

## Supplemental Digital Appendix 1

### Interview Outline: Developing Medical Leaders in an Accelerated Dual-Degree Program at the University of Missouri-Kansas City School of Medicine

Based on our online search or information in our alumni database, we believe that you are a leader in medicine – that you are/were ....**Interviewer:** Summarize the information in the leadership chart provided. Ask: Is that accurate?

\_\_\_\_\_Yes \_\_\_\_\_No

If no.... **Interviewer:** Note correction on chart

Are there other leadership achievements or positions that we should add to this information?

**Interviewer:** Note addition on chart

**Interviewer:** Check below the following categories that apply:

\_\_\_\_\_National \_\_\_\_\_Regional \_\_\_\_\_Local

\_\_\_\_\_Administrator \_\_\_\_\_Clinician \_\_\_\_\_Researcher \_\_\_\_\_Educator

\_\_\_\_\_Academia \_\_\_\_\_Industry \_\_\_\_\_Organized Medicine \_\_\_\_\_Government

\_\_\_\_\_Military \_\_\_\_\_Professional Society \_\_\_\_\_Private Practice

\_\_\_\_\_Health Care Facility \_\_\_\_\_Health Care System

\_\_\_\_\_CEO \_\_\_\_\_COO \_\_\_\_\_CMO \_\_\_\_\_President/President Elect

\_\_\_\_\_Chair/Chair Elect \_\_\_\_\_Unit Head \_\_\_\_\_Professor \_\_\_\_\_Other

Date Interview Completed: \_\_\_\_\_

Interviewee Number: assigned sequentially by interviewer: \_\_\_\_\_

Interviewer Initials: \_\_\_\_\_

Now, let's talk about the factors that have contributed to your success.

1. In your opinion, what has enabled you to become the leader in medicine that you are?
  - a. **Experiences** before, during, after enrollment in the UMKC combined Baccalaureate-MD Degree Program? Include any leadership experiences.  
  
Before enrollment:  
  
During enrollment:  
  
(Return to this for more detail)  
  
After enrollment in residency:  
  
After enrollment in the work place:
    - b. During these time periods, **people** who enabled your accomplishments?
    - c. Which of these experiences and people were most influential? Least?
    - d. What **personal characteristics**, if any, contributed to your leadership ability?  
In what ways, if any, did your time at the medical school impact these characteristics?
2. More specifically, what, if anything, happened during your time at the medical school that contributed to your becoming a medical leader?
  - a. What was it about the school's approach to medical education that facilitated your interest in/leadership ability? **Interviewer:** some examples  
The selection process: the type of student selected;  
The length of the curriculum: six-years, year-round curriculum;  
Other aspects of the curriculum: e.g. responsibility for self education, self assessment, learning by doing, integration of basic sciences/clinical sciences/humanities/social sciences, freedom to choose electives;

The expectations for students: competence-oriented, peer teaching, team learning, relative absence of competition;  
The docent system;  
Other student support services;  
Persons involved;  
The grading and assessment system: pass/fail

- b. In what ways, if any, could the school have helped you more?
- c. In what ways, if any, did it impede your interest in leadership and abilities for leading?

3. What further thoughts would you add that would enable the school and other institutions do a better job of preparing students to become outstanding leaders for the medical profession?