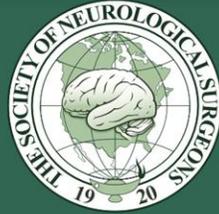


The Society of Neurological Surgeons
2024 Annual Meeting



SCIENTIFIC PROGRAM

Forthcoming Disruptions in Education: Opportunities and Challenges

— NEW YORK —
NEW YORK
MAY 18-20, 2024



ARANS
Association of Residency Administrators in Neurological Surgery

Brooke Moore
Director of Strategic Partnerships, Thalamus

Terri Feist
Senior Account Manager, Thalamus

Thalamus loves Neurosurgery



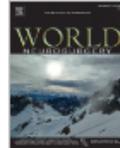
Thank you for inviting us to present today!

Neurosurgery and Virtual Interviews



World Neurosurgery

Volume 181, January 2024, Pages e177-e181



Original Article

Virtual Interviews During COVID-19 Changed Neurosurgery Match—for Better or Worse

[Jean-Luc K. Kabangu](#)¹  , [Bailey R. Yekzaman](#)¹, [Cody A. Heskett](#)², [Adam G. Rouse](#)¹, [Roukoz B. Chamoun](#)¹

> [World Neurosurg.](#) 2024 Jan;181:e154-e162. doi: 10.1016/j.wneu.2023.09.051. Epub 2023 Sep 20.

Virtual Interviews in Neurosurgery Resident Selection: A Follow-up Report

[Scott Boop](#)¹, [Alec Gibson](#)¹, [Kyle Pedersen](#)², [David Coppel](#)¹, [Sharon Durfy](#)¹, [Akash J Patel](#)³, [Amy Lee](#)⁴, [Ali Ravanpay](#)⁵

Affiliations + expand

PMID: 37739171 DOI: 10.1016/j.wneu.2023.09.051

Reducing implicit bias in the neurosurgery application and interview process: a single-institution experience

[Georgia M. Wong](#) MS, [Kelsey Cobourn](#) MD, [Kitara Smith](#) MS, [Michael M. Covell](#) BA, Ehsa...

