The Surgical Clerkship
Educational Environment

STANFORD SURGERY

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STANFORD SCHOOL OF MEDICINE
What is the Surgical Educational Environment

- High stress questioning and answering environment that is usually done in public
  - On the wards during rounds
  - Formal teaching rounds
  - Tumor board
  - M&M
  - Operating Room

- What is the problem?
  - The perception of mistreatment of medical students higher in procedure based specialties.
Video One – The Wards
Discussion

- Impression
  - Overall
  - Which parts are equivocal
  - What parts were mistreatment
  - Is neglect a problem

- What can be done to improve this situation
  - If you were the student
  - If you were a bystander

- Parting shots
Video two – The OR
Discussion

- Impression
  - Overall
  - Which parts are equivocal
  - Why is this ok

- What can be done to improve this situation
  - You
  - The resident
  - The attending

- Parting shots
Incidence of personal and witnessed mistreatment 2013

- Students reported personally experiencing any of the mistreatment behaviors (excluding "publicly embarrassed") during medical school:
  - At least ONCE
    - 51.6% of Stanford students (33 out of 64)
    - 42.1% of students nationally

- Students reported personally witnessing any of the mistreatment behaviors (excluding "publicly embarrassed") during medical school:
  - At least ONCE
    - 21.9% of Stanford students (14 out of 64)
    - 23.1% of students nationally
Sources of ‘publicly humiliated’-only behaviors experienced personally, as percent of all who answered question 41 above, including those who indicated they ‘Never’ experienced any of the listed behaviors. For example, 14.1% of respondents nationally in 2013 indicated they were publicly humiliated by a faculty member in a clinical setting. The actual question was: ‘Indicate below which person(s) engaged in the behavior that was directed at you. Check all that apply.’ Prior-year data are not comparable and so are not displayed; refer to the Executive Summary for more information.

| Pre-clerkship faculty:                      | 0.9  |
| Clerkship faculty (in classroom)           | 1.4  |
| Clerkship faculty (in clinical settings)    | 14.1 |
| Resident/Intern                            | 11.7 |
| Nurse                                      | 5.0  |
| Administrator                              | 0.6  |
| Other institution employee                 | 1.1  |
| Student                                    | 1.8  |

Number of respondents: 13,146
Sources of Other Than

43b. Sources of behaviors experienced personally, excluding ‘publicly embarrassed’ and ‘publicly humiliated,’ as percent of all who answered question 41 above, including those who indicated they ‘Never’ experienced any of the listed behaviors. For example, 18.6% of respondents nationally in 2013 indicated they experienced a resident or intern engaging in behavior other than public embarrassment or humiliation. The actual question was: ‘Please indicate below which person(s) engaged in the behavior that was directed at you. Check all that apply.’

<table>
<thead>
<tr>
<th>Source</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-clerkship faculty:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clerkship faculty (in classroom)</td>
<td>1.9</td>
<td>1.7</td>
</tr>
<tr>
<td>Clerkship faculty (in clinical settings)</td>
<td>1.8</td>
<td>1.0</td>
</tr>
<tr>
<td>Resident/Intern</td>
<td>19.0</td>
<td>19.4</td>
</tr>
<tr>
<td>Nurse</td>
<td>5.0</td>
<td>4.4</td>
</tr>
<tr>
<td>Administrator</td>
<td>1.6</td>
<td>1.6</td>
</tr>
<tr>
<td>Other institution employee</td>
<td>3.1</td>
<td>3.4</td>
</tr>
<tr>
<td>Student</td>
<td>4.4</td>
<td>4.3</td>
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</table>

Number of respondents

12,195 13,146
Did You Report the Mistreatment

44. Did you report any of the behaviors listed above to a designated faculty member of the medical school administration empowered to handle such complaints? (Note: the results include those who indicated they had personally experienced at least 'Once' any of the behaviors, excluding 'publicly embarrassed,' listed in item 41 above.)

All Schools

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>18.7</td>
</tr>
</tbody>
</table>

| Yes  | 81.3   |
| No   | 18.7   |

Number of responses: 5,487

47. If there were any incidents of these behaviors that you did not report, why didn't you report them? Check all that apply. (Note: As multiple responses were permitted, totals may exceed 100%.)

- The incident did not seem important enough to report
- I resolved the issue myself
- I did not think anything would be done about it
- Fear of reprisal
- I did not know what to do
- Other

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>The incident did not seem important</td>
<td>57.3</td>
</tr>
<tr>
<td>I resolved the issue myself</td>
<td>19.4</td>
</tr>
<tr>
<td>I did not think anything would be</td>
<td>36.6</td>
</tr>
<tr>
<td>done about it</td>
<td></td>
</tr>
<tr>
<td>Fear of reprisal</td>
<td>27.9</td>
</tr>
<tr>
<td>I did not know what to do</td>
<td>11.8</td>
</tr>
<tr>
<td>Other</td>
<td>7.6</td>
</tr>
</tbody>
</table>

Number of respondents: 5,538
Types of Mistreatment?

- Types of mistreatment
  - Physical
  - Verbal
  - Sexual Harassment
  - Ethnic
  - Power

- Mistreatment Ombudsman for the serious offenses – rare
  - Physical, sexual, and ethnic

- Majority of mistreatment – are verbal and power
  - Education of the surgical educational environment
    - Faculty and residents
Educational Strategy to Combat Mistreatment in Surgery Clerkship

- Address three groups
  - Faculty
  - Residents
  - Medical Students

- Medical Students
  - Module on the surgical educational environment
    - First Week - Trigger videos – guided discussion
    - Last Week – Clerkship and Environmental Debrief

- Faculty and Residents
  - Grand Rounds
  - Division Meetings
  - Faculty Development
  - Resident Core Course
You are powerful!

- Tools at your disposal
  - REFLECTION
  - DISCUSSION
    - Peers
    - Residents
    - Attendings
  - EMPOWERMENT
  - ACTION
Reporting

- Clerkship Director
- Overall Clerkship Lead

Discuss with me if you feel comfortable
- Will do what you want me to do. Be specific.
- I am a surgeon... I like to take care of the problem
- Discreet (if you want)
- NO WORRIES REGARDING FEAR OF REPRISAL

- Dr. Rebecca Smith-Coggins
  - Respectful Educator and Student Mistreatment Committee

Please...Anyone.

Just don’t let it fester
Acknowledgements

Mary Hawn

Goodman Surgical Simulation Center
- Tom Krummel
- Ralph Greco
- Dana Lin
- Cara Liebert, Laura Mazer, Edward Shipper, and Vivian de Ruijter
- Sylvia Bereknyei
- Kate McGurk and Jennifer Tran

Stanford School of Medicine
- Charles Prober
- Rebecca Smith-Coggins
- Elizabeth Stuart
- Neil Gesundheit
- Clarence Braddock
- Kelley Skeff
- Cynthia Irvine
- Pree Basaviah

Clerkship
- Karen Cockerill

Surgery Residency
- Marc Melcher
- Natalie Kirilcuk
- Anita Hagan
- Patricia Raines
- JoAnn Smithson

MHPE
- Ilene Harris
- Laura Hirshfield
- Matthew Lineberry
- Classes of 2012, 13, 14

CISL
- David Gaba
- Sandi Feaster
- Lexi Buchanan
- The entire CISL Team

Pedro Tanaka
- Sarah Williams
- Diane H. Steinberg
- The Surgery Faculty
- THE SURGERY RESIDENTS
- THE MEDICAL STUDENTS
Questions?
Thank You!

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