

Innovation & Discussion: Snapshot Abstract
Theme: Administration
Title: Analyzing the SP Recruitment Process

Introduction: Due to the pandemic changing our schedules in 2020, we carved out time to analyze our Standardized Patient (SP) recruitment process at our institution. We will present the step-by-step approach that we took to analyze those tools and processes. We will also share the diversity and inclusion principles used to generate discussion centered on our organization's core values and the necessary skills for SP work.

Description: The ASPE Standards of Best Practice direct SP Program Managers to "recruit and maintain a cohort of SPs that reflects the diversity of the people they represent in simulation activities (4.5.3)." As we investigated our tools and process for recruitment, we considered the ASPE SOBP in our analysis (4.5.2). Analyzing a recruitment process with input from the entire team was important to secure buy-in from all members. By inviting the whole team to think about and discuss what skills defined our best SPs, we started from the end result and worked backward. This approach allowed us to broaden our view around who makes a "great" SP, defining that person by the skills they exhibit rather than by presupposing that their past educational or professional experience indicate proficiency or excellence in those skills.

Discussion: We will walk participants through each step of our process, along with the diversity and inclusion principles and research that accompanied our analysis. We will share the changes we have made, so far, along with our plans for the future. Finally, we will provide participants with a clear path to embark on the recruitment analysis process themselves along with more resources to guide them toward a more inclusive and diverse workplace.

Conclusion: By giving careful consideration to the values and specific skills required for SP work, we can broaden the way we view SP recruitment. Our goal is to provide a clear path toward a more diverse and inclusive community of Standardized Patients in our program and throughout our field.

Planned Format:

15 min Discussion and Presentation (pre-recorded)

References:

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2. DuBois, C. (2016). The impact of "soft" affirmative action policies on minority hiring in executive leadership: the case of the NFL's Rooney rule, *American Law and Economics Review*, 18, issue 1, p. 208-233, <https://EconPapers.repec.org/RePEc:oup:amlawe:v:18:y:2016:i:1:p:208-233>
3. Engers, A. (2021). Diversity hiring is more than a checkbox. Building a diversity, equity, and inclusion recruiting strategy. *Mac's List*. <https://www.macslist.org/for-employers/diversity-hiring-diversity-equity-and-inclusion-recruiting-strategy>
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- Retorio (2019). What is values-based recruitment and why it's changing the talent game. <https://www.retorio.com/blog/values-based-recruitment-plan>