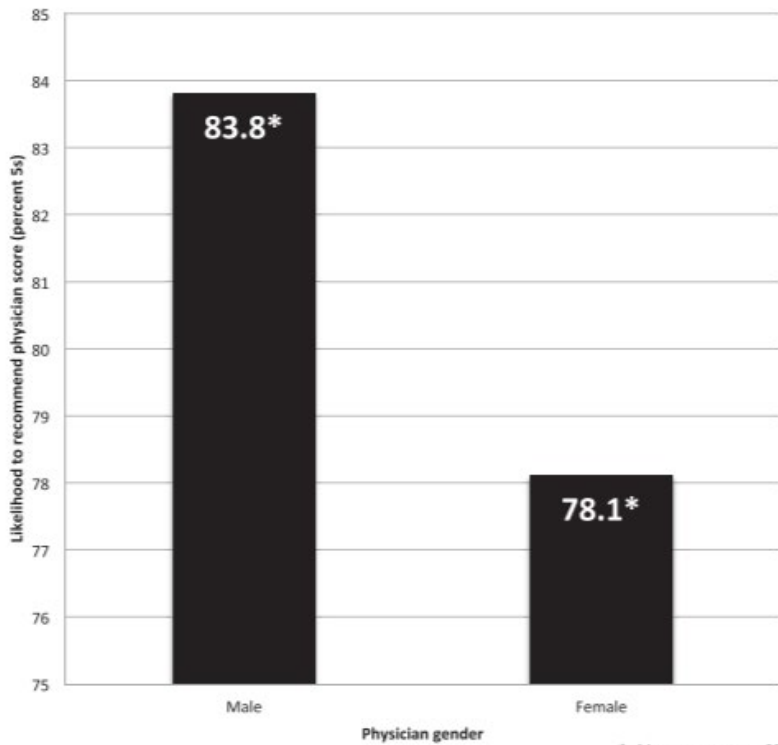
IN THIS REVIEW, I'LL PRETEND I CAN  
ACCURATELY CHARACTERIZE YOU WITH  
A TWO-DIGIT RATING AND YOU  
PRETEND THIS IS A MEANINGFUL  
PROCESS OF SELF-REFLECTION



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# Identity and Evaluation in the Hospital



\* chi-square test,  $p < .05$

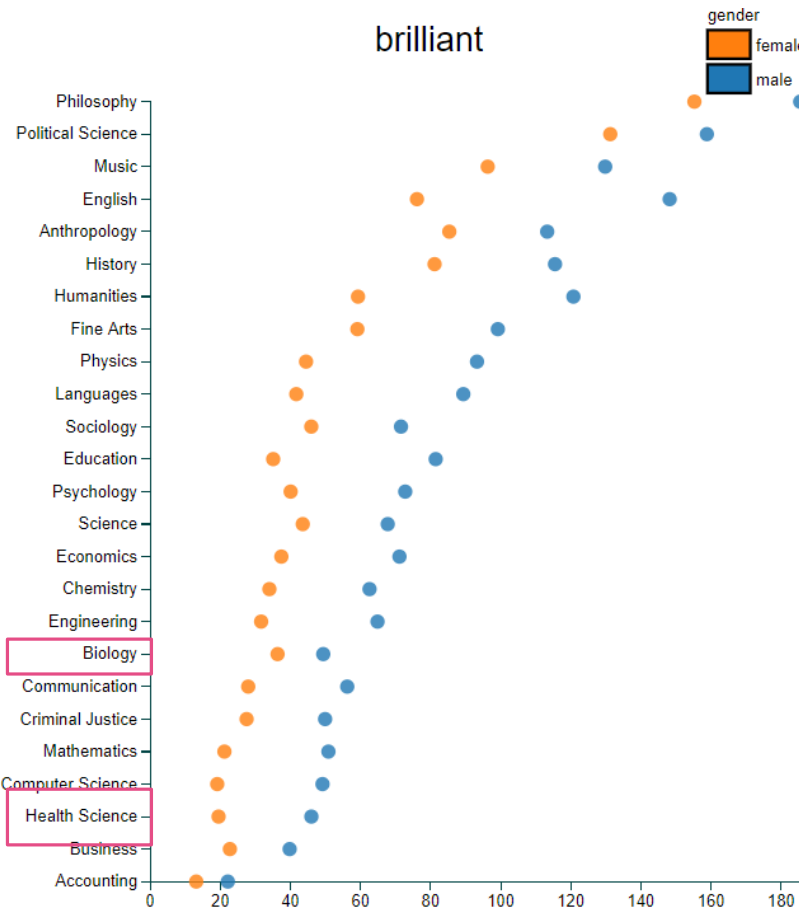
**Table 1. Physician characteristics and Press Ganey survey results**

