Agenda

• Transition to Residency
• SVI Overview
• Summary of SVI 2017 Administration
• Evaluation Plan
• Plan for SVI 2018 Administration
• SVI Cost
• Questions
The Medical Education Continuum

Premedical  Medical School  Residency and Fellowships  Practice

Today’s Discussion
What are some of the challenges with our current processes?

- Loss of Curricular Time in the 4th Year
- Over-reliance on USMLE Step 1
- Lack of information about programs
- Financial burden on programs and applicants
Supporting the Transition to Residency

- Applicants: "Apply Smart" (Apply Strategically)
  - PD survey on selection process
  - Point of diminishing returns
  - Careers in Medicine Improvements
  - Residency Exploration Tool

- Medical School Advisors: "Advise Smart" (Advise Strategically)

- Program Directors: "Select Smart" (Select Strategically)
  - Best Practices for Conducting Interviews
  - Core EPAs project
  - Revised MSPE
  - AAMC Standardized Video Interview
What’s the rationale for the SVI?

- PDs consistently rate behavioral competencies as important for trainees to demonstrate when they enter residency
- Current information about behavioral competencies is hard to use and interpret
- Most information about applicants’ behavioral competencies comes from interviews
- Specialties and programs are developing their own local tools
What can AAMC do to help?

- Help achieve balance by providing information that is:
  - Reliable and accurate
  - Easy to understand and use
  - Comparable across applicants
  - Available for use in pre-interview screening
  - Facilitate holistic review

- Help applicants provide information about their prior experiences related to non-academic competencies
AAMC Standardized Video Interview (SVI)
Academic Emergency Medicine and AAMC Partnership

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What are the goals of the SVI?

Designed for use, along with other selection data, in deciding whom to invite to interview, to:

- Provide information about applicants non-academic competencies;
- Balance emphasis on Step scores in the selection process;
- Broaden the pool of applicants invited to in-person interviews;
- Reduce staff time required to conduct a more holistic review;
- Give staff more time to focus attention on applicants who may be a good fit for their program.
What format does the SVI take?

- Online
- Text-based questions
- Audio/video response
- 6 questions
- 21 minutes of interview time
  - 30 sec to read each question
  - 3 min to respond each question
What does the SVI measure?

- Questions were reviewed by residency program directors for:
  - Relevance to targeted ACGME competencies
  - Potential for bias

- Only questions that survived the review were retained
How is the SVI scored?

• Behaviorally-anchored scoring rubrics were developed for each target competency

• Rating scales were reviewed by Subject Matter Experts from residency programs
  o Relevance to target competencies
  o Appropriateness for each level on the rating scale

• Responses to each question are made on a 5-point scale and summed to create a total score
Raters

- Rater cohort
  - HR professionals with expertise in recruiting and interviewing
  - Diverse

- In-person training (8 hours)
  - Emergency Medicine resident job
  - Unconscious Bias
  - Standardized Rating Process, including focus on content
  - Trained to an EM faculty “true score” standard

- Practice and feedback on ratings (8 hours)
## Fairness in the Rating Process

<table>
<thead>
<tr>
<th>Raters</th>
<th>Applicants</th>
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<tbody>
<tr>
<td>• Delivered customized unconscious bias training to raters</td>
<td>• Provided preparation materials to applicants</td>
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<tr>
<td>• Assigned six raters per applicant</td>
<td>• Provided unlimited practice attempts in the system</td>
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<tr>
<td>• Implemented a standard rating process</td>
<td>• Behavioral and hypothetical questions were included</td>
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<tr>
<td>o Trained to focus on the content of a response</td>
<td>• Hypothetical and 3rd person responses were permitted on behavioral questions</td>
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<td>o Monitored raters’ performance regularly</td>
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Summary of the SVI for ERAS 2018
(June 6 to July 15, 2018)
SVI for ERAS 2018 Score Distribution

Summary of AAMC® Standardized Video Interview™ Total Scores

Percentile Ranks in Effect September 15, 2017 to September 14, 2018

N = 3,532

Mean = 19.1
Std. Deviation = 3.1
Most EM programs participated in the SVI for ERAS 2018 Pilot

- Participating: 82%
- Not Participating: 18%
How will the SVI be evaluated?
Validity

“The process of validation involves **accumulating relevant evidence** to provide a sound scientific basis for the proposed score interpretations…”

