

## 2021-04-15: When a Measure Becomes a Target, It Ceases to be a Good Measure

Topic and Questions courtesy of the Journal of Graduate Medical Education

The following links were shared during the chat:

- [“When a Measure Becomes a Target, It Ceases to be a Good Measure” | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [Use and Potential Misuse of Milestones | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [Medical School Resourcing of USMLE Step 1 Preparation: Questioning the Validity of Step 1 | SpringerLink](#)
- [Cureus | Medical School to Residency: How Can We Trust the Process?](#)
- [“Fit” Has a Broader Meaning: Recognizing the Utility of Person–Environment Fit Theory in Residency Recruitment and Selection | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [A Critical Disconnect: Residency Selection Factors Lack Correlation With Intern Performance | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [The Feasibility of Blinding Residency Programs to USMLE Step 1 Scores During GME Application, Interview, and Match Processes | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [Full article: Accepting randomness in medical school admissions: The case for a lottery \(tandfonline.com\)](#)
- [Why We Can't Wait | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [Improving Diversity in Pediatric Residency Selection: Using an Equity Framework to Implement Holistic Review | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [On Residency Selection and the Quantitative Fallacy | Journal of Graduate Medical Education \(allenpress.com\)](#)
- [Diffusion of Innovation, 5th Edition](#)
- [Application Fever: Reviewing the Causes, Costs, and Cures for Residency Application Inflation](#)



**MedEd Chat (hosted by ACE)** @MedEdChat 8 hours ago

TOPIC 1: When #measures are linked to high stakes decisions- #accreditation #promotion- they can lose value/meaning. Think #ACGME #AAMC learner surveys or #USMLE #MSPE #milestones. Are there assessments that may have/be losing their meaning? #GME #MedEdChat



**Deb Simpson** @debsimpson 38 hours ago

T1 – Milestones are clearly a target: @HalahlbrahimMD @mdjneoed @GME\_MD point out Milestone Use & Potential Misuse of Milestones highlighting what #milestones are intended to be - and how they have morphed - and what we can do! #MedEdChat <https://t.co/RMuPkE0bmP> <https://t.co/KO2jzefkfw>



**Gary Beck Dallaghan** @GLBDallaghan 8 hours ago

T1 The big elephant in the room is #USMLEStep1.....which we critiqued due to how it is being used nowadays in this article <https://t.co/pqu9vAWOAH> #MedEdChat



**MedEd Chat (hosted by ACE)** @MedEdChat 8 hours ago

RT @debsimpson3: T1 – Milestones are clearly a target: @HalahlbrahimMD @mdjneoed @GME\_MD point out Milestone Use & Potential Misuse of Mile...



**MedEd Chat (hosted by ACE)** @MedEdChat 8 hours ago

RT @GLBDallaghan: T1 The big elephant in the room is #USMLEStep1.....which we critiqued due to how it is being used nowadays in this article...



**Anthony R Artino Jr** @mededdoc 8 hours ago

T2: I'm reminded of the many mtgs I attended during curriculum reform. We often asked: "Why aren't our students more mastery oriented?" The answer is simple: students r responding to what we incentivize, & in this case, that's performance -- ie, GRADES! #MedEd #MedEdChat <https://t.co/JuakNdcVst>



**Gary Beck Dallaghan** @GLBDallaghan 8 hours ago

RT @mededdoc: T2: I'm reminded of the many mtgs I attended during curriculum reform. We often asked: "Why aren't our students more mastery..."



**Chris Mattson** @ChrisMattsonMD 8 hours ago

Think MSPEs are an important example. Target for residency programs, so incentives for schools to mask challenges that learners have had because they want their students to match. As such, nearly everyone ends up some shade of awesome #mededchat



**Anthony R Artino Jr** @mededdoc 8 hours ago

RT @debsimpson3: T1 – Milestones are clearly a target: @HalahlbrahimMD @mdjneod @GME\_MD point out Milestone Use & Potential Misuse of Mile...



**MedEd Chat (hosted by ACE)** @MedEdChat 8 hours ago

RT @ChrisMattsonMD: Think MSPEs are an important example. Target for residency programs, so incentives for schools to mask challenges that...



**Deb Simpson** @debsimpson3 8 hours ago

@GLBDallaghan T1 Indeed #USMLEStep1 is big and when it goes P/F will it matter? Right now per Goodhart's law... it's meaningful. @ChrisMattsonMD @mededdoc #MedEdChat <https://t.co/SIx6LizY38> <https://t.co/fllh6ZGO52>



**Alliance4ClinEd** @Alliance4ClinEd 8 hours ago

@ChrisMattsonMD T1 We bring up the MSPE in our article just out yesterday looking at this chasm between UME and GME <https://t.co/fQFsverz0d> #MedEdChat



**Jasminka Criley MD, FACP, FHM** @criley\_md 8 hours ago

@mededdoc Love the guitar! #MedEd #mededchat



**Anthony R Artino Jr** @mededdoc 8 hours ago

Until we find ways to make #learning the primary target (instead of performance) we'll continue to select students who lean more toward performance & the #fixedmindset side of things. & it's unclear whether #mindset is changeable by the time they get to #medschool. #MedEdChat <https://t.co/hEn4sqnUU7>



**Anthony R Artino Jr** @mededdoc 8 hours ago

RT @debsimpson3: @GLBDallaghan T1 Indeed #USMLEStep1 is big and when it goes P/F will it matter? Right now per Goodhart's law... it's mean...



**MedEd Chat (hosted by ACE)** @MedEdChat 8 hours ago

RT @Alliance4ClinEd: @ChrisMattsonMD T1 We bring up the MSPE in our article just out yesterday looking at this chasm between UME and GME ht...