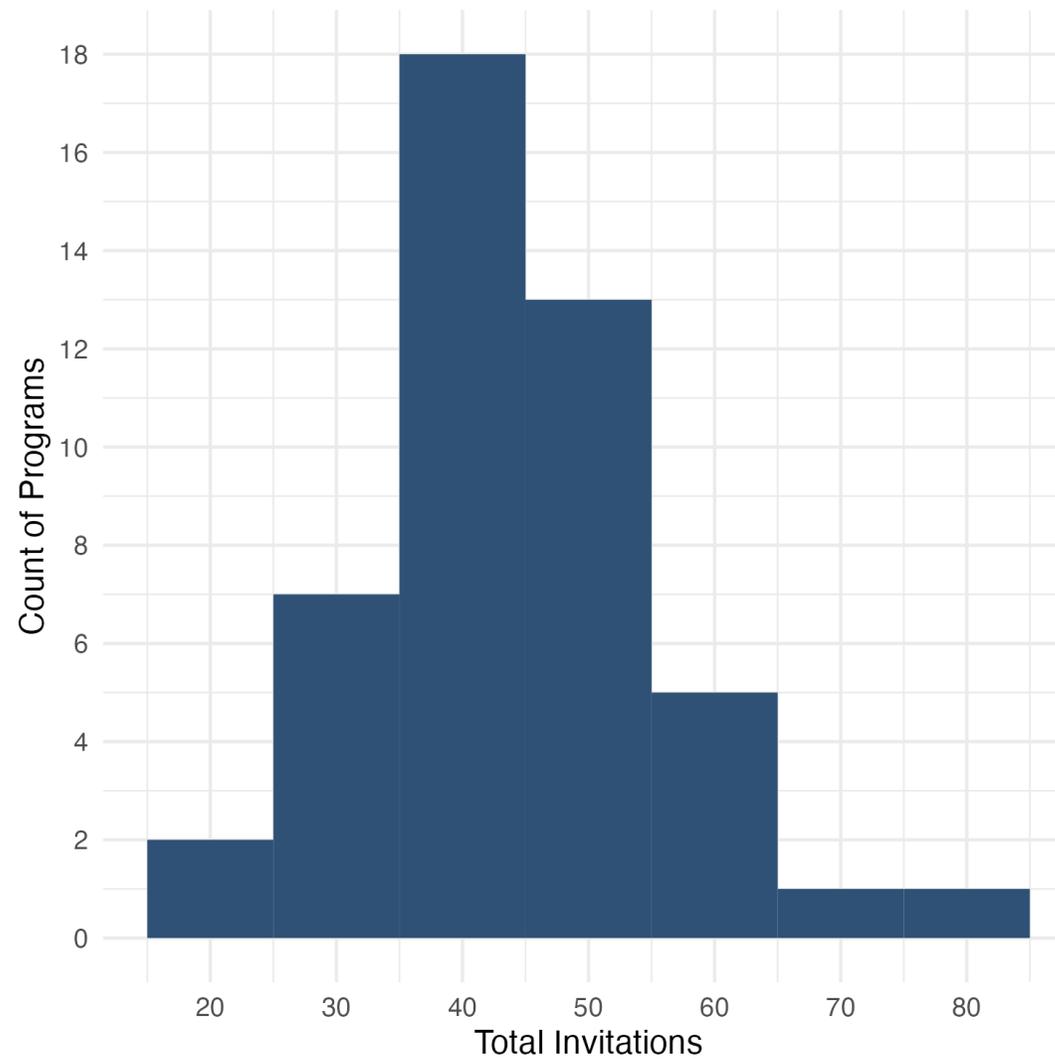
View More +

Page Range: E14

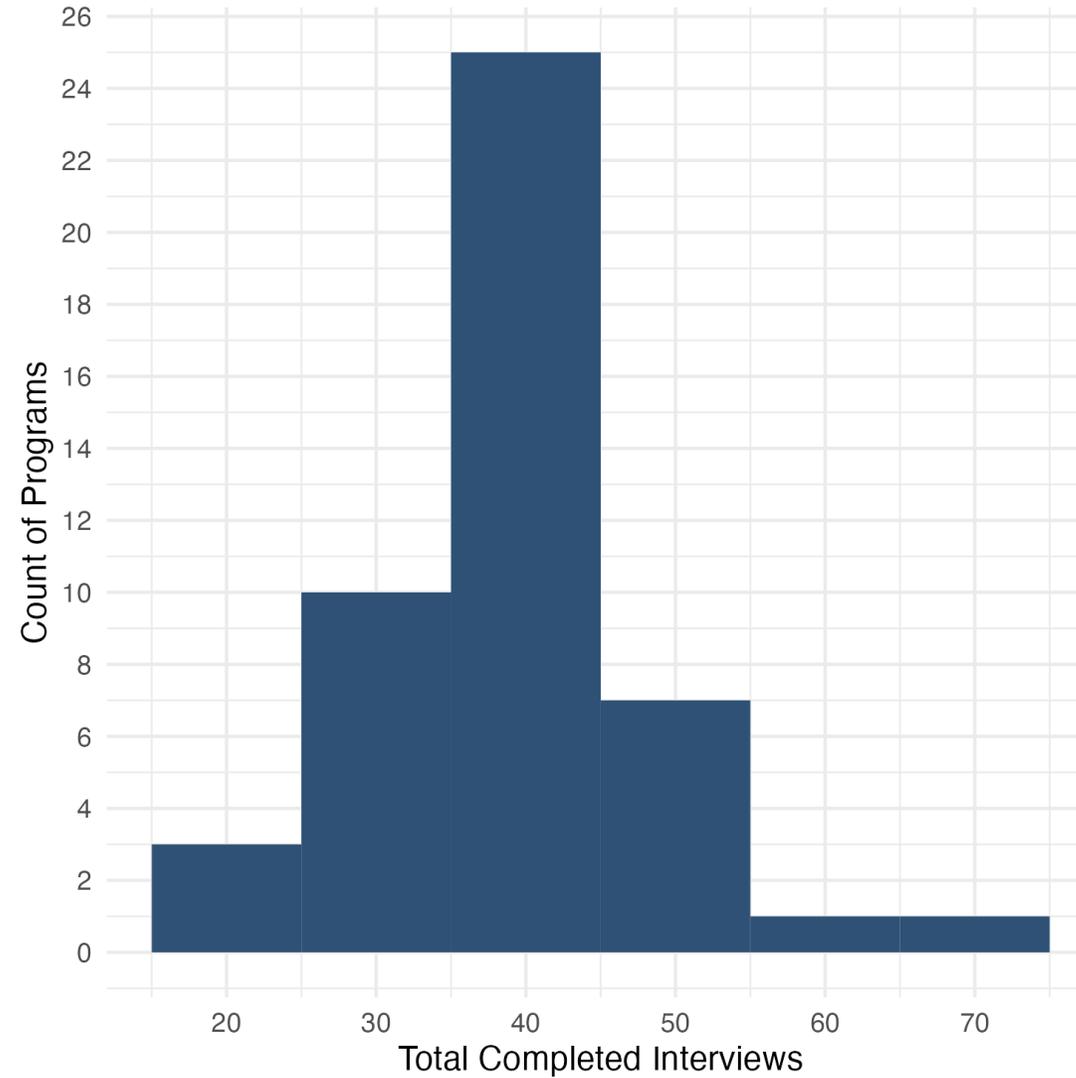
Volume/Issue: Volume 55: Issue 5

DOI link: <https://doi.org/10.3171/2023.8.FOCUS23414>

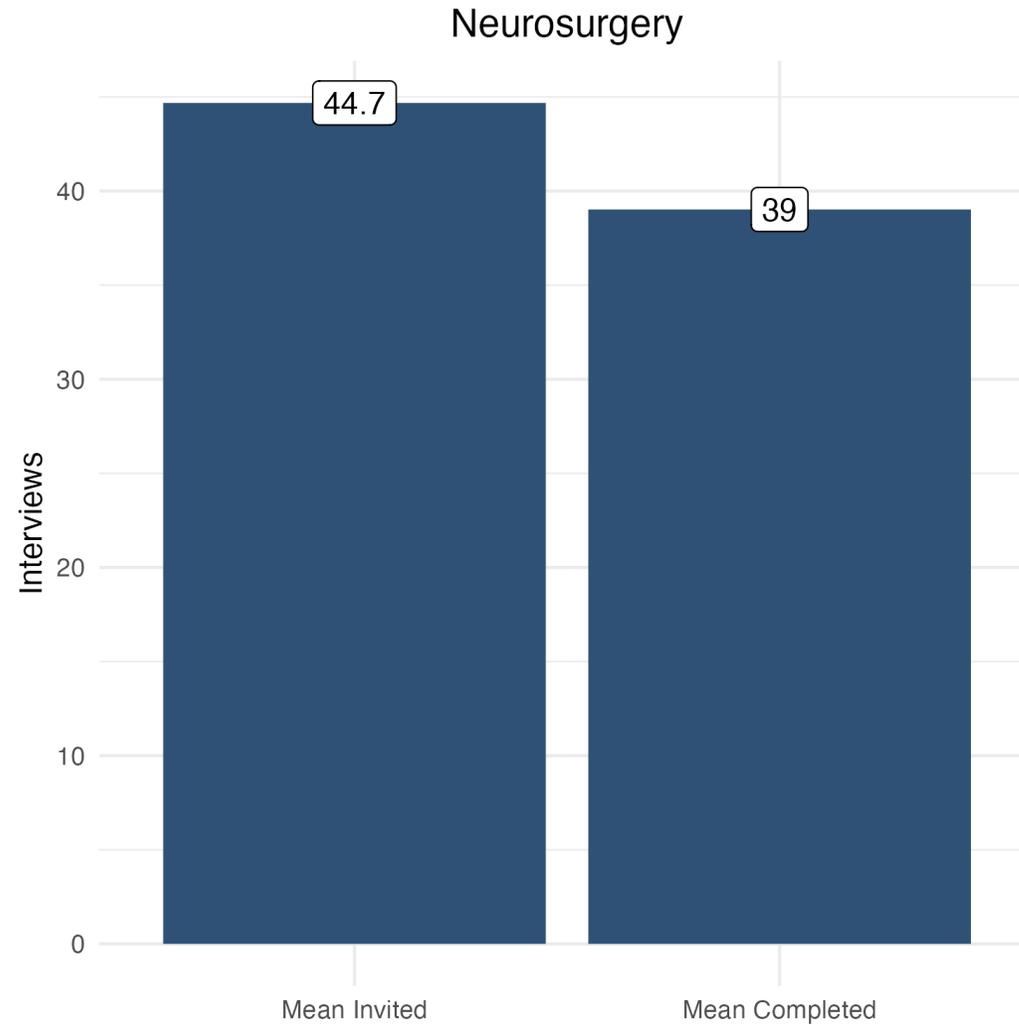
Interview Invitation Distribution



Interview Completion Distribution



Neurosurgery 2023/2024



A little bit about me



TO THE EDITOR

Program Administrator Burnout: More Than a Wellness Issue

Even and colleagues captured valuable information in their recent survey article, "Residency and Fellowship Program Administration Burnout: Measuring Its Magnitude."¹ The authors used the term "program administrator" (PA) to capture the job title of residency and fellowship program coordinators (PCs). Utilizing the Copenhagen Burnout Inventory,² the authors found elevated mean burnout scores in all 3 domains (personal, work-related, and client-related). Median time in the current PA position was less than 5 years. Quoted factors that accounted for higher burnout scores included more years in graduate medical education (GME) and lack of wellness activities offered by the institution.