	N	Total ratings	Score	Positive comments	Negative comments
Female	249	181.04 +/- 11.4	4.74 +/- 0.01	11.82 +/- 0.7	0.49 +/- 0.06
Male	429	204.21 +/- 9.39	4.73 +/- 0.007	11.75 +/- 0.5	0.67 +/- 0.06
P value		0.12	0.16	0.94	0.038
Non-white	156	186.89 +/- 13.2	4.71 +/- 0.01	10.00	0.80 +/- 0.1
White	522	198.33 +/- 8.6	4.74 +/- 0.007	12.31	0.55 +/- 0.05
P value		0.47	0.014	0.008	0.028

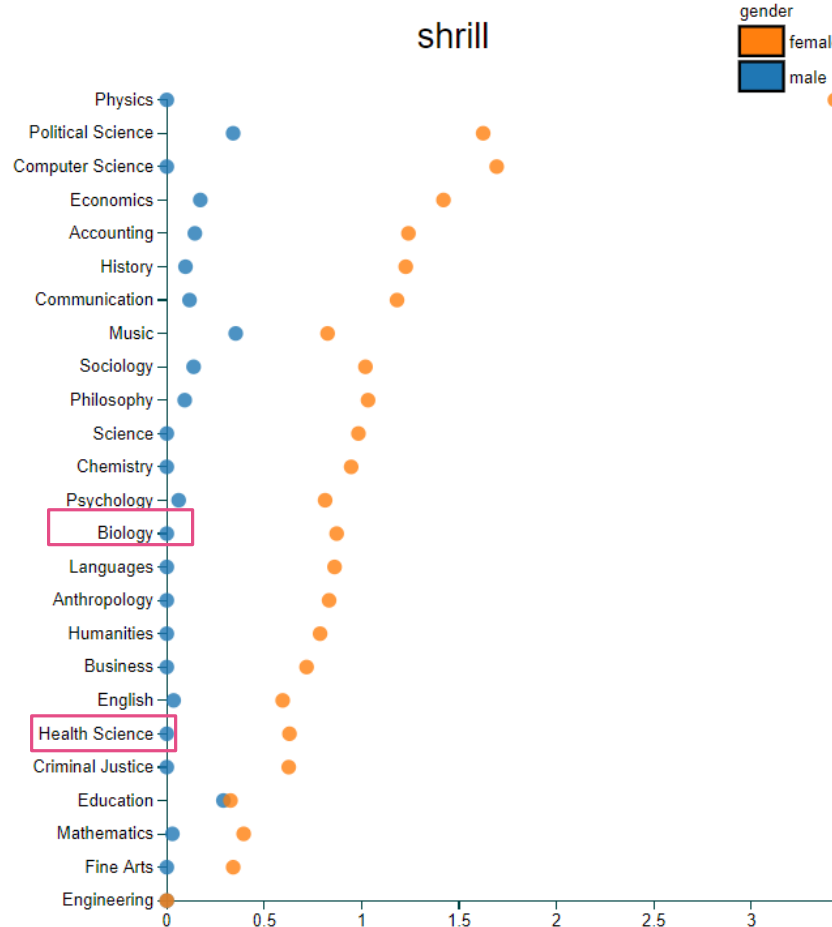
**Figure 1.** Physician gender and likelihood to recommend physician.

