

University of Cincinnati College of Medicine | UC Health
Hematology and Medical Oncology Program
Commitment to Ethical, Equitable, and Transparent Recruitment Procedures

Our program's mission statement and commitment to diversity/anti-racism

- *What is your program's mission statement?*
 - The UC Hematology and Oncology Fellowship Program provides fellows with training in patient-centered care embracing best clinical practices in the ambulatory and inpatient settings within the University of Cincinnati Medical Center and Cincinnati Veterans Affairs Medical Center. The program fosters groundbreaking medical research and education with hands on clinical and translational research in addition to a structured didactic learning curriculum. The program is committed to providing evidence-based care and advancing medicine in order to prepare fellows for various career paths in Hematology Oncology. The program cultivates and promotes the environment of inclusivity and diversity as well as health and wellbeing of all, which aligns with the UCHealth mission.

- *What is your program's diversity/antiracism statement?*

We acknowledge our current societal structures marginalize many of our patients and healthcare providers through racism, sexism, heterosexism, ageism, ableism, classism, and religious oppression. All of these structural discriminatory practices still exist in society and we categorically oppose all of them. We strive to be a program that celebrates diversity of race, gender, sexual orientation, age, ability, class, religion, and lived experiences.

 - The fellowship is committed to providing diversity in the fellowship program. This is accomplished by:
 - Full commitment to the University of Cincinnati principles of inclusion, diversity and fairness in the screening process to avoid any possible bias. The fellowship program promotes equality in race, ethnicity, gender, and sexual orientation. We provide advocacy and reduction in health care disparities. To continuously improve on this, trainees formally provide feedback on how well the program is performing in this regard.
 - Fellows receive implicit bias and cultural diversity training.

We understand that this is a dynamic, evolving process that will require hard, uncomfortable truths and frequent re-evaluation of our current processes. We vow to remain committed, even when faced with challenges, because we refuse to live in a world that is complacent with the status quo.

Key qualities we look for in applicants who will become our future fellows

- *What are qualities you look for in applicants?*

- Our selection process emphasizes research achievement, publications, and academic potential. Additional training and advanced degrees such as PhD, Master's, research fellowship, etc. are also taken into consideration.
 - History and record of interest and passion about the field of Hematology/Oncology.
 - Demonstration of being self-driven with motivation to learn and commitment to excellence in patient centered care.
 - Activities showing humanistic qualities; caring about patients, families, colleagues, and support staff.
- *Impact of life experiences, research, volunteerism/service, commitment to vulnerable populations, leadership activities, distance traveled in life?*
 - History of unique life experiences, a wide variety of interests, teaching, and leadership are considered important qualities.
 - Volunteerism and service to society are key qualities to a successful career in medicine and are viewed as important criteria during the selection process.
 - Overcoming adversity and challenges is further evidence of commitment and a predictor of future success.

How we review applications and invite for interviews

- *Who completes these reviews?*
 - The initial review of applications is done by a panel comprised of the Program Director, Associate Program Directors, clinical and research faculty, and Chief Fellows.
- *How are USMLE/COMLEX scores, class rank, grades, and honor society status factored in?*

While standardized testing scores, class rank, and honor society status are reviewed, we do not have cut off scores and they are not a primary driver for invitation or selection

Furthermore, we recognize that standardized tests, honor society selection, and class rankings are often biased against and may disenfranchise certain groups of applicants. We believe that multiple factors and experiences go into making a competent, compassionate physician and therefore, we place value in multiple factors in our selection process.

- *What is your holistic review process?*
 - After the initial selection of applications by individual reviewers, a panel will review the applications and narrow down the selection to ensure that the final interview list has a diverse population of applicants. The panel will also take into account the candidate's research and leadership experience as well as overall performance during medical school and residency.

- *How do you address failures in medical school or boards?*
 - We will not exclude candidates for past failures in medical school or standardized tests. The circumstances will be reviewed, including how the applicant coped with and handled these failures and used these circumstances to learn and grow. We look at the candidate as a whole.

Our interview committee

- *Who are the members of your interview committee? How do you ensure diversity on the committee?*
 - The Division of Hematology and Oncology is a diverse unit. The majority of clinical and research faculty as well as chief fellows conduct the interviews.
- *Who has input to the final interview list?*
 - The interview list is prepared by a panel comprised of the Program Director, Associate Program Directors, clinical and research faculty, and Chief Fellows.
- *Do your committee members receive anti-bias training?*
 - All members of the division receive anti-bias training.

Our interview day

- *Who conducts the interviews, how many, and how are they structured?*
 - The Program Director, Associate Program Directors and majority of clinical and research faculty as well as chief fellows will conduct interviews. This year interviews will be virtual. Each applicant will have four individual 25-minute interviews.
- *Do you incorporate standard questions into your interview process?*
 - We do not incorporate standard questions into our interview process, however, there are standard categories the applicant is evaluated on.
- *How are applicants “scored” during an interview?*
 - Applicants are scored in each standard category:
 - Academic Performance and Potential
 - Research Performance and Potential
 - Responsibility/Work Ethics/Professionalism
 - Drive/Motivation to Excel/Initiative
 - Teamwork/Interpersonal Skills
 - Interest in our Program
 - Overall Summary Rating
- *Blinding of interviewers?*
 - We do not perform blind interviews.

- *Do you make an effort to pair applicants with interviewers from similar backgrounds or those that have similar interest areas? (“Affinity pairings”)*
 - We do our best to pair an applicant with an interviewer of similar clinical and research interests. However, sometimes due to faculty schedule or other reasons this request may not be fulfilled but we try our every effort to pair the applicants with the interviewers of similar interests and background.

Composing our final rank list

- *What factors are taken into account when composing the final rank list?*
 - The initial rank list is created from the interview scores.
 - Each candidate is then thoroughly reviewed and discussed among all faculty interviewers including the Program Director and Associate Program Directors. Chief Fellows also provide input which is taken into account.
 - The final rank is determined by the consensus of this discussion.
- *Who is able to weigh in on the final list? Which members of the committee?*
 - All interviewers including the clinical and research faculty are invited to weigh in during the final rank meeting to determine the final rank submission to ERAS.