**Deb Simpson** @debsimpson38 38 hours ago

@ChrisMattsonMD T1 How meaningful are MSPEs? They are pretty formal driven and most rate everyone "above average"? Is that because of Goodhart's law? #mededchat



**Holly Caretta-Weyer, MD** @holly\_cw 8 hours ago

RT @mededdoc: T2: I'm reminded of the many mtgs I attended during curriculum reform. We often asked: "Why aren't our students more mastery..."



**Deb Simpson** @debsimpson38 38 hours ago

@mededdoc @ChrisMattsonMD T1 perhaps it's because we have #Mededucators have a #fixedminset? #mededchat



**Deb Simpson** @debsimpson38 38 hours ago

T1 Worry that #situationaljudgmenttests will be next target. They really have strengths in terms of assessing valued aspects of physicians - when designed well. But with the plethora of prep books - can they be gamed too? #mededchat INSERT SJT "Fit" <https://t.co/He4eDv6p8W>



**Jasminka Criley MD, FACP, FHM** @criley\_md 8 hours ago

@mededdoc Checking in from So Cali. #mededchat #MedEd <https://t.co/kev46bLqxJ>



**JGME** @JournalofGME 8 hours ago

RT @debsimpson3: T1 – Milestones are clearly a target: @HalahlbrahimMD @mdjneoed @GME\_MD point out Milestone Use & Potential Misuse of Mile...



**Anthony R Artino Jr** @mededdoc 8 hours ago

T1: # of pubs long ago lost its value as a measure of scholarly productivity & contribution in #science & #academia. The unintended consequences of targeting # of pubs r questionable research practices like salami slicing & honorary authorship. #MedEdChat @ChrisMattsonMD #MedEd <https://t.co/heYmAegO18>



**Gary Beck Dallaghan** @GLBDallaghan 8 hours ago

@debsimpson3 T1 A study we recently submitted for publication found #situationaljudgmenttests to be biased in our study population as well #MedEdChat



**MedEdBot** @MedEdBot8 hours ago

RT @mededdoc: T2: I'm reminded of the many mtgs I attended during curriculum reform. We often asked: "Why aren't our students more mastery..."



**MedEdBot** @MedEdBot8 hours ago

RT @mededdoc: T1: # of pubs long ago lost its value as a measure of scholarly productivity & contribution in #science & #academia. The unin...



**Deb Simpson** @debsimpson38 hours ago

T1 I'd like "fit" to be a target that is carefully considered. It's in some #situationaljudgementtest and when it's #subjective as in "I'm not sure 'they' will 'fit' in our #GME program. Informed "fit" per @DrSarahNBowe can promote #diversity! #mededchat <https://t.co/r3lyVJIDwA> <https://t.co/UrA37fJNFV>



**MedEd Chat (hosted by ACE)** @MedEdChat8 hours ago

RT @debsimpson3: T1 I'd like "fit" to be a target that is carefully considered. It's in some #situationaljudgementtest and when it's #subj...



**Sateesh Arja, M.B.B.S., MHPE, MSPH** @ArjaSateesh8 hours ago

@MedEdChat #mededchat T1 all of them have a reasonable value including USMLE , MSPE and milestones. When Step 1 becomes P/F, programs will still look at Step 2 CK scores. MSPEs make sense if the MSPEs shows some reasonable difference from one student to another student #meded



**Med Student Bot** @MedStudent\_Bot8 hours ago

RT @mededdoc: T2: I'm reminded of the many mtgs I attended during curriculum reform. We often asked: "Why aren't our students more mastery..."



**Med Student Bot** @MedStudent\_Bot8 hours ago

RT @mededdoc: T1: # of pubs long ago lost its value as a measure of scholarly productivity & contribution in #science & #academia. The unin...



**Avraham Z. Cooper, MD** @AvrahamCooperMD8 hours ago

@debsimpson3 @DrSarahNBowe T1 One challenge is if a student has an area of interest that a program isn't well-positioned to support. Program would benefit from new perspectives and AOI but tough for trainees to blaze their own academic trail! #mededchat



**Deb Simpson** @debsimpson38 hours ago

@mededdoc @ChrisMattsonMD @LaurenMaggio @DougDworkin T1 - # of pubs and #impactfactor are a reflection that we adapt our behavior to achieve what we want. Acad promotion requires "papers", recognition, awards and grants! Sometimes #Socialmedia gets credit. #MedEdChat



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

@ArjaSateesh @MedEdChat T1 Good point. I think what has devalued some of these is their use in

isolation. If we looked at them as a mosaic to build a picture that makes sense. [#MedEdChat](#)



**Anthony R Artino Jr** [@mededdoc](#) 8 hours ago

T1: It's also worth remembering that, when we think about "what works" in [#MedEd](#) & [#GME](#)... "In theory, there's no difference between theory and practice; but in practice, there is." [#MedEdChat](#) [@ChrisMattsonMD](#) [@debsimpson3](#) [@JournalofGME](#) <https://t.co/m9vWz114eb>



**Deb Simpson** [@debsimpson38](#) hours ago

[@GLBDallaghan](#) T1 What kinds of biases? [#MedEdChat](#) PS hope it gets accepted!!



**MedEd Chat (hosted by ACE)** [@MedEdChat](#) 8 hours ago

RT [@mededdoc](#): T1: It's also worth remembering that, when we think about "what works" in [#MedEd](#) & [#GME](#)... "In theory, there's no difference...



**Amteshwar Singh, MD FACP** [@amteshwar8](#) hours ago

RT [@mededdoc](#): T1: It's also worth remembering that, when we think about "what works" in [#MedEd](#) & [#GME](#)... "In theory, there's no difference...



**Jen Readlynn, MD, FHM (she/her)** [@jenreadlynn8](#) hours ago

RT [@mededdoc](#): T1: # of pubs long ago lost its value as a measure of scholarly productivity & contribution in [#science](#) & [#academia](#). The unin...