# Grading Professors

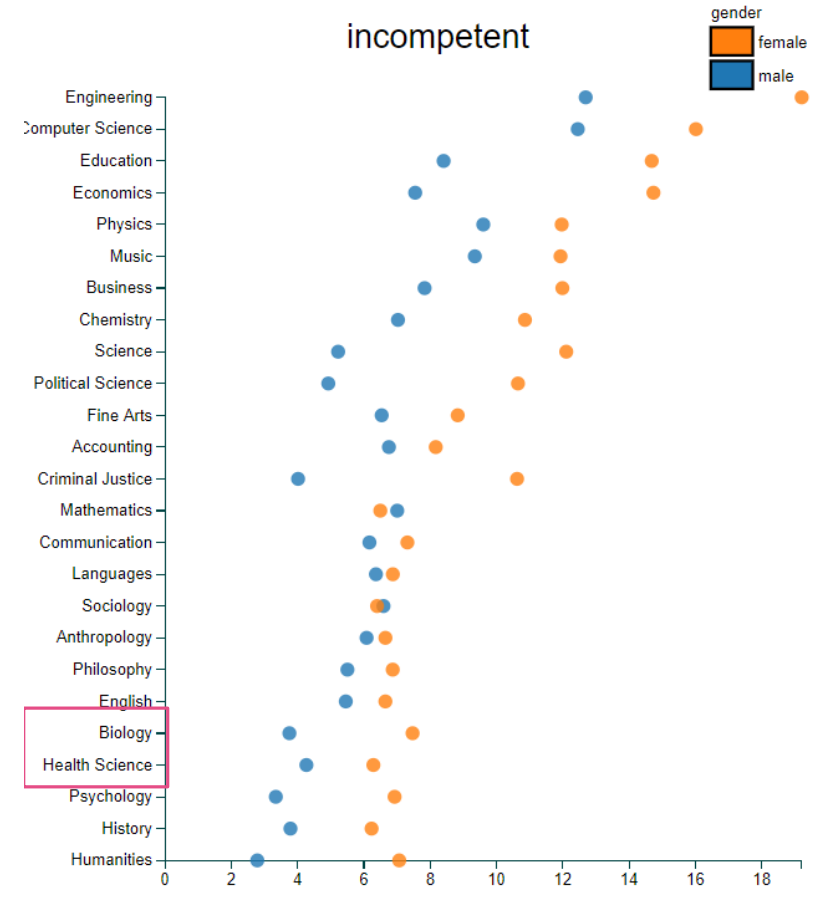
brilliant



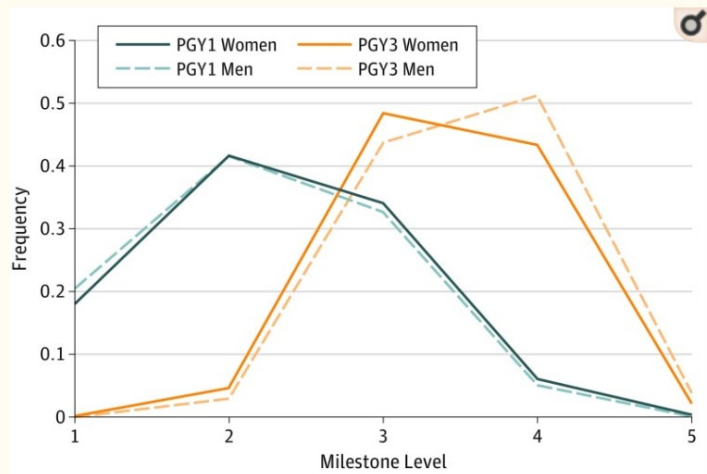
shrill



incompetent



# Evaluation and Opportunity



**Figure.** Frequency Distribution of Milestone Levels for Postgraduate Year (PGY) 1 and PGY3 Attending and Resident Physicians

