



# UT Southwestern Colleges: A Study of Outcomes

Professionalism Multiscore Profiles  
for Medical Students

Johns Hopkins Learning Communities Meeting  
1 November 2007

## Agenda

- UT Southwestern Colleges
- Measuring Professionalism
- Study Methods
- Study Outcomes

## UT Southwestern Colleges Leadership



Headmaster  
Dan Foster, MD



Director  
Sue Cox, MD



Co-Director  
Cella Jenkins, MD



Co-Director  
John Sadler, MD



Co-Director  
Jim Wagner, MD

## UT Southwestern Colleges

- 240 Students
- 6 Colleges
  - 6-7 Mentors per College
  - 5-6 Students per Mentor
- MS1 Year (introduced in 2007-8 year)
  - Clinical Skills/Professionalism/Human Behavior
- MS2 Year (implementing in 2008-9 year)
  - Refined Clinical Skills/Hospital Visits



## Measuring Professionalism

- Importance of Formative Feedback
- Lessons from Business:
  - 360 degree evaluation
  - Multiscore Profiles
- Evolving from “Values” to “Behaviors”
- Emergence of Instruments

## Study Methods

- Question 1: Does the Colleges System Improve Medical Student Ethics?
  - DIT with Historical Control
- Question 2: Is Multiscore Feedback Better?
  - Pre- and Post-Intervention Measurements
  - Intervention
    - Multiscore Profile as Formative Feedback

## Linking Values to Measureable Behaviors

Domain		Behavior	Instrument		
Skills	Knowledge		Transcript, USMLE		
		Data-gathering	History	DVD feedback	
				SP feedback	
				OSCE	
			Physical examination	OSCE	
			Diagnostic testing		
			Data-synthesis	Diagnosis	OSCE
			Management	Treatment	
		Manual	Procedures	CPR, ACLS, IV, etc.	
		Computer	Searches	EBM	

## Linking Values to Measureable Behaviors

Domain		Behavior	Instrument
Attitudes	Communication	Language	DVD feedback
			SP feedback
			OSCE
		Empathy	Jefferson Empathy Scale
		Compassion	
		Integrity	Defining Issues Test - 2
		Collaboration	Responsibility
	Respect Duty		DVD feedback
	Continuous improvement	Recognizes limitations	Jefferson Continuous Improvement Scale
		Motivated to improve	

## Instruments Used

- Defining Issues Test -2
  - Based on Kohlberg's Moral Reasoning Theory
- Jefferson Scales
  - Physician Empathy
  - Physician-Nurse Collaboration
  - Continuous Improvement Scale



## Preliminary Data

	DIT Pre-score	DIT Post-score
Historical Students	50.2	52.4
Historical Faculty	49.1	47.5
Colleges Students		
Colleges Mentors		