**Gary Beck Dallaghan** [@GLBDallaghan8](#) hours ago

[@debsimpson3](#) T1 [#BIPOC](#) scores were significantly lower than their white counterparts. It was a bit of a surprise in all honesty. [#MedEdChat](#)



**Sarah N Bowe MD EdM** [@DrSarahNBowe8](#) hours ago

RT [@debsimpson3](#): T1 I'd like "fit" to be a target that is carefully considered. It's in some [#situationaljudgementtest](#) and when it's [#subj...](#)



**Deb Simpson** [@debsimpson38](#) hours ago

T1 evidence is the difference between theory and practice! [#mededchat](#) <https://t.co/J5wKJwkVfU>



**Sateesh Arja, M.B.B.S., MHPE, MSPH** [@ArjaSateesh8](#) hours ago

[@GLBDallaghan](#) [@MedEdChat](#) [#mededchat](#) T1 definitely a holistic process and approach is required [#meded](#)



**Anthony R Artino Jr** [@mededdoc](#) 8 hours ago

T1: Even the "rings" on my Apple watch have become corrupted by me. I sometimes find myself trying to "trick" the watch into thinking I'm doing a real workout by moving around my arm

around! [#MedEd](#) [#MedEdChat](#) <https://t.co/WNr617ITGy>



**MedEd Chat (hosted by ACE)** [@MedEdChat](#) 8 hours ago

TOPIC 2: [#USMLEStep1](#) moving to pass/fail means shifting [#meded](#) attention to other measures. What are best feasible and practical metrics for [#GME](#) to use in considering [#medicalstudents](#) for [#residency?](#) [#MedEdChat](#)



**Chris Mattson** [@ChrisMattsonMD](#) 8 hours ago

T2 As recent work as shown, I think this is a real challenge... <https://t.co/WR6atofmWf> [#MedEdChat](#)



**Deb Simpson** [@debsimpson38](#) 8 hours ago

T2 Great study that blinded [#USMLEStep1](#) during [#GME](#) recruitment over 2 years across multiple specialties [@UAZMedTucson](#) using multiple elements = [@GoldFdn](#) [#bilingual](#) [#commitment](#) to [#underserved](#) "mission fit" [#leadership](#). [#MedEdChat](#) [#VisualAbstract](#) [#JGME](#) <https://t.co/JKGsoevmcd> <https://t.co/frKPEHAjhy>



**Otolaryngology Women's Leadership Society** [@OtoWLS](#) 8 hours ago

RT [@debsimpson38](#): T1 I'd like "fit" to be a target that is carefully considered. It's in some [#situationaljudgementtest](#) and when it's [#subj...](#)



**Anthony R Artino Jr** [@mededdoc](#) 8 hours ago

I also like Campbell's version of the same idea: "The more any quant social indicator is used for social decision-making, the more subject it will be to corruption pressures & the more apt it will be to distort & corrupt the social processes it is intended to monitor." [#MedEdChat](#) <https://t.co/oyihUuKILH>



**MedEd Chat (hosted by ACE)** [@MedEdChat](#) 8 hours ago

RT [@ChrisMattsonMD](#): T2 As recent work as shown, I think this is a real challenge... <https://t.co/WR6atofmWf> [#MedEdChat](#)



**Gary Beck Dallaghan** [@GLBDallaghan](#) 8 hours ago

[@ChrisMattsonMD](#) T2 Pretty impactful concluding statement: "...our current selection process cannot consistently identify the medical students who are most likely to be high performers as residents" [#MedEdChat](#)



**MedEd Chat (hosted by ACE)** [@MedEdChat](#) 8 hours ago

RT [@debsimpson38](#): T2 Great study that blinded [#USMLEStep1](#) during [#GME](#) recruitment over 2 years across multiple specialties [@UAZMedTucson](#) usi...



**MedEd Chat (hosted by ACE)** [@MedEdChat](#) 8 hours ago

RT [@mededdoc](#): I also like Campbell's version of the same idea: "The more any quant social indicator is used for social decision-making, the..."



**Deb Simpson** @debsimpson38 hours ago  
@mededdoc T1 I do the same thing with fitbit. Does it work? If not try the other arm?! #MedEdChat <https://t.co/OtXmmimlH9>



**Michelle Knoll, MD** @PedsEndoChick8 hours ago  
@MedEdChat T2: I'm curious how people develop rank lists now with the scored test. As an interviewer, I was given everything about their application except exam scores and grades #MedEdChat



**Sateesh Arja, M.B.B.S., MHPE, MSPH** @ArjaSateesh8 hours ago  
@MedEdChat #mededchat T2 Step 2 CK scores, GPAs or grades in clerkships, MSPEs (any possible data on MSPEs) and maybe number of publications/research work. Of course personal statements, LORs and CVs also play a role apart from metrics #meded



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago  
@mededdoc T2 What then are some solutions to this? That quote struck me as very cynical and yet we need to be able to assess performance. #MedEdChat



**Deb Simpson** @debsimpson38 hours ago  
@ChrisMattsonMD T2 Question is are #milestones the right variable? They have their own challenges! #MedEdChat



**Dr. Lauren Maggio** @LaurenMaggio8 hours ago  
RT @mededdoc: T1: # of pubs long ago lost its value as a measure of scholarly productivity & contribution in #science & #academia. The unin...



**Anthony R Artino Jr** @mededdoc8 hours ago  
T2 Here's an idea MANY will hate: Why not use a lottery for residency selection? Essentially, we define specific criteria necessary for success in a given residency & then use those as entrance criteria to a lottery. Could solve some of our residency application issues #MedEdChat <https://t.co/r0SwbpejLR>



**Med Student Bot** @MedStudent\_Bot8 hours ago  
RT @mededdoc: T1: Even the "rings" on my Apple watch have become corrupted by me. I sometimes find myself trying to "trick" the watch into...