Will offering more wellness activities for PCs increase job longevity and reduce burnout? We suggest there are more genuine considerations such as insufficient training and support for the coordinator position.³ For example, in one survey of child neurology residency PCs, most respondents reported to a direct supervisor with no GME knowledge and had outdated, inaccurate, unprofessional job descriptions and titles that had not been reviewed or updated since the onset of the Next Accreditation System (NAS). Lack of sufficient job training, support staff, salary support, faculty knowledge, and allocated time were common, as were working at home and unpaid overtime.⁴ A number of these problems were linked to lower compliance with NAS implementation.⁵

Increasing demands and tracking required by the Accreditation Council for Graduate Medical Education (ACGME) at the resident and program levels fall squarely on the shoulders of PCs. The ACGME, in the Background and Intent section of the new Common Program Requirements, describes the PC as "critical to the success of the program" and "a member of the leadership team" who "must possess skills in leadership and personnel management." High turnover and burnout likely result from the discrepancy between these ACGME requirements and the lack of recognition in many institutions of the managerial function, leadership, and independent decision-making by PCs

in GME training programs.⁶ As a way to validate this, the ACGME could begin tracking PC turnover. Our survey found 33% PC turnover in the prior 12 months.⁷ We agree with recommendations by Even et al to add wellness activities.¹ However, we suggest that addressing the root causes of PC burnout and high turnover with possible solutions should be the next step in improving GME. What is needed are fundamental changes in the understanding of the managerial PC role by institution leadership and human resources departments followed by restructuring GME administration and PC job titles.

Terri B. Feist, MBA, C-TAGME
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Hospital Medical Center

Donald L. Gilbert, MD, MS
Program Director, Division of Neurology,
Department of Pediatrics, Cincinnati Children's
Hospital Medical Center

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2. Kristensen TS, Borritz M, Villadsen K, Christensen KL. The Copenhagen Burnout Inventory: a new tool for the assessment of burnout. *Work*. 2005;13(4):439-457.
3. Kovacs B, Gao J, Kassy M, Serrano J, Ellis A, Jansen R. A survey of neurosurgery residency program coordinators: their roles, responsibilities, and perceived value. *Careers*. 2019;11(6):447-457. doi:10.7554/careers.4157.
4. Gilbert DL, LaBar JA, Kowalski K, Feist TB. Child neurology residency program directors and program coordinators 2016 workforce survey. *Pediatr Neurol*. 2018;79:12-27. doi:10.1016/j.pediatrneurol.2017.10.021.
5. Feist TB, Campbell JL, LaBar JA, Gilbert DL. Challenges in implementation of the Next Accreditation System. *J Child Neurol*. 2017;32(4):397-402. doi:10.1177/0885066616685241.

Senior Account Manager Terri Feist

Terri has over 12 years' experience as a GME residency coordinator. She has co-authored several publications regarding GME and coordinator burnout. Fun fact: Thrift-shopping and flipping furniture makes me happy!

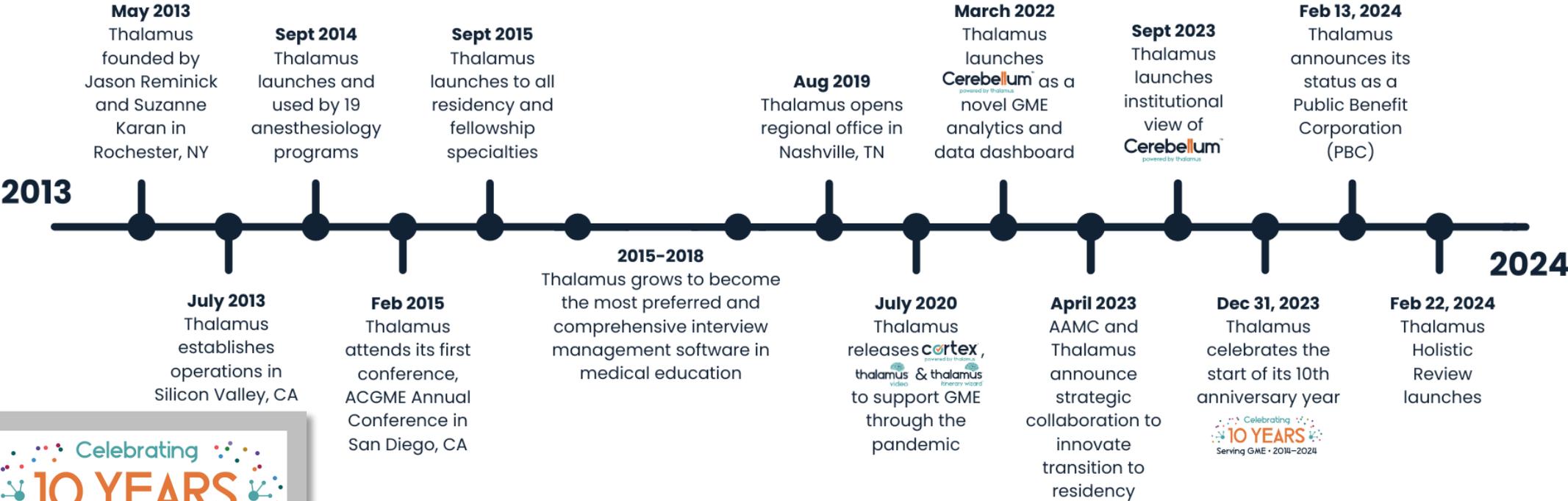
<http://linkedin.com/in/terriFeist>



How It All Started



HISTORY OF THALAMUS



AAMC Thalamus Collaboration: What's Included?

What's included complimentary



Interview scheduling
and management



Itinerary building



Data and analytics
dashboard

Available for an additional fee^{*†‡}



Tech-assisted holistic
application review



Video interview
platform

* Institutional discounts are available.

