



Health and Medical Education Scholarship Symposium

Thursday, May 11, 2023

ABSTRACT SUBMISSION

Presentation Title: Development and Operationalization of a Situational Judgement Test (SJT) for Family Medicine Residency Selection in Canada.

Lead Author/Facilitator: Keith Wycliffe-Jones

Presenting Author/Facilitator Institution/Affiliation: University of Calgary, Department of Family Medicine

Presenting Author/Facilitator Phone and Email: 403-383-5241 kwycliff@ucalgary.ca

Co-Authors/Facilitators and affiliations and email (max 4):

Michelle Morros University of Alberta morros@ualberta.ca

Alain Papineau University of Montreal alain.papineau@umontreal.ca

Mel Washbrook, Work Psychology Group m.washbrook@workpsychologygroup.ca

Pamela Roach University of Calgary, Department of Family Medicine pamela.roach@ucalgary.ca

Is the Presenting Author/Facilitator a student? Yes No

Preferred format:

Oral Presentation

Oral presentations provide an opportunity to share your research or innovation with our medical education scholarship community. Presentations are in a PowerPoint (or similar) format, and will be limited to **10 minutes** per project (plus 3 minutes for questions). *Please note that oral presentation slots are limited.* You may submit works in progress, provided that results can be presented at the event.

Poster

A poster session will be held, with presenters providing a brief summary (**4 minutes** + 1 minute for questions) of their work for the audience. Posters should focus on infographics and limit the amount of text. Posters will be displayed on the OHMES website following the event. You are welcome to re-use posters presented at other events (eg. ICAM, ICRE, etc.).

Please use the relevant subsection below to describe your preferred presentation format in 250 words or less, and email form to ohmes@ucalgary.ca by 28 February 2023:

Oral Presentation

Background: There has been increased recognition of the need to assess non-academic attributes as well as academic ability in selection for residency training. Situational judgement tests (SJT) are an increasingly popular selection methodology to assess non-academic attributes, with a wealth of supporting validity evidence. Previously no Family Medicine (FM) -specific SJT has been available for use in postgraduate FM residency selection in Canada.

Objectives/Questions:

In a SJT developed for FM:

- 1) Do psychometric analyses support the use of the test in FM selection?
- 2) Are there test performance differences between demographic groups?
- 3) What are applicant reactions in terms of acceptability?

Methods: Previously validated SJT scenarios from the UK were contextualized for Canadian FM residency training. The bilingual online test was piloted by FM residents before operationalization in January 2022 across 6 participating FM programs who made the test a mandatory requirement for 1st round CaRMS applicants. Applicants were invited to participate in anonymous demographic and post-test evaluation surveys.

Results and Findings: 1835 applicants completed the SJT which showed good internal reliability (Cronbach $\alpha=0.78$). Positive applicant feedback was received; approximately 80% (n=1515) agreed the test content was relevant to the role of a family physician. Statistically significant differences in performance based on test language, gender, place of medical education, and ethnicity were noted.

Conclusions and Significance: The FM-SJT is a reliable and favorably perceived tool for assessing non-academic attributes and is capable of differentiating between applicants. Ongoing analysis is required to ensure the test is not disadvantaging any demographic sub-groups.

Provide 3 learning objectives for the audience:

1. Describe the process of developing and operationalizing a new Situational Judgement Test for Family Medicine residency selection
2. Summarize the main psychometrics and evaluation results conducted on the test
3. Describe the significant demographic group differences in test performance.