**Med Student Bot** @MedStudent\_Bot8 hours ago  
RT @MedEdChat: TOPIC 2: #USMLEStep1 moving to pass/fail means shifting #meded attention to other measures. What are best feasible and pract...



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago  
@mededdoc T2 Love it. Talked about this idea with some other colleagues as well. Biggest issue - students stress levels would be exponentially higher than they already are! #MedEdChat



**Deb Simpson** @debsimpson38 hours ago

@mededdoc T2 Isn't that how it works in other countries? Think of all the energy that could be expended on #learning #assessment #feedback in #meded? #MedEdChat



**Deb Simpson** @debsimpson38 hours ago

T2 Should we wait until 1.2022 for #USMLEStep1 to go P/F? MS4 Jasmine Solola @uiccom+#Pediatrics Residency PD @McQueenLisa explains "Why We Can't Wait"! It's been endorsed by PDs in 10 specialties - who is next? #Action #Diversity #mededchat @UChicagoMed <https://t.co/RxO4ORs0rx>



**MedEd Chat (hosted by ACE)** @MedEdChat8 hours ago

RT @debsimpson3: T2 Should we wait until 1.2022 for #USMLEStep1 to go P/F? MS4 Jasmine Solola @uiccom+#Pediatrics Residency PD @McQueenLis...



**Sateesh Arja, M.B.B.S., MHPE, MSPH** @ArjaSateesh8 hours ago

@mededdoc #mededchat T2 Lottery was there only in Netherlands that too only for medical students selection process. I am not sure if it is still existing #meded



**Deb Simpson** @debsimpson38 hours ago

@ArjaSateesh @mededdoc T2 The work in #pediatrics on competencies and milestones that allows #medstudents to progress based on performance not time with slot for #GME guaranteed decreases stress, increases #learning. #mededchat



**MedEd Chat (hosted by ACE)** @MedEdChat8 hours ago

RT @debsimpson3: @ArjaSateesh @mededdoc T2 The work in #pediatrics on competencies and milestones that allows #medstudents to progress base...



**Anthony R Artino Jr** @mededdoc8 hours ago

@GLBDallaghan I think it probably has to start WAY EARLIER, like in high school and college. That is, we need to create learning environments that emphasize mastery and deemphasize performance. And then change our #MedSchool selection criteria. #MedEdChat



**Brigitte K. Smith, MD, MHPE** @Brig13Smith18 hours ago

RT @mededdoc: T2: I'm reminded of the many mtgs I attended during curriculum reform. We often asked: "Why aren't our students more mastery..."



**MedEd Chat (hosted by ACE)** @MedEdChat8 hours ago

TOPIC 3: How can we #mitigate the unintended consequences of targeting specific measures for #residency & who's responsible for addressing the problems we've identified tonight? #MedEdChat



**Kristina Dzara, PhD, MMSc** @KristinaDzara8 hours ago

Kristina here! Checking in late for #mededchat. @mededdoc @debsimpson3 @mededchat @GLBDallaghan #MedEd



**Kristina Dzara, PhD, MMSc** @KristinaDzara8 hours ago

RT @MedEdChat: TOPIC 3: How can we #mitigate the unintended consequences of targeting specific measures for #residency & who's responsible...



**Deb Simpson** @debsimpson38 hours ago

@mededdoc @GLBDallaghan T2 We can't just keep solving our #MedEd dilemmas by pushing the problem to #highereducation or to #highschool. Pretty soon we'll all be back in #kindergarten - And they will become Goodhart "target" #mededchat #ActNow



**Anthony R Artino Jr** @mededdoc8 hours ago

T3 Mitigation strategies: 1) consider what behaviors will be rewarded given systems that currently exist; 2) select criterion-referenced (#CBME) over norm-ref assessments; & 3) focus on the processes of learner/program growth versus specific time-pt outcomes. #MedEd #MedEdChat <https://t.co/4pFCrn7ZyH>



**Deb Simpson** @debsimpson38 hours ago

T3 Using #holistic review with multiple measures can #mitigate the unintended consequences of targeting! But it has its own challenges aka #bias. Ways to address biases at 3 levels per @JyothiMarbin + @ucsfmed #pediatrics #GME WTG! #mededchat <https://t.co/XHgxIG0ykF>



**MedEd** @TelehealthBot8 hours ago

RT @KristinaDzara: Kristina here! Checking in late for #mededchat. @mededdoc @debsimpson3 @mededchat @GLBDallaghan #MedEd



**MedEd** @TelehealthBot8 hours ago

RT @mededdoc: T3 Mitigation strategies: 1) consider what behaviors will be rewarded given systems that currently exist; 2) select criterion...



**MedEd Chat (hosted by ACE)** @MedEdChat8 hours ago

RT @debsimpson3: T3 Using #holistic review with multiple measures can #mitigate the unintended consequences of targeting! But it has its ow...



