

NBME Update

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Topics for Today

- Assessment of Professional Behaviors
- Comprehensive Review of USMLE



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Assessment of

PROFESSIONAL BEHAVIORS

What is this?

- A multisource feedback program designed to give residents formative feedback on professional behaviors
- Based on several years of development, including NBME/AAMC invitational conference and two field trials



Assessment of

PROFESSIONAL BEHAVIORS

Recent activity...

- Extensive instrument & item revision
 - Survey to establish item observability, clarity & importance
- 2007 pilot to “scale-up”, working with residency programs at 5 institutions
- Developing leadership, feedback provider, & technical rater training programs



Assessment of

PROFESSIONAL BEHAVIORS

What happens next?

- Developmental work & research continue
 - Goal: Operational program in Fall 2008
- Learn more at website
 - <http://professionalbehaviors.nbme.org>
- Opportunities for collaboration
 - email: professionalism@nbme.org

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- Assessment of Professional Behaviors
- Comprehensive Review of USMLE



Comprehensive Review of USMLE (CRU)

- Project initiated in 2004
 - In-depth review of entire USMLE Program
 - Purpose, design, structure, format continue to meet the licensing need and the overall USMLE mission
 - Two-phase process
 - Data Gathering – Surveys and Meetings/Focus Grps
 - Analysis/Recommendations – Special Committee

Stakeholders

- State Licensing Authorities
- Examinees and Student Leaders
- US Medical Education Community
 - Deans, Associate Deans, Faculty, Residency Program Directors
- International Medical Graduate Community
- Representatives and staff of other organizations in the House of Medicine

Survey questions...

- Importance of specific knowledge and skills for the licensing decision
 - How well does USMLE do?
- Reporting formats: Numeric versus pass/fail
 - Importance/value for other uses of USMLE
- How problems does USMLE create?
 - Interferes with curriculum; distraction to student/resident

Meetings/focus groups

- National Meetings
 - AAMC, AMA, ...
- USMLE-organized focus groups
 - Regional Sessions - Medical School Faculty
 - Members of GME community
 - Representatives of International Medical Schools

Analysis

- Committee to Evaluate the USMLE Program (CEUP)
 - 20-member panel
 - Perspectives of students/residents, faculty, deans, residency directors, state licensing authorities
 - Many with no prior experience with USMLE
 - Review and analyze collected information
 - Context of trends in licensing, education, medicine
 - Make recommendations for USMLE
 - Short- and long-term

Principles

- Primary purpose of USMLE is licensing
- Accommodate other uses
 - Can't jeopardize the primary mission
- Reliable and valid measures
- Reflect further evolution of competency

Emerging Themes

- Support two decision points
 - Supervised and unsupervised
 - “Gateway A” and “Gateway B”
- Integration and assessment of competencies, if it can be done in a valid, reliable, practical way

Emerging Themes - 2

- From Licensing view, separate assessment of Basic Science seems artificial
 - Although still important and needs to be assessed throughout
- If new structure creates an “assessment void” for other purposes, new tools will be needed
- Numeric versus pass/fail is unresolved
 - “New” USMLE, if any, will need more shape

Thoughts on Design

- If assessments are to be useful in determining readiness, what should they assess? Draw on...
 - 15+ years of USMLE experience
 - USMLE “National Faculty” – 250-300 members
 - Work of the Undergraduate and Graduate Community
- For supervised practice, want to survey residents, chief residents and program directors

Next Steps

- Fall 2007
 - CEUP prepares recommendations
 - Continuing dialogue
 - Transparent, but with few details
 - Status of CRU posted to USMLE web
 - AAMC Mtg. – Focus Session
 - Solicit comment from and opportunity to discuss with national groups

Next Steps - 2

- Winter / Spring 2008
 - Final recommendations
- 2008
 - Feasibility, implications, planning
- Early 2009
 - NBME and FSMB final approval
- Likely another two years to introduce

www.USMLE.org

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