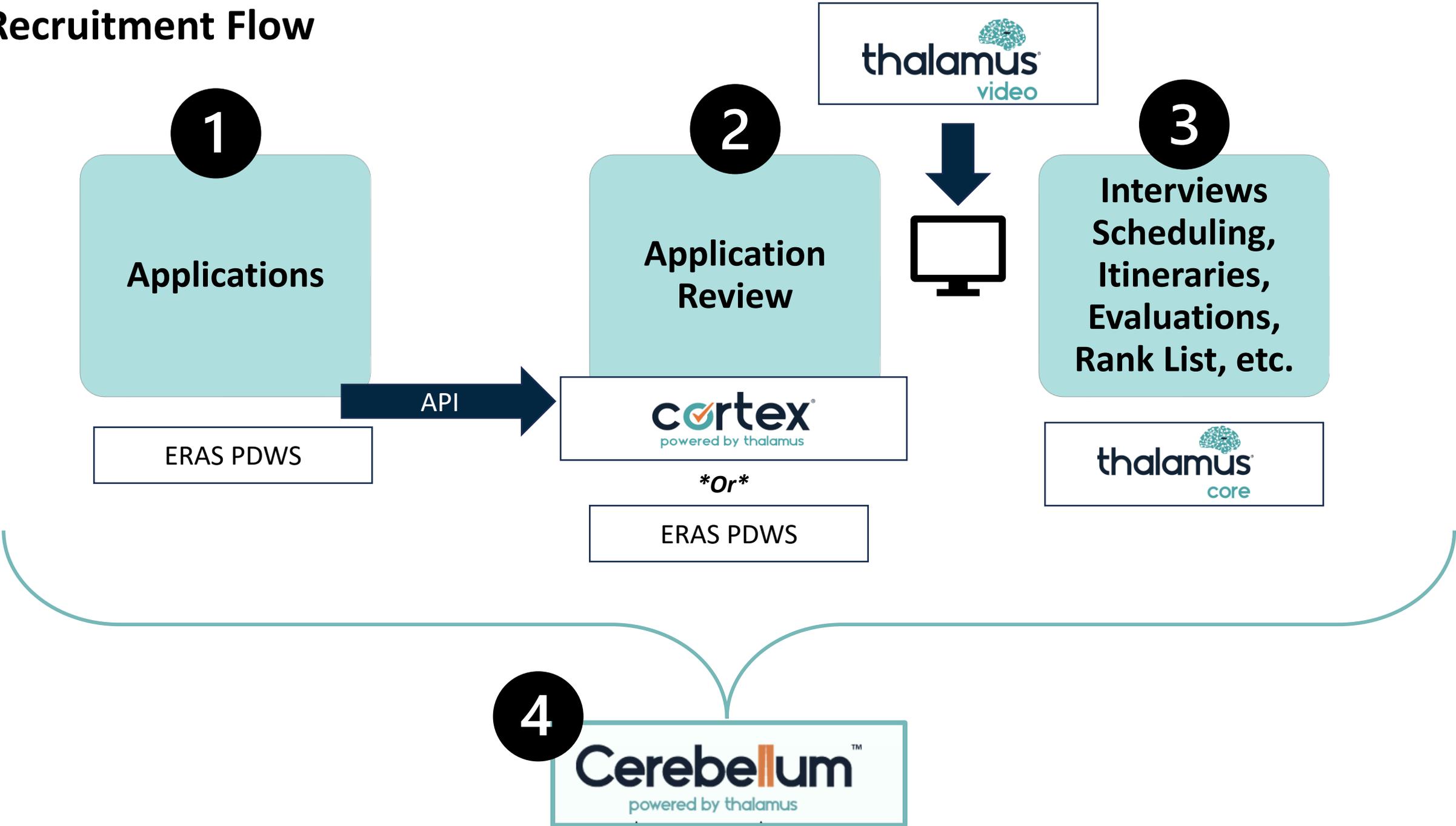
ERAS/PDWS is not going away!

Thalamus Core replaces ERAS Scheduler!

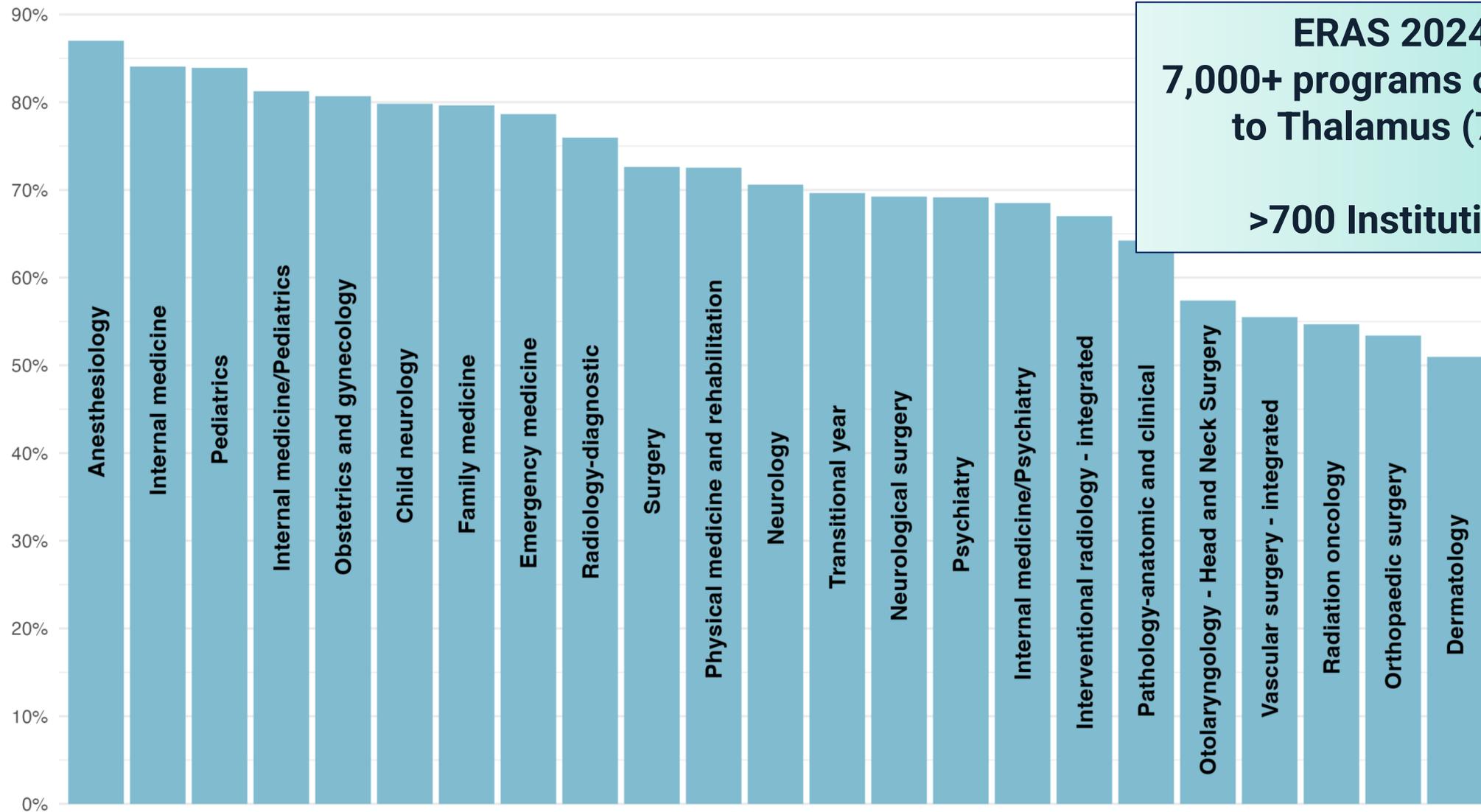
API Integration for 24/25 season!

Opt-in via ERAS PDWS is open!

Recruitment Flow



Widespread adoption of AAMC/Thalamus Collab



ERAS 2024:
7,000+ programs opting-in
to Thalamus (75%)
>700 Institutions

Applicants!



One Calendar!

The screenshot displays the thalamus user interface for a calendar. The top navigation bar includes 'Dashboard', 'Calendar', 'Schedule', 'User Guide', and 'My Profile'. The user is identified as 'John Moore Applicant'. The main content area shows a monthly calendar for October 2022, currently displaying 'Waitlisted Events'. A legend on the right explains the color coding and icons used for different event types and statuses.

Legend:

- More than 4 positions remaining
- Less than 4 positions remaining
- Date Full/Wait list sign up available
- Signed up for Wait list
- Sign up Locked
- Cancellation Locked
- Confirmed Interview
- Personal Event
- 1st Interview
- 2nd Interview
- 3rd Interview
- 4th Interview
- Social Event

Note: Programs have the ability to use a lockout date, which locks the calendar a certain number of days prior to each interview day, preventing sign ups or cancellations. Each program may customize these intervals.