**Kristina Dzara, PhD, MMSc** @KristinaDzara8 hours ago

@mededdoc @GLBDallaghan Yes. We need to encourage intrinsic motivation in our future #MedEd & #HPE learners. Move past "Did I get an A?" #MedEdChat @mededdoc @debsimpson3



**Chris Mooney** @mooneymed8 hours ago

@KristinaDzara @mededdoc @debsimpson3 @MedEdChat @GLBDallaghan Also just tuning in late and frantically trying to catch up. Looks fun. #mededchat



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

T3 Throughout this discussion I'm reminded of a comment Lou Pangaro made to me one time that essentially noted that any measurement instrument devoid of human discussion/interpretation is a

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failed instrument. [#MedEdChat](#)

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**Paul Haidet** [@myheroistrane](#) 8 hours ago



Ok so will seem off topic, but I don't think so: the whole system (scramble to differentiate, crazy application numbers, "high ticket" residencies, etc) is driven by salary, reimbursement, and respect disparities between specialties. Nothing changes until this is fixed [#mededchat](#)

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**Kristina Dzara, PhD, MMSc** [@KristinaDzara](#) 8 hours ago



[@GLBDallaghan](#) [@ChrisMattsonMD](#) One of my favorite professors used to say that some of his highest performing learners - in terms of drive, outcomes, and future career impact - were NOT those students who scored best on standardized admissions tests such as the GRE. [#MedEd](#) [#HPE](#) [#MedTwitter](#) [#MedEdChat](#)

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**Sateesh Arja, M.B.B.S., MHPE, MSPH** [@ArjaSateesh](#) 8 hours ago



[@MedEdChat](#) [#mededchat](#) T3 definitely it is an important question to be asked. We are already looking at many specific measures rather than with holistic approach with emphasis on empathy, professionalism and communication skills. This should be discussed by all programs and program directors

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**Kristina Dzara, PhD, MMSc** [@KristinaDzara](#) 8 hours ago



RT [@mededdoc](#): T1: It's also worth remembering that, when we think about "what works" in [#MedEd](#) & [#GME](#)... "In theory, there's no difference..."

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**MedEd Chat (hosted by ACE)** [@MedEdChat](#) 8 hours ago



RT Chris Mooney [@mooneymed](#) Replying to [@mededdoc](#) [@ChrisMattsonMD](#) Love these, but our institution is struggling to move away from norm based. Can't agree on competencies or we can't reliably assess [#MedEdChat](#)

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**Med Student Bot** [@MedStudent\\_Bot](#) 8 hours ago



RT [@KristinaDzara](#): Kristina here! Checking in late for [#mededchat](#). [@mededdoc](#) [@debsimpson3](#) [@mededchat](#) [@GLBDallaghan](#) [#MedEd](#)

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**Med Student Bot** [@MedStudent\\_Bot](#) 8 hours ago



RT [@mededdoc](#): T3 Mitigation strategies: 1) consider what behaviors will be rewarded given systems that currently exist; 2) select criterion...

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**Kristina Dzara, PhD, MMSc** [@KristinaDzara](#) 8 hours ago



RT [@MedEdChat](#): TOPIC 1: When [#measures](#) are linked to high stakes decisions- [#accreditation](#) [#promotion](#)- they can lose value/meaning. Think...

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**Anthony R Artino Jr** [@mededdoc](#) 8 hours ago



T3 [#MedEdChat](#) [#MedEd](#) We shld avoid overreliance on "the numbers" in assessment & evaluation. This can mitigate some of the effects of Goodhart's law. This idea has been previously discussed through the lens of avoiding the quantitative fallacy

in #GME... <https://t.co/uWvvrJuwBj> <https://t.co/7O9PYsFGms>



**Kristina Dzara, PhD, MMSc** @KristinaDzara8 hours ago

RT @mededdoc: I'm ready to rock n' roll! #MedEd #MedEdChat Tony, checking in from Maryland! <https://t.co/Yn6aC8k5Mq> <https://t.co/JuPJpsOE...>



**Kristina Dzara, PhD, MMSc** @KristinaDzara8 hours ago

RT @mededdoc: We're really looking forward to this #MedEdChat discussion tonight! <https://t.co/tOXZU9iVTN> #MedEd @JournalofGME @ChrisMatt...



**JGME** @JournalofGME8 hours ago

RT @mededdoc: T3 #MedEdChat #MedEd We shld avoid overreliance on "the numbers" in assessment & evaluation. This can mitigate some of the ef...



**MedEd Chat (hosted by ACE)** @MedEdChat8 hours ago

RT @mededdoc: T3 #MedEdChat #MedEd We shld avoid overreliance on "the numbers" in assessment & evaluation. This can mitigate some of the ef...



**Asif Doja MD** @AsifDoja8 hours ago

RT @mededdoc: T2: I'm reminded of the many mtgs I attended during curriculum reform. We often asked: "Why aren't our students more mastery..."



**Chris Mooney** @mooneymed8 hours ago

@myheroistrane Was thinking the same thing when @mededdoc mentioned lottery system. Imagine the sparse lottery for PCP residencies. #mededchat



**Anthony R Artino Jr** @mededdoc7 hours ago

Find more about Goodhart's Law (and a few more mitigation strategies) here: <https://t.co/tOXZU9iVTN> #MedEd #MedEdChat @JournalofGME @debsimpson3 <https://t.co/2S9K4IWJEz>



**Gary Beck Dallaghan** @GLBDallaghan7 hours ago

T3 If we avoid overreliance on numbers as @jbcarmody suggests, are PDs willing to review portfolios that include quantitative & qualitative data as part of the application to residency process? #MedEdChat



**Deb Simpson** @debsimpson37 hours ago

@KristinaDzara @GLBDallaghan @ChrisMattsonMD T2 Indeed thinking creating and innovative people aka Steven Spielberg, Barbara Corcoran #SharkTank, Sir Richard Barnson! Let's shoot for the #moon with creativity and innovation #MedEducators. We are our own "structural \_\_\_ism". #MedEdChat



**Chris Mooney** @mooneymed7 hours ago

@ChrisMattsonMD @mededdoc Words! Two of our clerkships have abandoned numeric scores in evaluations of students. Narratives alone used in grading committees. Took some effort but a movement is happening. #mededchat



**MedEd Chat (hosted by ACE)** @MedEdChat7 hours ago

RT @mooneymed: @ChrisMattsonMD @mededdoc Words! Two of our clerkships have abandoned numeric scores in evaluations of students. Narratives...



