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Finding the Best Fellowship Applicants Debate: Required Documentation for Fellowship Applicants

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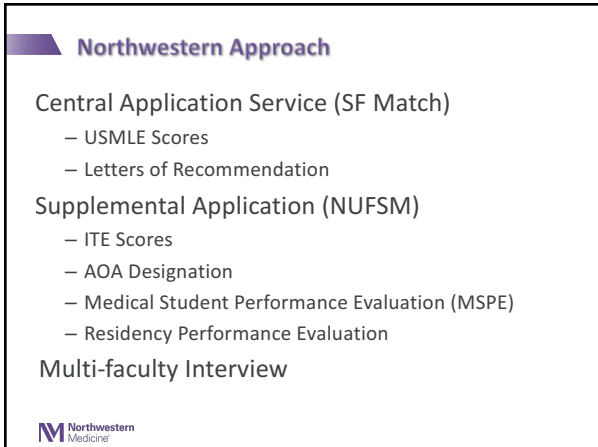
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Disclosures:
No Financial Disclosures
No Grants, Patents, or Industry Support
No Conflicts of Interest

Objectives:
Review the data available for applicant assessment
Debate the pro/con of maximal information



Northwestern Approach

Central Application Service (SF Match)

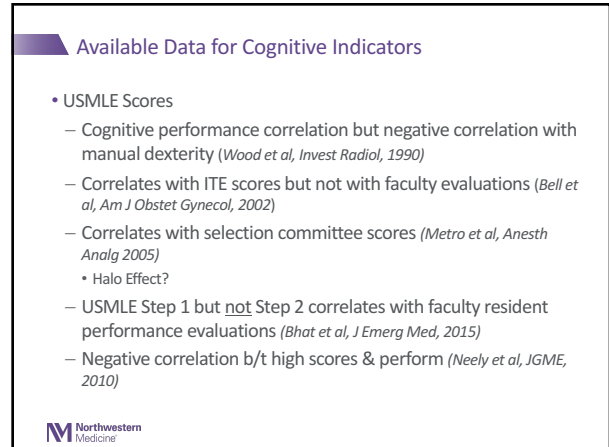
- USMLE Scores
- Letters of Recommendation

Supplemental Application (NUFSM)

- ITE Scores
- AOA Designation
- Medical Student Performance Evaluation (MSPE)
- Residency Performance Evaluation

Multi-faculty Interview

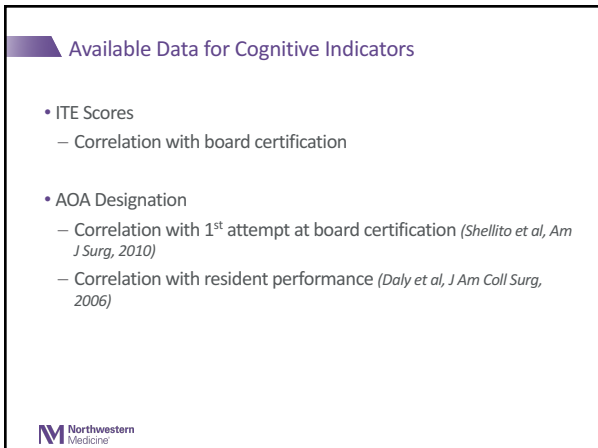
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Available Data for Cognitive Indicators

- USMLE Scores
 - Cognitive performance correlation but negative correlation with manual dexterity (*Wood et al, Invest Radiol, 1990*)
 - Correlates with ITE scores but not with faculty evaluations (*Bell et al, Am J Obstet Gynecol, 2002*)
 - Correlates with selection committee scores (*Metro et al, Anesth Analg 2005*)
 - Halo Effect?
 - USMLE Step 1 but not Step 2 correlates with faculty resident performance evaluations (*Bhat et al, J Emerg Med, 2015*)
 - Negative correlation b/t high scores & perform (*Neely et al, JGME, 2010*)

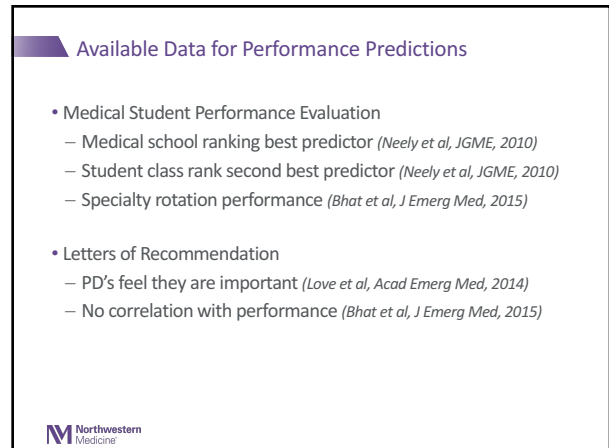
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Available Data for Cognitive Indicators

- ITE Scores
 - Correlation with board certification
- AOA Designation
 - Correlation with 1st attempt at board certification (*Shellito et al, Am J Surg, 2010*)
 - Correlation with resident performance (*Daly et al, J Am Coll Surg, 2006*)

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Available Data for Performance Predictions

- Medical Student Performance Evaluation
 - Medical school ranking best predictor (*Neely et al, JGME, 2010*)
 - Student class rank second best predictor (*Neely et al, JGME, 2010*)
 - Specialty rotation performance (*Bhat et al, J Emerg Med, 2015*)
- Letters of Recommendation
 - PD's feel they are important (*Love et al, Acad Emerg Med, 2014*)
 - No correlation with performance (*Bhat et al, J Emerg Med, 2015*)

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Available Data for Performance Predictions

- Interviews
 - PD's feel they are important
 - Standardized interviews greater interrater reliability
 - Not shown to be better predictor of performance (*Bandiera et al, Acad Emerg Med, 2004; Blouin et al, JGME, 2011*)

Mathematical Modeling for Performance Predictions

$[4 \times \text{school rank (1-5)}] + [0.2 \times \text{overall rank (10-90\%tile)}] + 0.05 \times \text{medicine rank (10-90\%tile)} + \text{board score number}$ ($>250=1$, $>240=2$, $>230=3$, $>220=4$, $>200=5$)

A student from a 2nd tier school with an overall rank of 20%tile, a medicine grade of 40%tile and a board score of 235

$$8 + 4 + 2 + 3 = 17 \text{ (Most applicants b/t 10 \& 25)}$$

(*Neely et al, JGME, 2010*)

Pro/Con Debate