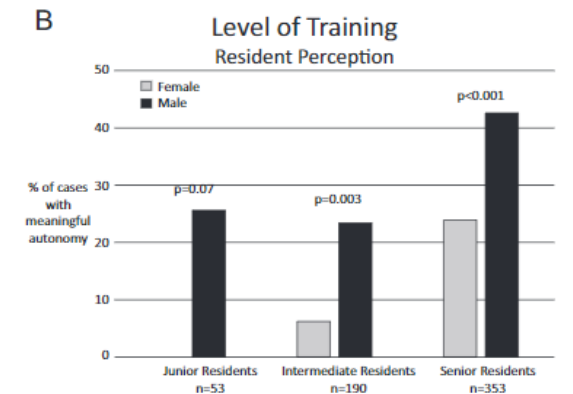
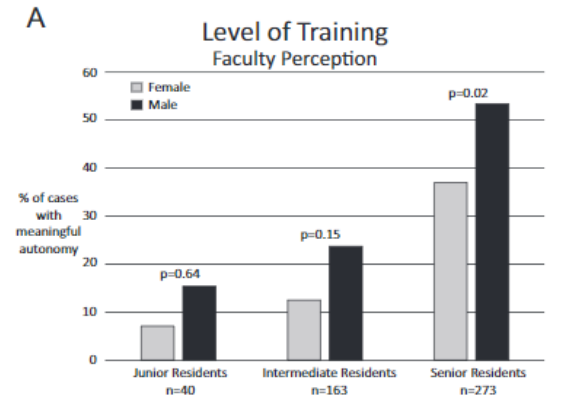
Data for the histograms are binned by integer milestone level because few attending physicians chose to use half-milestone intervals (1.5, 2.5, 3.5, and 4.5) when performing evaluations.

## Demographic Composition of US Medical Students and AΩA

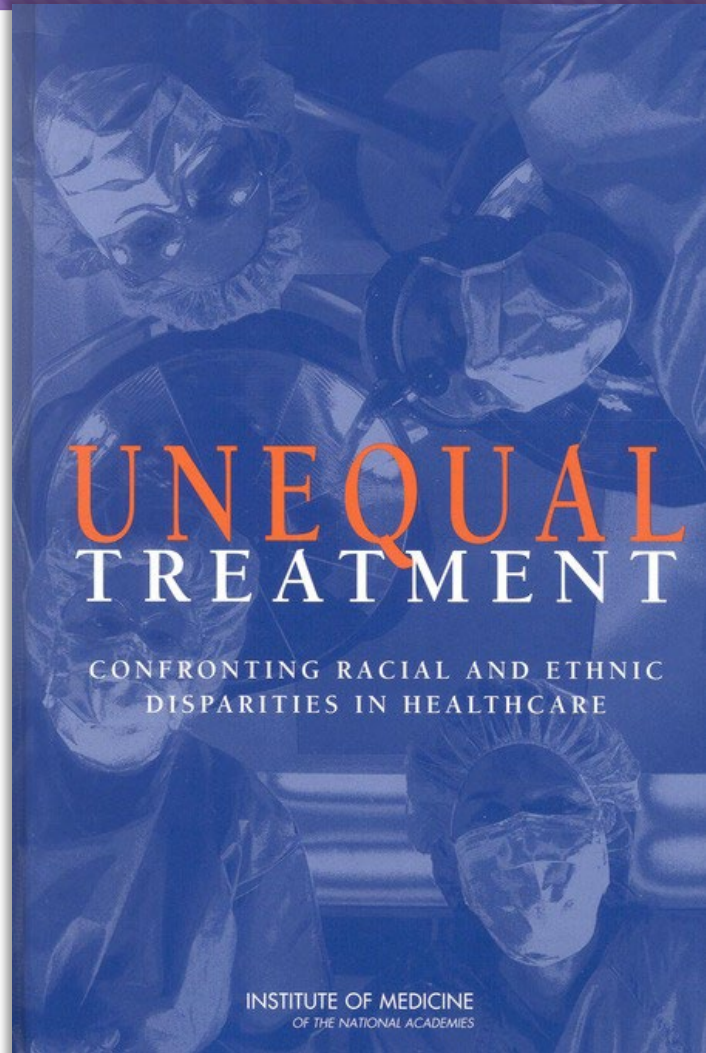
Characteristic	1989		2015	
	US Medical Students (n = 14 405)	AΩA (n = 2246)	US Medical Students (n = 18 349)	AΩA (n = 966) <sup>a</sup>
Female	3788 (26.3)	602 (26.8)	8725 (47.6)	404 (41.8)
Race/ethnicity				
White	12 319 (85.5)	2083 (92.7)	11 012 (60.0)	691 (71.5)
Black	769 (5.4)	31 (1.4)	1061 (5.8)	7 (0.7)
Hispanic	610 (4.2)	52 (2.3)	865 (4.7)	27 (2.8)
Asian or Pacific Islander	553 (3.8)	67 (3.0)	3701 (20.8)	168 (17.4)

Abbreviation: AΩA, Alpha Omega Alpha.