**Deb Simpson** @debsimpson37 hours ago

@GLBDallaghan @jbcarmody T3 - many in #GE are already doing it... blinding #Step1 - aligning with their program values #underserved #diversity. We need to do more but it's a start! What are #medschools doing? <https://t.co/JKGsoevmcd> #MedEdChat



**Michelle Knoll, MD** @PedsEndoChick7 hours ago

@GLBDallaghan This essentially describes endocrinology labs :D... no such thing as 'normal' or 'abnormal'.. it's all about what is going on with the patient. #MedEdChat



**Anthony R Artino Jr** @mededdoc7 hours ago

Nice visual of Goodhart's law... #MedEdChat #MedEd <https://t.co/dOpzH18JWn>



**Stephanie Starr, MD** @StephRStarr7 hours ago

Mitigating bias in resident selection process @JyothiMarbin and team @SiobhanPittock @ERistagno @mthorvilson @CaThompsonMD @LyellJ



**Paul Haidet** @myheroistrane7 hours ago

@mooneymed @mededdoc Exactly, none of the changes we discuss these days will ultimately change things, because they don't address the root cause. #mededchat



**MedEd Chat (hosted by ACE)** @MedEdChat7 hours ago

We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat



**Michelle Knoll, MD** @PedsEndoChick7 hours ago

@KristinaDzara @GLBDallaghan @ChrisMattsonMD Wasn't there a study that showed that valedictorians were not the most successful people? The successful ones are the ones who innovate, which means going against the system. But most physicians are also those who succeed in systems, so... cycle. #MedEdChat



**Chris Mooney** @mooneymed7 hours ago

@myheroistrane How do we move past this nihilism? #mededchat



**JGME** @JournalofGME7 hours ago

RT @mededdoc: Find more about Goodhart's Law (and a few more mitigation strategies) here: <https://t.co/tOXZU9iVTN> #MedEd #MedEdChat @Journ...



**Andrea Anampa-Guzmán** @AndreaAnampaG7 hours ago

RT @debsimpson3: T3 Using #holistic review with multiple measures can #mitigate the unintended consequences of targeting! But it has its ow...



**Michelle Knoll, MD** @PedsEndoChick7 hours ago

@mededdoc Maybe start teaching that qualitative research is important--people may start thinking that numbers aren't everything ;) #MedEdChat



**Anthony R Artino Jr** @mededdoc7 hours ago

Fantastic point Paul! Reminds me of the classic article: "On the Folly of Rewarding A, While Hoping for B" <https://t.co/BqjxC8XnPz> #MedEd #MedEdChat



**Tina Yokota** @TinaYokotaMD7 hours ago

Word to this. Narratives >>>> numbers



**Chris Mooney** @mooneymed7 hours ago

@mededdoc This is new to me, but love the title. Thx. #mededchat



**Tamara Hancock** @TS\_Hancock7 hours ago

RT @mededdoc: Nice visual of Goodhart's law... #MedEdChat #MedEd <https://t.co/dOpzH18JWn>



**Tamara Hancock** @TS\_Hancock7 hours ago

RT @mooneymed: @ChrisMattsonMD @mededdoc Words! Two of our clerkships have abandoned numeric scores in evaluations of students. Narratives...



**Kristina Dzara, PhD, MMSc** @KristinaDzara7 hours ago

RT @mededdoc: Nice visual of Goodhart's law... #MedEdChat #MedEd <https://t.co/dOpzH18JWn>



**Kristina Dzara, PhD, MMSc** @KristinaDzara7 hours ago

RT @mooneymed: @ChrisMattsonMD @mededdoc Words! Two of our clerkships have abandoned numeric scores in evaluations of students. Narratives...



**Paul Haidet** @myheroistrane7 hours ago

@PedsEndoChick @KristinaDzara @GLBDallaghan @ChrisMattsonMD Everett Rogers: earliest to adopt = innovators, who tend to be the "fringe" people who don't influence the social network much. It's the opinion leaders, who tend to adopt much later, who lead to widespread adoption. #mededchat <https://t.co/vVQRzyRwx>



**Kristina Dzara, PhD, MMSc** @KristinaDzara7 hours ago

RT @GLBDallaghan: T3 If we avoid overreliance on numbers as @jbcarmody suggests, are PDs willing to review portfolios that include quantita...



**Deb Simpson** @debsimpson37 hours ago

On behalf of #JGME editors @mededdoc @AvrahamCooperMD and authors @mooneymed we thank #MedEdChat and @Alliance4ClinEd for providing a great forum. Much work to do! We have creativity to innovate to achieve our purpose #DiversityEquityInclusion physician workforce who cares!



**Tamara Hancock** @TS\_Hancock7 hours ago

RT @mededdoc: T3 #MedEdChat #MedEd We shld avoid overreliance on "the numbers" in assessment & evaluation. This can mitigate some of the ef...



**Tamara Hancock** @TS\_Hancock7 hours ago

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**Deb Simpson** @debsimpson37 hours ago

RT @PedsEndoChick: @KristinaDzara @GLBDallaghan @ChrisMattsonMD Wasn't there a study that showed that valedictorians were not the most succ...



**MedEd Chat (hosted by ACE)** @MedEdChat7 hours ago

That's a wrap...I will post the #mededchat transcript tomorrow morning on <https://t.co/mJivoKroXx>. Thanks everyone for participating! #meded



**Chris Mooney** @mooneymed7 hours ago

@mededdoc The 90s are hip again (so I'm told). I'll check it out. #mededchat



**MedEd Chat (hosted by ACE)** @MedEdChat7 hours ago

Thanks again to the @JournalofGME team for this week's topic and questions. Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email #meded #mededchat



**Anthony R Artino Jr** @mededdoc7 hours ago

Thank you @debsimpson3 and @MedEdChat!!!