Day	Event	Time	Positions	Status
Oct 28 (Tue)	University of Washington Anesthesiology	8:00 AM - 1:00 PM PST	7	Waitlisted
Oct 30 (Thu)	New York University Anesthesiology	10:00 AM - 3:00 PM EST	3	Waitlisted
Oct 3 (Mon)	University of Washington Anesthesiology	6:15 AM - 1:00 PM CST	3	Waitlisted
Oct 4 (Tue)	University of Washington Anesthesiology	6:15 AM - 1:00 PM CST	7	Waitlisted
Oct 6 (Thu)	University of Pennsylvania Anesthesiology	9:00 AM - 2:00 PM EST	1	Waitlisted
Oct 6 (Thu)	University of Pennsylvania Anesthesiology	6:00 PM - 8:00 PM PST	5	Waitlisted
Oct 10 (Sun)	University of Rochester Anesthesiology	9:00 AM - 2:00 PM EST	0	Waitlisted
Oct 11 (Mon)	Personal Event	6:15 AM - 1:00 PM CST	0	Personal
Oct 12 (Tue)	New York University Anesthesiology	10:00 AM - 3:00 PM EST	3	Waitlisted
Oct 14 (Thu)	Stanford University Anesthesiology	9:00 AM - 2:00 PM EST	0	Waitlisted
Oct 17 (Sun)	University of Florida Anesthesiology	9:00 AM - 2:00 PM EST	0	Waitlisted
Oct 18 (Mon)	University of Florida Anesthesiology	9:00 AM - 2:00 PM EST	0	Waitlisted
Oct 19 (Tue)	University of Washington Anesthesiology	8:00 AM - 1:00 PM PST	3	Waitlisted
Oct 20 (Wed)	University of Washington Anesthesiology	8:00 AM - 1:00 PM PST	3	Waitlisted
Oct 22 (Fri)	University of Florida Anesthesiology	9:00 AM - 2:00 PM EST	0	Waitlisted
Oct 24 (Sun)	Stanford University Anesthesiology	9:00 AM - 2:00 PM EST	6	Waitlisted
Oct 25 (Mon)	Stanford University Anesthesiology	9:00 AM - 2:00 PM EST	6	Waitlisted
Oct 26 (Tue)	University of Colorado Anesthesiology	9:00 AM - 2:00 PM EST	4	Waitlisted
Oct 27 (Wed)	University of Colorado Anesthesiology	9:00 AM - 2:00 PM EST	4	Waitlisted
Oct 28 (Thu)	University of Vermont Anesthesiology	10:00 AM - 3:00 PM EST	3	Waitlisted
Oct 29 (Fri)	University of Vermont Anesthesiology	10:00 AM - 3:00 PM EST	3	Waitlisted

Applicant Surveys!

Pre-Interview - Child Neurology Program ✕

Not Anonymous

What are your research interests?

Do you have any dietary restrictions?

Select an option

Do you have any connections to our city, program, etc that you'd like to share?

Pre-Interview

Thank You - Post-Interview Survey ✕

Anonymous

Did you enjoy the time spent during the day with our current trainees?

Select an option

Was there enough information provided to you about our program in order to help in your decision making process?

Select an option

Please let us know if there is anything missing from the interview day:

Post-Interview

Post-Match - All Applicants ✕

Anonymous

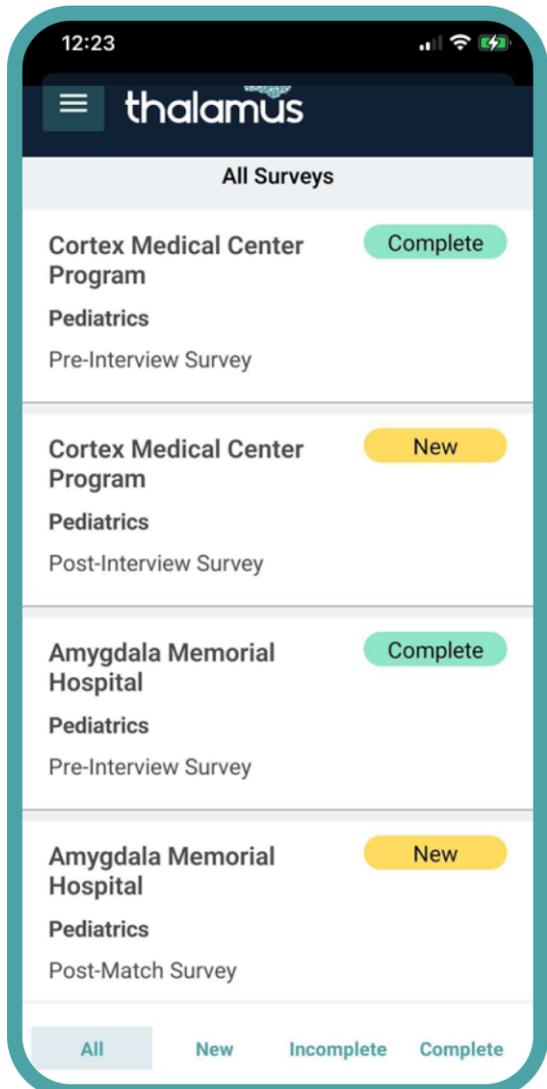
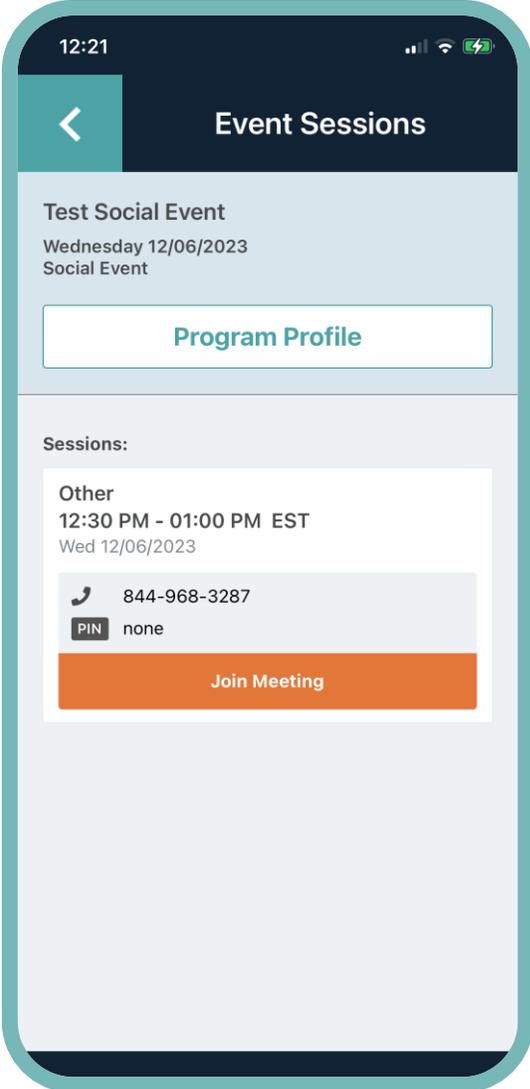
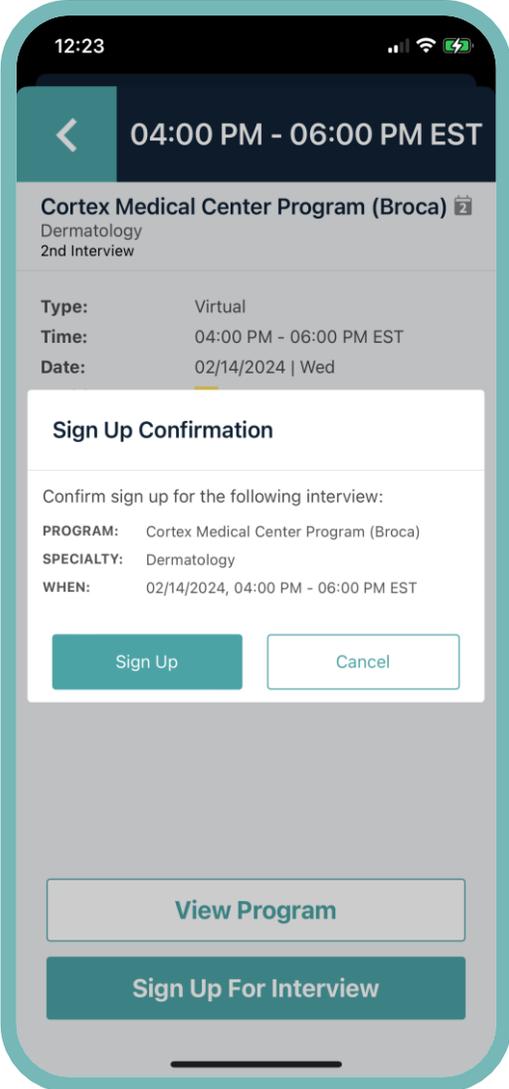
If you did not rank our program highly, what is the number one factor influencing the decision?