- Ongoing
- Multiple sources of evidence

We will evaluate each source of evidence by conducting research in different areas

- Psychometrics
- PD and Applicant Reactions
- Fairness & Preparation
- Predicting Non-Academic PGY-1 Performance
More data will be available each year
First, let’s review results for applicant and PD reactions
## Applicant Survey Methods

<table>
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<tr>
<th>Survey #1</th>
<th>Survey #2</th>
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| **Administration** | **Online**  
• Immediately following completion of the SVI  
• Jun 6 to July 31 | **Online**  
• After scores were released  
• Oct 18 – Nov 13 |
| **Sample** | **2,906 participated**  
• 83% response rate | **2,074 participated**  
• 58% response rate |
| **Content** | **11 questions**  
• Preparation  
• Applicant reactions  
• Open response | **29 questions**  
• Perceptions of the Selection Process  
• SVI Experience  
• Future of the Selection Process  
• Open response |
Applicant Reactions

- Satisfied with the SVI overall: 38%
- SVI instructions were clear: 84%
- Content of SVI questions are related to the types of activities required of residents: 67%
- Drew on past experiences to answer questions: 50%
Program Directors used SVI scores cautiously

- **54%** Used in ERAS 2018 selection
- **70%** SVI scores were not important in deciding whom to invite to the in-person interview
- **33%** SVI helped me compare applicants’ ICS and PROF
- **57%** Somewhat or more likely to use in ERAS 2019 selection
Program Directors’ Use of SVI Videos

- 80% of PDs who viewed videos out of curiosity
- Median # of videos viewed by PDWS users: 111
- 71% of Applicants with 3+ videos viewed by PDWS users

Programs were more likely to view videos from:
- US-MDs
- Applicants with higher Step 1 scores
- Applicants with higher SVI scores

There were no differences in views for applicants by race/ethnicity or gender
Next, let’s review results for fairness and preparation
Women had slightly higher SVI scores than men

- Male (N=2,311): 18.9 (3.1)
- Female (N=1,219): 19.5 (3.1)

M-F d = -.21 Small Effect
SVI scores did not differ by race and ethnicity

- White (N=2,001): 19.2 (3.0)
- Black (N=247): 19.3 (3.0)
- Hispanic (N=286): 18.9 (3.1)
- Asian (N=613): 19.1 (3.1)

W-B $d = -0.06$ No Effect
W-H $d = 0.09$ No effect
W-A $d = 0.01$ No Effect
SVI scores have small correlations with scores from Step 1, Step 2CK, or Step 2CS

USMLE Step 1 (N=2,977)
USMLE Step 2 CK (N=2,596)
USMLE Step 2 CS (N=1,058)

Threshold for a small correlation

0.09
0.12
0.15
Preparation strategy did not affect SVI score

Did not prepare | Read the AAMC’s Tips for Applicants | Completed 1+ practice questions in the HireVue system | Studied interview questions related to the target competencies | Rehearsed responses without technology | Rehearsed responses with technology

Mean SVI Score:
- Did not prepare: 18.46
- Read the AAMC’s Tips for Applicants: 19.34
- Completed 1+ practice questions in the HireVue system: 19.27
- Studied interview questions related to the target competencies: 19.48
- Rehearsed responses without technology: 19.43
- Rehearsed responses with technology: 19.52

% Endorsed:
- Did not prepare: 7%
- Read the AAMC’s Tips for Applicants: 79%
- Completed 1+ practice questions in the HireVue system: 66%
- Studied interview questions related to the target competencies: 54%
- Rehearsed responses without technology: 45%
- Rehearsed responses with technology: 28%
Modest amounts of time are needed to perform well on the SVI
Location did not influence SVI score

<table>
<thead>
<tr>
<th>Location</th>
<th>Mean SVI Score</th>
<th>% Endorsed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Home</td>
<td>19.17</td>
<td>75%</td>
</tr>
<tr>
<td>Other</td>
<td>19.19</td>
<td>17%</td>
</tr>
<tr>
<td>Recording space provided by my school</td>
<td>19.28</td>
<td>8%</td>
</tr>
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Finally, let’s talk about predicting performance
We are partnering with 15-20 EM training programs to study the relationship between SVI scores and intern performance

Add names or logos of programs who’ve agreed only
Local Study Design

Follow 2 cohorts (2018 and 2019) through their first year of training.

SVI Scores → Correlation

Local Selection Data
• File review scores
• Invited/not invited to the in-person interview
• In-person interview scores
• ROL, etc.