**Paul Haidet** @myheroistrane7 hours ago

@mooneymed It would go a long way if the AMA, AAMC, and other powerful parties pushed for reimbursement reform. #mededchat



**JGME** @JournalofGME7 hours ago

RT @debsimpson3: On behalf of #JGME editors @mededdoc @AvrahamCooperMD and authors @mooneymed we thank #MedEdChat and @Alliance4ClinEd for...



**Paul Haidet** @myheroistrane7 hours ago

RT @mededdoc: Fantastic point Paul! Reminds me of the classic article: "On the Folly of Rewarding A, While Hoping for B" <https://t.co/BqjxC...>



**Anthony R Artino Jr** @mededdoc7 hours ago

Correction: the lead author is @ChrisMattsonMD! Nice work Chris!!! #MedEd #MedEdChat



**Med Student Bot** @MedStudent\_Bot7 hours ago

RT @mededdoc: Fantastic point Paul! Reminds me of the classic article: "On the Folly of Rewarding A, While Hoping for B" <https://t.co/BqjxC...>



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RT @MedEdChat: Thanks again to the @JournalofGME team for this week's topic and questions. Join us again next week at 9 pm Thursday. Don't...



**Med Student Bot** @MedStudent\_Bot7 hours ago

RT @mededdoc: Correction: the lead author is @ChrisMattsonMD! Nice work Chris!!! #MedEd #MedEdChat <https://t.co/yjDHc7Vb7H>



**Chris Mooney** @mooneymed7 hours ago

@mededdoc @ChrisMattsonMD Thanks for correcting that. Was confused. Can't take credit. #mededchat



**colleen christmas** @CchristmColleen7 hours ago

@mededdoc I have been trying to push this idea too, usually to some variation of "NFW" responses. We espouse to diversity and equity yet res selection based on a series of highly biased metrics, so we don't really mean it. #mededchat



**colleen christmas** @CchristmColleen7 hours ago

@mededdoc I also despise the notion that some students are more deserving of positions than others, and think we should trust that graduates of medical schools are prepared for residency #mededchat



**Dr. Arwa Nemir** أروي @ArwaNemir7 hours ago

RT @mededdoc: Until we find ways to make #learning the primary target (instead of performance) we'll continue to select students who lean m...



**MedEdBot** @MedEdBot7 hours ago

RT @mededdoc: Correction: the lead author is @ChrisMattsonMD! Nice work Chris!!! #MedEd #MedEdChat <https://t.co/yjDHc7Vb7H>



**Roshan Abraham** @RJ\_Abe7 hours ago

RT @mededdoc: Until we find ways to make [#learning](#) the primary target (instead of performance) we'll continue to select students who lean m...



**Ak** @Ak470605047 hours ago

RT @GLBDallaghan: T3 If we avoid overreliance on numbers as @jbcarmody suggests, are PDs willing to review portfolios that include quantita...



**Chris Heinrich** @cheinrich867 hours ago

@ahoffmanpharmd



**BCEdAccess** @BCEdAccess7 hours ago

Dr. Anamaria Richardson came and spoke to her experience as a pediatrician and former teacher in learning how little support there is for neurodiverse children in schools and how much help families need with this from physicians. <https://t.co/5ZbDa1oBba> [#MedEdChat](#) [#TraumaInformed](#)



**Tuti M. Daud (Dr)** @Tutiiryani17 hours ago

RT @mededdoc: Until we find ways to make [#learning](#) the primary target (instead of performance) we'll continue to select students who lean m...



**Nina Browner, MD** @NinaBrowner7 hours ago

@debsimpson3 @MedEdChat @DrSarahNBowe T1 [#MedEdChat](#) TY for sharing! It is a huge challenge for program directors: we want trainees to flourish & at the same time we want the program to innovate with new ideas. "Fit" is absolutely dictated by values from both parties altho avoiding "groupthink" is imperative



**Tracy Humphreys** @TracyCareQ7 hours ago

RT @BCEdAccess: Dr. Anamaria Richardson came and spoke to her experience as a pediatrician and former teacher in learning how little suppor...



**Sumit Pathak,(Rahul)** @SumitPathak2616 hours ago

RT @mededdoc: T3 [#MedEdChat](#) [#MedEd](#) We shld avoid overreliance on "the numbers" in assessment & evaluation. This can mitigate some of the ef...



**Kristina Dzara, PhD, MMSc** @KristinaDzara6 hours ago

RT @debsimpson3: On behalf of [#JGME](#) editors @mededdoc @AvrahamCooperMD and authors @mooneymed we thank [#MedEdChat](#) and @Alliance4ClinEd for...



**Dr Jason Frank** @drjfrank6 hours ago

RT @mededdoc: Find more about Goodhart's Law (and a few more mitigation strategies) here: <https://t.co/tOXZU9iVTN> [#MedEd](#) [#MedEdChat](#) @Journ...



**Dr Jason Frank** @drjfrank6 hours ago

RT @mededdoc: T3 #MedEdChat #MedEd We shld avoid overreliance on “the numbers” in assessment & evaluation. This can mitigate some of the ef...



**Darcy Wooten** @Darcy\_ID doc6 hours ago

RT @mededdoc: Until we find ways to make #learning the primary target (instead of performance) we'll continue to select students who lean m...



**Lonika #wearyourmask Sood** @sood lonika6 hours ago

I sense @dcgranzyme dancing right now...



**Cooky uncle Kamalala Biden** @KookyKamala5 hours ago

#unmatchedMD #ecfmg #Match2022 Yawn. Doctors that talk about the issues but don't really give a damn about the system. People would rather watch cities burn down than give a crap about fixing the system. Dr. He/Hee....what are you going to do about the system? <https://t.co/fAyLmO0FpJ>



**Halah Ibrahim** @HalahlbrahimMD5 hours ago

RT @debsimpson3: T1 – Milestones are clearly a target: @HalahlbrahimMD @mdjneod @GME\_MD point out Milestone Use & Potential Misuse of Mile...