Please provide any suggestions to improve our residency interview experience

Post-Match

Anonymous!

Applicant Mobile – Schedule, Virtual Interviews, Surveys!



Thalamus Holistic Review

COMPETENCY-BASED REVIEW • CENTRALIZED SCORES & NOTES • TRACK TEAM PROGRESS



Application Review for Applicant Selection



Interview Scorecards (Evaluations) with configurable questions and weighting



Fully integrated across products, builds rank list

Actions			REVIEWERS				
<input type="checkbox"/>	APPLICANT	APPLICATION STATUS	CORY CEREBELLUM 5/15 (33%) Completed	NICOLE CORTEX 0/10 (0%) Completed	QUINN CORTEX 1/10 (10%) Completed	MARIAH THALAMUS 1/5 (20%) Completed	ZACARIAH THALAMUS No Applicants Assigned
<input type="checkbox"/>	 Cynthia Cingulate 3/6 (50%) Submitted	+ ✓ ×	Submitted	In progress		Not started	
<input type="checkbox"/>	 Percy Hippocampus 2/3 (66%) Submitted	+ ¹ ✓ ×	In progress			Submitted	
<input type="checkbox"/>	 Jessica Medula 4/5 (80%) Submitted	+ ³ ✓ ×	Submitted		In progress		
<input type="checkbox"/>	 Brian Nerve 2/4 (50%) Submitted	+ ✓ ¹ ×	Submitted	In progress	In progress		
<input type="checkbox"/>	 Anette Occipital 0/4 (0%) Submitted	+ ✓ ×		Not started			
<input type="checkbox"/>	 Raymond Parietal 0/4 (0%) Submitted	+ ² ✓ ×					
<input type="checkbox"/>	 Matthew Temporal 1/4 (25%) Submitted	+ ✓ ×			Submitted	In progress	
<input type="checkbox"/>	 Desmond Thalamus 0/4 (0%) Submitted	+ ✓ × ¹		In progress	Not started		
<input type="checkbox"/>	 Robert Thalamus No Reviewers Assigned	+ ✓ ×					

Rank List

Rank List Provides Score Comparison (application selection, interview, etc)

SELECT	APPLICANT	RANK	OVERALL SCORE	INTERVIEW SCORE	CORTEX SCORE	AAMC ID	SCHOOL	INTERVIEW DATE	BOOKMARK	NOTES	DETAILS
<input type="checkbox"/>	 Ming Redor	☆ 1	5.00	Not Scored	5.00	21315716	Lake Erie College of Os...				
<input type="checkbox"/>	 Emma Gyus	M 2 ↑	4.64	4.64	Not Scored	13138348	University of Pittsburgh ...	02/07/2024 Wednesday 8:00 AM - 4:00 PM EST			
<input type="checkbox"/>	 Barry Gibb	☆ 3	4.84	4.69	5.00	21256539	Lake Erie College of Os...	02/22/2024 Thursday 12:00 PM - 4:00 PM EST			
<input type="checkbox"/>	 Kat Beltre	☆ 4	4.62	4.76	4.47	21315696	University of Arizona C...	02/29/2024 Thursday 12:00 PM - 5:00 PM EST			
<input type="checkbox"/>	 Keri Brainstem	☆ 5	4.50	Not Scored	4.50	99992777	University of Mississippi...				
<input type="checkbox"/>	 David Amygdala	☆ 6	4.23	4.23	Not Scored	99992775	Yale School of M				

Multiple Rank List Viewing Options

Applicant Rank List - Regular Scoring (Default)

Default list

Default Local Connection +

Search [] Jump to rank # [] Select an event [] Reset All [] 9 Search Results / 9 Applicants Export Legend

 Ming Redor Lake Erie College of Osteopathic Medicine AAMC ID: 21315716 Overall Score: 5.00 Interview Score: Not Scored Cortex Score: 5.00	 Emma Gyus University of Pittsburgh School of Medicine AAMC ID: 13138348 Overall Score: 4.64 Interview Score: 4.64 Cortex Score: Not Scored	 Barry Gibb Lake Erie College of Osteopathic Medicine AAMC ID: 21256539 Overall Score: 4.84 Interview Score: 4.69 Cortex Score: 5.00	 Kat Beltre University of Arizona College of Medicine AAMC ID: 21315696 Overall Score: 4.62 Interview Score: 4.76 Cortex Score: 4.47	 Keri Brainstem University of Mississippi School of Medicine AAMC ID: 99992777 Overall Score: 4.50 Interview Score: Not Scored Cortex Score: 4.50
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Trainings & Resources

Thalamus Training Opportunities!



thalamus University
connecting the docs
ONLINE ACADEMY

Free training available 24/7!



Thalamus Advanced Certification Seminar





Scan Me!

- 24x7 Support
- Weekly Live Training Sessions
- Advanced Certification courses through the year
- And many other free resources

[Short Snippet Videos:](#)

Our Training website has many short snippet videos that are under 5 minutes in length. These would be great resources to show PDs and faculty members on different aspects of Thalamus. Check them out [here](#).

Best Practices, Tips and Tricks!