<sup>a</sup>Proportions calculated from study cohort.



# Evaluation and Opportunity



**Table 2. Self-reported Effects of Demeaning Behavior on Affected Individuals**

Withdrawal from roles and rotation	<p>"I know that I basically never went in the room again [after being the target of explicit biased behavior]...I wouldn't examine him, I would just tell the intern, 'How is he doing? Alright, cool. I'm not going to bother with it.' So I didn't see him again until he left. Actually I didn't even see him then." [Third-year resident, woman, black]</p> <p>"I didn't rotate at the VA on purpose...it has been said that the VA has excellent medicine [clerkship] teaching, that it's a great place to do wards. Let's say it is the best place and I'm avoiding this experience because a large proportion of the patients treat women a certain way. Then that's a very tangible effect." [Fourth-year medical student, woman, black]</p>
Decreased clinical learning and practice	<p>"The unconscious piece of all of that mental energy that goes into dealing with these things on your own, it makes it impossible for you to perform at your best self." [Third-year resident, woman, black]</p> <p>"It's just a lot of time and energy and emotion that could've been spent learning about mixed connective tissue disease, or spending that mental energy on other things to further my professional career." [First-year resident, woman, white]</p>

# Critiquing the data

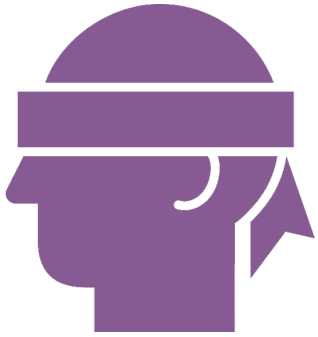




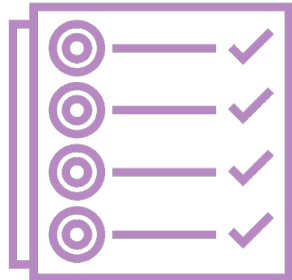
# Operationalizing



**Awareness:** good first step



**Blinding:** often difficult in medicine



**Objective Criteria:** less bias

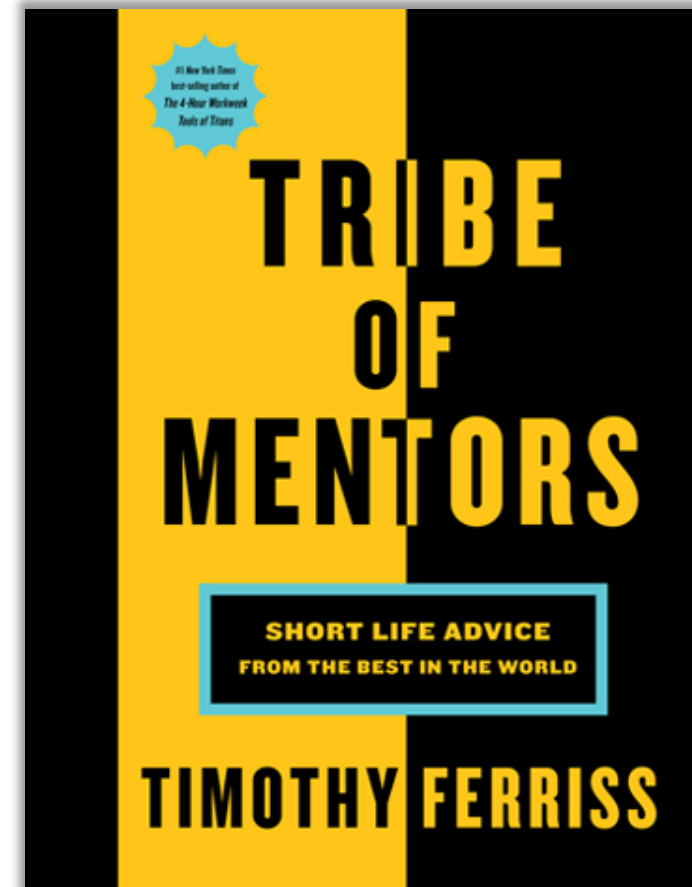
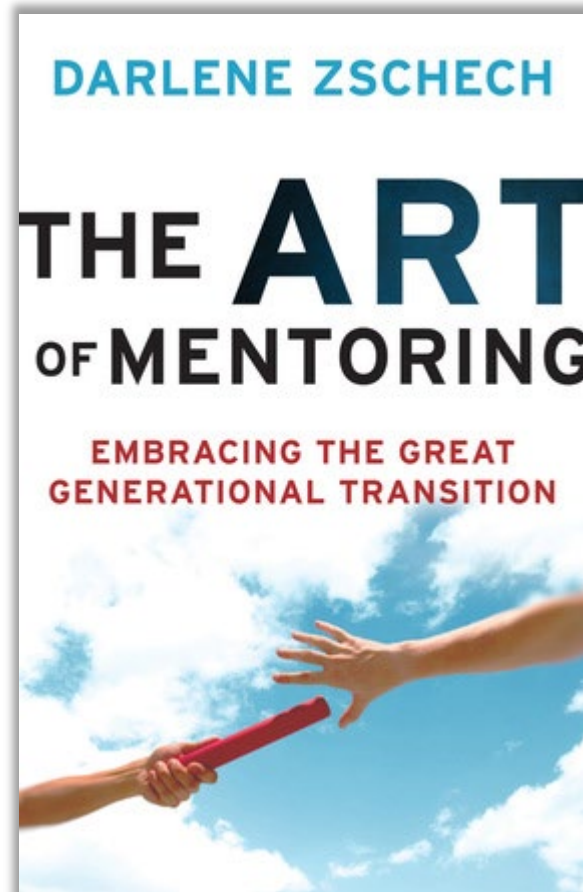
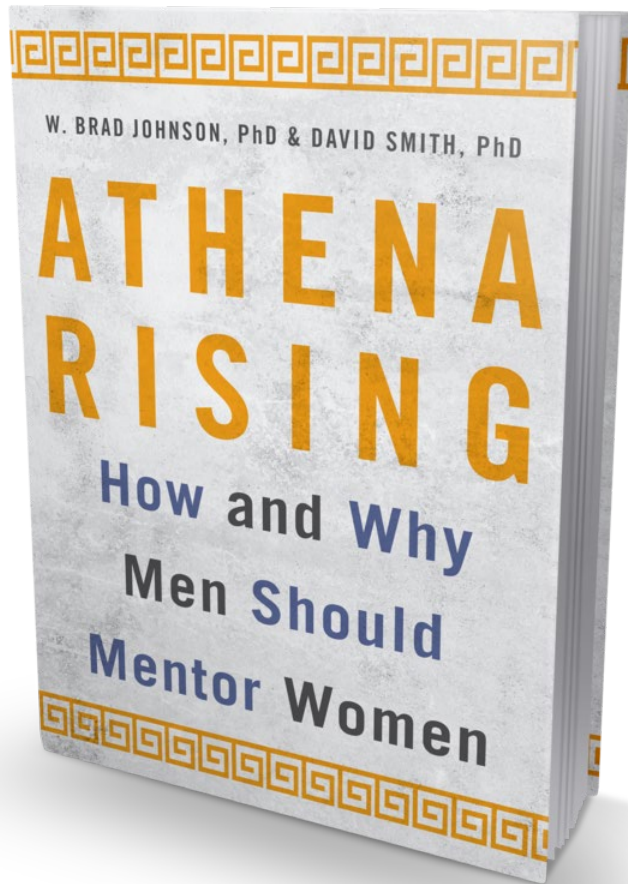
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# Case Study

Before going to the procedure, the patient asks the female attending if she's the best at the procedure. The attending deflects and says jokingly 'I'm okay'

# Further Reading



# Survey

Please complete the following brief survey to assess your learning from today's session and provide feedback on your experience.

1. Open camera app on your phone
2. Point your phone at the QR code to scan it
3. Tap the pop-up banner/link and fill the brief survey

Thank you!!

