The role of academic achievements and psychometric measures in the ranking process☆

DR. BENJAMIN VEENSTRA (Chicago, Illinois): I enjoyed learning about your interview process and I commend your program on the realtime individual rank list after each interview day in addition to the meeting in January. You note that the rank lists were made by all interviewers, including both faculty and residents. Did you look to see who did it best? For example, did you see any difference between residents and faculty or in the amount of time that these individuals spent at the institution to correlate between the initial rank list and the final? Second question, I agree with your assessment that the interview process is very subjective with multiple factors that can lead towards bias, however in the end, concepts such as Fit and Report are inherently subjective and ultimately rely on those faculty and residents already present at the interviewing institution. I commend you to look at your program's interclass correlations, specifically the final and preliminary had a 91% match. Did you see this high variability individually before the post interview day ranking? And, finally, do you think a high correlation for instance is necessary? Third and last question, the only variable to reach the statistical significance was the degree of connection between the candidate and interviewer or rapport. You mention in your introduction that some programs are conducting these remote interviews with both groups feeling this was adequate. So in today's increasing technological marketplace, are we behind the times in our approach? Do you seeing this going into Skype or Facetime mode for interviews?

DR. ARAFEH: As far as in-person interviews and Web-based interviews, I think the literature has discussed that somewhat. I think at the end of the day, most residents and programs tend to appreciate meeting in person. We believe that this gives the resident as well as the program the ability to really obtain part of the interview or part of the application process that will not technically be maybe obtained through a Web-based interview.

As far as looking at, your first and second two questions, looking at the individual rank list for residents, faculty and then the combined list, we actually looked at the correlation between the resident rank list as well as the final rank list as well as the faculty rank list and the final rank list, and there appears to be very strong correlation individually between the resident rank list and the final rank list. In addition, the faculty rank list had a strong correlation with the final rank list. But if we talk about the two separately, the faculty rank list had the strongest correlation.

Looking at interclass correlation between the preliminary rank list as well as the final rank list that was submitted to the NRMP, we also looked at that through the residents as well as the faculty, and they both appeared to have very high interclass correlation with the final submitted rank list.

☆ Presentation given by Mohamed-Omar Arafeh, M.D.