- ❖ The Program Profile section can include requirements like sample contracts & benefit links.
- ❖ Incorporate itineraries into Thalamus (whether interviewing in-person or virtual).
 - Saves time - no need to email out itineraries to applicants!
- ❖ Use the Thalamus Facesheet/Roster to provide faculty a pdf of all interviewees.
- ❖ Scores entered in Thalamus build the rank list!
 - ❖ The Rank List Roster can display photos, scores, etc.
 - ❖ Save hours – no need for spreadsheets or PowerPoints!
 - ❖ Rank list in Thalamus Core feeds into your programs' Cerebellum data!
- ❖ Rank list exports as an “NRMP.TXT” file for NRMP upload!
- ❖ Indicating applicants as “Matched” in Thalamus Core feeds into Cerebellum data!
- ❖ Send Post-Match Applicant Surveys in Thalamus.

Next Steps!



- **Now:** Opt-in for Thalamus via [ERAS PDWS \(EPM\)](#)
- **June 5th:** Onboarding begins for complimentary items
- Reach out to sales@thalamusgme.com for Cortex or Thalamus Video purchases



Thalamus Demo

Thank you!

Questions?



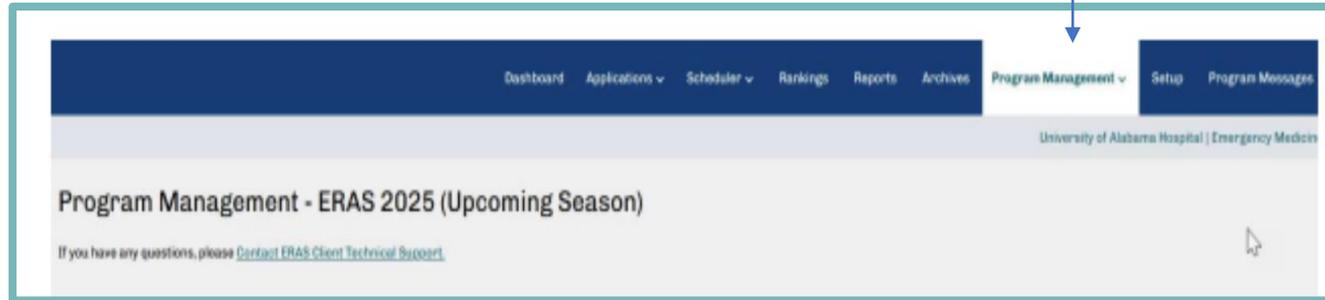
Serving GME • 2014–2024

Terri Feist | Terri.Feist@thalamusgme.com

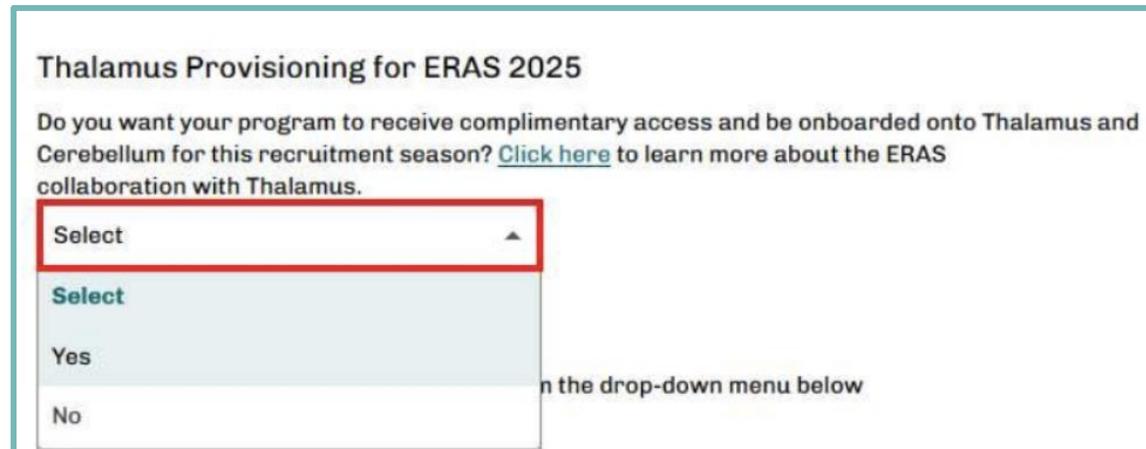
AAMC Thalamus Collaboration: Opt-in

1. Login to the [ERAS PDWS](#)
2. Access the ERAS Program Management (EPM) tab within the PDWS

EPM Tab



3. Select “Yes” in the Thalamus Provisioning for ERAS 2025 section for Thalamus access to complimentary items.

A screenshot of the 'Thalamus Provisioning for ERAS 2025' section. The text asks: 'Do you want your program to receive complimentary access and be onboarded onto Thalamus and Cerebellum for this recruitment season? Click here to learn more about the ERAS collaboration with Thalamus.' Below this is a drop-down menu with 'Select' as the current selection. The menu is open, showing 'Select', 'Yes', and 'No' as options. The 'Yes' option is highlighted. A red box highlights the drop-down menu. Below the menu, there is a label 'in the drop-down menu below'.

4. All programs must complete the opt-in even if Thalamus was used previously!

API Integration: Cortex Application Review

Programs that use Cortex for application review to decide who to interview would follow this process:

Step 1. Can select **all** applicants.

The screenshot shows the AAMC application review interface. The 'Filter Criteria' dropdown is set to 'All Applicants'. Below the filter, there is a search bar and a table of applicants. The 'ACTIONS' menu is open, and the 'Authorize Data to Thalamus' option is highlighted. A teal arrow points from the 'Step 1' text to the 'All Applicants' filter.

Applicant Name	AAMC ID	Most Recent Medical School	Email
Beltre, Kat	21196976	University of Medicine	bkat@university.edu
Davis, Sam T.	25342123	University of Healthcare	Samdavis@university.edu
Goodwin, Katy	23441234	University of Healthcare	ktgoodwin@university.edu
Redor, Ming Shing	24518267	University of Wellness	mingredor@university.edu
Weise, David	21564236	University of Wellness	davidw2024@university.edu
Wong, Dona M.	22750207	University of Healthcare	donawong@university.edu
Yanagihara, Pooi Yin May	20439685	University of Medicine	pooyanagihara@university.edu

Step 2. From the Actions menu, select the **Thalamus Cortex** option.

The screenshot shows the 'Authorize Data to Thalamus' dialog box. The 'Thalamus Cortex' option is selected under the 'I authorize to send this to' section. A teal arrow points from the 'Step 2' text to the 'Thalamus Cortex' radio button.

Authorize Data to Thalamus

Overview

The AAMC - Thalamus application program interface (API) streamlines transfer of program/applicant data between ERAS PDWS and Thalamus products. From the list below, please select either Thalamus Core (interview management) or Thalamus Cortex (application review) to transfer data to either software respectively. Once authorized, data transfer will occur in the background and you can continue using both ERAS PDWS and Thalamus products during that time.

Note: The authorize and export process can be completed multiple times, and no data will be duplicated and/or deleted. Data can also be managed and/or deleted through Thalamus products. Your program may include up to your entire applicant pool for Cortex. The same may be done for Thalamus Core, but recommended practice is to transfer a smaller subset of applicants that are being considered for or will be invited to interview with your program. Ceretellum (Thalamus's data and analytics dashboard) will aggregate data throughout the process from ERAS PDWS, Thalamus Core and Cortex based on feature use across all products.