**Tuti M. Daud (Dr)** @Tutiiryani14 hours ago

RT @mededdoc: T2: I'm reminded of the many mtgs I attended during curriculum reform. We often asked: “Why aren't our students more mastery...



**Cyndi Gerlach** @CyndiGerlach4 hours ago

RT @BCEdAccess: Dr. Anamaria Richardson came and spoke to her experience as a pediatrician and former teacher in learning how little suppor...

**Prashant Kumar** @kumar916\_kumar3 hours ago



really important take-esp in sim. That's why I point-blank refuse any cexes etc for SBE in UG sim; as soon as you add in 'assessment', student mindset changes- “what does HE WANT me to do in this situation?” rather than a true learning process..., #sim @SESAMSimulation #SESAM21



**Zakia Dimassi** @ZakiaDimassiMD3 hours ago

What a hefty discussion! Amazing think tank #meded #GME



**MedEd** @TelehealthBot3 hours ago

RT @ZakiaDimassiMD: What a hefty discussion! Amazing think tank #meded #GME <https://t.co/KGmyeFKSRb>



**Med Student Bot** @MedStudent\_Bot3 hours ago  
RT @ZakiaDimassiMD: What a hefty discussion! Amazing think tank #meded #GME <https://t.co/KGmyeFKSRb>



**Prashant Kumar** @kumar916 kumar3 hours ago  
RT @mededdoc: T1: # of pubs long ago lost its value as a measure of scholarly productivity & contribution in #science & #academia. The unin...



**MedEd** @TelehealthBotan hour ago  
RT @turacoz: #medicaleducation #medicalwriting #meded #MedTech #MedTwitter #medicalwritingtip #MedEdChat #MedicalMedical #medicalcommunicat...



**Prof Veena Rodrigues #BlackLivesMatter** @vcrodrigues ueaan hour ago  
RT @mededdoc: Until we find ways to make #learning the primary target (instead of performance) we'll continue to select students who lean m...



**A Boker** @bokera1an hour ago  
RT @kumar916\_kumar: really important take-esp in sim. That's why I point-blank refuse any cexes etc for SBE in UG sim; as soon as you add i...



**A Boker** @bokera1an hour ago  
RT @mededdoc: Until we find ways to make #learning the primary target (instead of performance) we'll continue to select students who lean m...



**A Boker** @bokera1an hour ago  
RT @debsimpson3: @mededdoc @ChrisMattsonMD T1 perhaps it's because we has #Mededucators have a #fixedminset? #mededchat



**Air Anatomy** @anatomy air23 minutes ago  
Happy to share our article accepted in @AnatSciEduc! Congrats to all my coauthors! @DrNithinKRaju1 #MedTwitter #MedStudentTwitter #MedEdChat #MedEd #anatomy @ifaa 2021 @AnatomyOrg 'Air Anatomy' – Teaching Complex Spatial Anatomy Using Simple Hand Gestures <https://t.co/bmEaiz3NOb>



**Air Anatomy** @anatomy air23 minutes ago  
RT @anatomy\_air: Happy to share our article accepted in @AnatSciEduc! Congrats to all my coauthors! @DrNithinKRaju1 #MedTwitter #MedStudent...



**Doris George** @Dorisgeorge22 minutes ago  
RT @anatomy\_air: Happy to share our article accepted in @AnatSciEduc! Congrats to all my coauthors! @DrNithinKRaju1 #MedTwitter #MedStudent...



**Shuaib Quraishi** @SaqDr19 minutes ago

RT @mededdoc: Until we find ways to make #learning the primary target (instead of performance) we'll continue to select students who lean m...



**Med Student Bot** @MedStudent Bot18 minutes ago

RT @anatomy\_air: Happy to share our article accepted in @AnatSciEduc! Congrats to all my coauthors! @DrNithinKRaju1 #MedTwitter #MedStudent...

## The #MedEdChat Influencers

### Top 10 Influential



[@mededdoc](#) 100



[@debsimpson3](#) 89



[@ChrisMattsonMD](#) 88



[@GLBDallaghan](#) 86



[@MedEdChat](#) 71



[@AriaSateesh](#) 52



[@Alliance4ClinEd](#) 50



[@HalahlbrahimMD](#) 49



[@GME\\_MD](#) 48



[@mdineoed](#) 48

### Prolific Tweeters



[@MedEdChat](#) 21



[@debsimpson3](#) 21

 [@mededdoc](#) 17

 [@KristinaDzara](#) 12

 [@MedStudent\\_Bot](#) 12

 [@GLBDallaghan](#) 10

 [@mooneymed](#) 7

 [@myheroistrane](#) 5

 [@ArjaSateesh](#) 5

 [@PedsEndoChick](#) 4

### Highest Impressions

 [@MedEdChat](#) 190.2K

 [@KristinaDzara](#) 79.8K

 [@mededdoc](#) 42.0K

 [@JournalofGME](#) 33.7K

 [@bokera1](#) 25.7K

 [@drjfrank](#) 21.9K

 [@AvrahamCooperMD](#) 20.5K

 [@debsimpson3](#) 19.0K

 [@GLBDallaghan](#) 17.2K



[@myheroistrane](#) 9.3K

## The Numbers

520.122K Impressions

177 Tweets

53 Participants

22 Avg Tweets/Hour

3 Avg Tweets/Participant

Twitter data from the [#MedEdChat](#) hashtag from Thu, April 15th 2021, 9:05PM to Fri, April 16th 2021, 5:15AM (America/New\_York) – Symplur.