Intern performance
• Milestone ratings
• In-Service Exams
• Shift ratings, etc.
## Timeline for the Validity Study (SVI 2017-18 cohort)

<table>
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<th>Date</th>
<th>Activity</th>
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| Spring 2018                 | • Set up infrastructure  
                           |   • Confirm programs  
                           |   • Finalize research design  
                           |   • IRB, DUA                                                             |
| Late Summer/Early Fall 2018 | • Recruit interns  
                           |   • Identify outcomes  
                           |   • Exchange selection data                                             |
| Fall 2018                   | • Set-up data exchange process                                           |
| Winter 2019                 | • Exchange performance data (round 1)                                    |
| Winter/Spring 2019          | • Analyze and disseminate results                                       |
| Summer 2019                 | • Exchange performance data (round 2)                                    |
| Fall 2019                   | • Analyze and disseminate results                                       |

Repeat for the SVI 2018 cohort
Other planned research for 2018

- Relationship between SVI and eSLOE ratings (partnership with CORD) – in progress

- Relationship between SVI scores and Step 2 Clinical Skills sub-scores (partnership with NBME) – in progress

- Relationship between SVI scores and ACGME milestones (partnership with ACGME) – preliminary conversations
We welcome your research partnership

- Connect you to colleagues pursuing similar questions
- Provide consultation on methods and statistics

Per the SVI Terms and Conditions, use of SVI data must be reviewed by the AAMC Research Committee prior to submission for conference presentations and/or peer-reviewed journals.
Plan for SVI 2018 Administration
## SVI 2018 Administration Timeline

<table>
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<tr>
<th>Date</th>
<th>Activity</th>
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<tr>
<td>February 7th</td>
<td>• Announced SVI and launched new website</td>
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<tr>
<td>May 1st</td>
<td>• Accommodation Process opens</td>
</tr>
<tr>
<td>Early June</td>
<td>• MyERAS® and SVI open</td>
</tr>
<tr>
<td>July 15th at 11:59 p.m. ET</td>
<td>• SVI window closes</td>
</tr>
<tr>
<td>August 30th</td>
<td>• Deadline to submit a Request for Extension</td>
</tr>
<tr>
<td>September 1st (expected)</td>
<td>• Scores released to applicants and medical schools</td>
</tr>
<tr>
<td>September 15th (expected)</td>
<td>• Deadline for complete the SVI for those granted extensions</td>
</tr>
<tr>
<td></td>
<td>• Scores and videos released to programs (applicants who interviewed by July 15, 2018)</td>
</tr>
<tr>
<td>October 15th</td>
<td>• Scores and videos released to programs (applicants who were granted an extension and interviewed by September 15, 2018)</td>
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*For a detailed schedule refer to the AAMC SVI Essentials for the ERAS 2019 Season.*
## Improvements for SVI 2018

### Applicants
- Revised website
- More flexible extensions process
- Updated *Tips for Applicants*
- Online Practice Interview
- Scores released scores sooner

### Medical Schools
- Score reports available

### Programs
- Filters
- Export capability
- User’s Guide
Resources

Website

www.aamc.org/svi

SVI Essentials for the ERAS 2019 Season

www.aamc.org/sviessentials
What will the SVI cost?
What is the SVI value proposition?

- Workforce with academic and behavioral competencies
- Signals the importance of behavioral competencies
- More information, earlier
- Facilitate holistic review
- Reduce workload
- Response to calls for more holistic review
- Response to calls for more holistic review
What criteria will be used to evaluate pricing models?

- Value to user
- Operational costs
- Market comparison
Roadmap for finalizing SVI pricing

Pricing Focus Groups (Spring 2018)
- DIOs
- Program Directors
- Chairs and Program Directors

AAMC Deliberate (Summer 2018)

AAMC Decision (Fall 2018)

If you are attending the AAMC GRA, CORD, or SAEM meetings and want to volunteer for the pricing focus group, please see me after the session to sign up.
Questions
Program Director Training

- Self-paced online training modules: available starting in July 2018
  - SVI Content (10 min)
  - Interpreting SVI scores (15 min)
  - Incorporating SVI scores into the selection process (15 min)
- Webinar (August and September 2018)
- User’s Guide (PDF and print): available starting in August 2018

Completing training will help you and your staff understand SVI scores and will give you ideas for how to incorporate them into your selection process.