For any further questions regarding data transfer or other questions about Thalamus, please contact the Thalamus Customer Experience team at customerexperience@thalamusgme.com.

Thalamus Core

Thalamus Core is the premier, cloud-based interview management for graduate medical education (GME) training programs. Thalamus facilitates applicant interview scheduling in real-time. Integrated surveys, itineraries, scoring and rank list features are also available. Thalamus Core is offered complimentary for all ERAS-participating programs as part of the AAMC-Thalamus Collaboration. Please only select this option if you have opted-in via ERAS Program Management (EPM) and have an enabled Thalamus Core subscription/account.

Thalamus Cortex

I authorize to send this to Thalamus Core

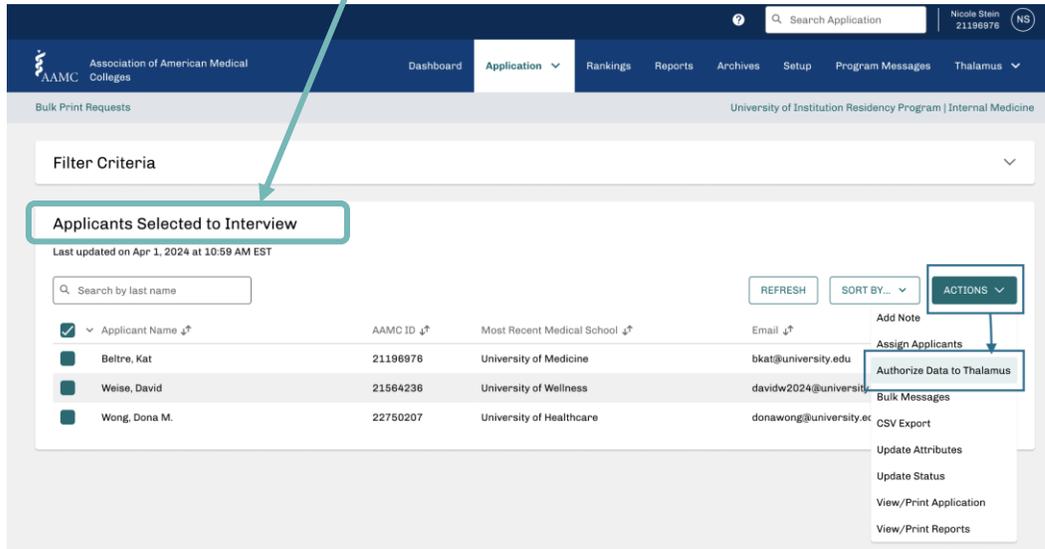
I authorize to send this to Thalamus Cortex

CANCEL SUBMIT

API Integration: PDWS Application Review (if not using Cortex)

Programs that use PDWS for application review to decide who to interview would follow this process:

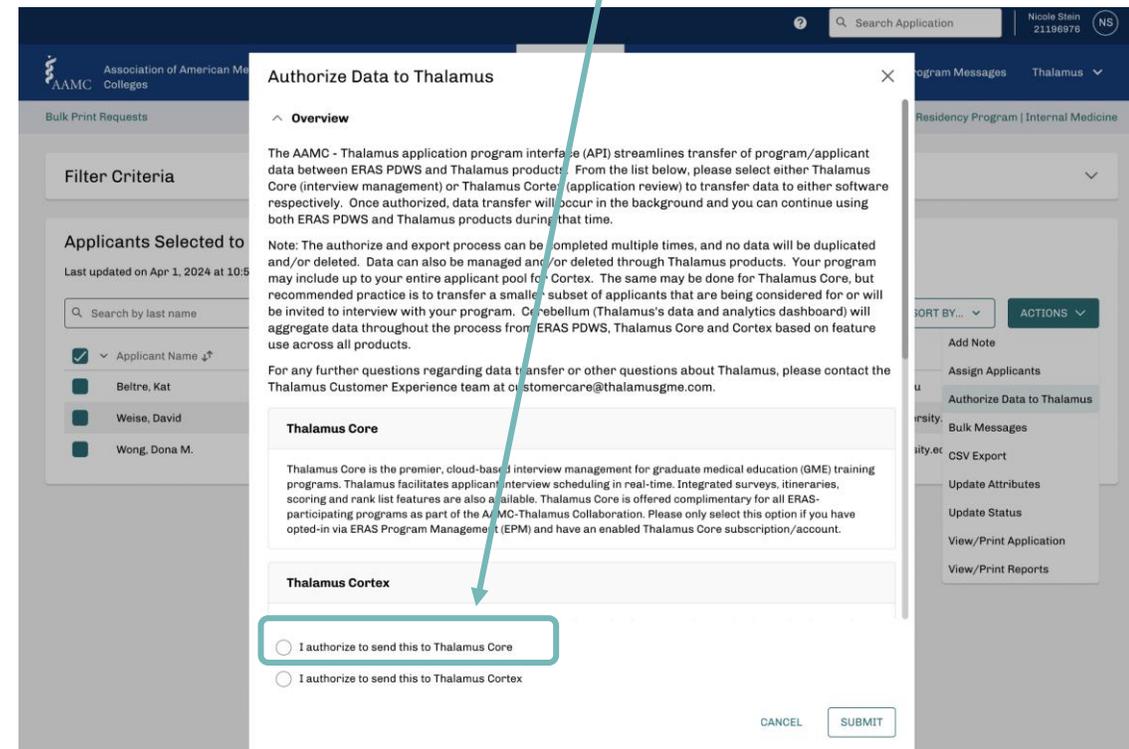
Step 1. Filter by applicants selected to interview



The screenshot shows the AAMC PDWS application review interface. The 'Filter Criteria' dropdown is set to 'Applicants Selected to Interview'. Below the filter, there is a table of applicants with columns for Applicant Name, AAMC ID, Most Recent Medical School, and Email. The 'ACTIONS' menu is open, showing options like 'Assign Applicants', 'Authorize Data to Thalamus', 'Bulk Messages', 'CSV Export', 'Update Attributes', 'Update Status', 'View/Print Application', and 'View/Print Reports'. A red box highlights the 'Applicants Selected to Interview' filter, and a red box highlights the 'ACTIONS' menu.

Applicant Name	AAMC ID	Most Recent Medical School	Email
Beltre, Kat	21196976	University of Medicine	bkat@university.edu
Weise, David	21564236	University of Wellness	davidw2024@university.edu
Wong, Dona M.	22750207	University of Healthcare	donawong@university.edu

Step 2. From the Actions menu, select the Thalamus Core option.



The screenshot shows the 'Authorize Data to Thalamus' dialog box. The 'Overview' section explains the API integration. The 'Thalamus Core' option is selected, and the 'Thalamus Cortex' option is unselected. The 'SUBMIT' button is visible at the bottom right.

Authorize Data to Thalamus

Overview

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Thalamus Cortex

I authorize to send this to Thalamus Core

I authorize to send this to Thalamus Cortex

CANCEL SUBMIT