2021-05-20: Adopting Meaningful CBME for MD Programs: The Real, the Gritty, & the Dream

The following links were shared during the chat:

- [Implementing competency-based medical education: What changes in curricular structure and processes are needed? - PubMed (nih.gov)](#)
- [Overarching challenges to the implementation of competency-based medical education - PubMed (nih.gov)](#)

MedEd Chat (hosted by ACE) @MedEdChat 8 hours ago
TOPIC 1: Has your medical school adopted #CBME? What are the challenges in making such a transition? #MedEdChat #meded

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Laura Bookman (she/her) @DaktaLaura 8 hours ago
@MedEdChat Yes #mededchat T1

Laura Bookman (she/her) @DaktaLaura 8 hours ago
@MedEdChat It was confusing at first #mededchat #meded T1

MedEd Chat (hosted by ACE) @MedEdChat 8 hours ago
@DaktaLaura When did you make the switch? #MedEdChat

Lauren King @LCooperKing 8 hours ago
T1: big challenge in "letting go" of tradition. But Also in defining what "competent" looks like in all areas - there's not always consensus! #mededchat

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Alliance4ClinEd @Alliance4ClinEd 8 hours ago
T1 This article addresses some of the challenges to making a transition to #CBME https://t.co/DHc2hwvdgE #MedEdChat #meded

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Laura Bookman (she/her) @DaktaLaura 8 hours ago
@MedEdChat I don't remember 2 or 3 years ago #mededchat #meded T1

Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini 8 hours ago
@MedEdChat Dhruv Srinivasachar, graduate of @VCUHealth School of Medicine as of last Friday, and incoming #MedPeds PGY-1 @WMUMedicine #mededchat

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Lauren King @LCooperKing 8 hours ago
T1: I mainly come from GME land, so some things are well-defined but even then there are areas where I struggle to say "does every pathologist need to do this before graduation?" Must-have vs nice-to-have #mededchat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@LCooperKing T1 Do you think using a framework like EPAs would help characterize what it means to be "competent"? #MedEdChat

MedEd Chat (hosted by ACE) @MedEdChat 8 hours ago
RT @Alliance4ClinEd: T1 This article addresses some of the challenges to making a transition to #CBME https://t.co/DHc2hwvdgE #MedEdChat #m…

Laura Bookman (she/her) @DaktaLaura 8 hours ago
@Alliance4ClinEd thanks Look forward to reading them #MedEd #mededchat T1

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@TheRealDSrini @MedEdChat @VCUHealth @WMUMedicine Congratulations, Doctor! #MedEdChat

Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini 8 hours ago
@MedEdChat T1: @VCUHealth has a CBME track, not every student goes through it. Would have to ask our clinical dean @MichaelSRyanMD about specific challenges though... #Mededchat

Alliance4ClinEd @Alliance4ClinEd 8 hours ago
@TheRealDSrini @MedEdChat @VCUHealth @MichaelSRyanMD T1 I'm curious do you know why there is only a track and it's not been rolled out to the entire medical school? #MedEdChat

MedEd @TelehealthBot 8 hours ago
RT @Alliance4ClinEd: T1 This article addresses some of the challenges to making a transition to #CBME https://t.co/DHc2hwvdgE #MedEdChat #m…

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Laura Bookman (she/her) @DaktaLaura 8 hours ago
@Alliance4ClinEd @MedEdChat thanks #MedEd #mededchat T1

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MedEd Chat (hosted by ACE) @MedEdChat 8 hours ago
TOPIC 2: What initiatives were or can be undertaken to get key stakeholder buy in? #MedEdChat #meded

Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini 8 hours ago
@Alliance4ClinEd @MedEdChat @VCUHealth @MichaelSRyanMD The track only started ~2 years ago...still very much a work in progress and to my knowledge no medical schools are fully competency based and time variable. Almost all of them are specific tracks or for limited numbers of students...#mededchat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
T2 I am interested to hear what others have to say about this. My prior institution overhauled the curriculum with the goal of #CBME ...and we thought we had buy in but at the end of the day we lost support. It was very frustrating. #MedEdChat

Lauren King @LCooperKing 8 hours ago
T2: IMO you have to make evaluation of competency as easy and pain free for the evaluator as you can. Needs to be part of normal evals - don't send your faculty ANOTHER form to

complete   #mededchat

Laura Bookman (she/her) @DaktaLaura 8 hours ago
@MedEdChat attended meetings where new guidelines were discussed and at the start of every clerkship an email introducing new students and explanation of the evaluation process is reviewed #MedEd #mededchat T2

Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh 8 hours ago
@MedEdChat #mededchat T1 it is confusing and frustrated so much ambiguity between outcome-based curriculum, CBME and entrusted professional activities #meded

Laura Bookman (she/her) @DaktaLaura 8 hours ago
@GLBDallaghan we're kind of just expected to do it especially the teaching faculty #meded #mededchat T2

Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini 8 hours ago
@MedEdChat Semi-joking, but having sessions with those intimately familiar with CBME, e.g. @Midwest_MedPeds #Mededchat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@DaktaLaura T2 But how do you just do it if the goals and purpose are muddy? I think we all understand #CBME in principle....but not in practice. #MedEdChat

Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh 8 hours ago
@MedEdChat #mededchat T2 as always any curriculum changes or program changes should involve all stakeholders like students, faculty, deans, curriculum developers, hospital administration, public I mean the community and NGOs if possible #medec

MedEd Chat (hosted by ACE) @MedEdChat 8 hours ago
RT @ArjaSateesh: @MedEdChat #mededchat T2 as always any curriculum changes or program changes should involve all stakeholders like students…

Kristina Dzara, PhD, MMSc @KristinaDzara 8 hours ago
RT @MedEdChat: TOPIC 2: What initiatives were or can be undertaken to get key stakeholder buy in? #MedEdChat #meded

Kristina Dzara, PhD, MMSc @KristinaDzara 8 hours ago
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MedEd Chat (hosted by ACE) @MedEdChat 8 hours ago
TOPIC 3: #CBME is often associated with time-variable training. What about this concept scares educators and administrators? #MedEdChat #meded

Kristina Dzara, PhD, MMSc @KristinaDzara 8 hours ago
RT @MedEdChat: TOPIC 3: #CBME is often associated with time-variable training. What about this concept scares educators and administrators…

Laura Bookman (she/her) @DaktaLaura 8 hours ago
@MedEdChat could you please clarify the question thanks? #meded #mededchat T3

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
T3 Time-variable training sounds good in concept, but I have yet to see anyone successfully pull it off. How are you going to keep track of each student for each course when you have 200-300 students? Seems like a logistical nightmare #MedEdChat

Med Student Bot @MedStudent_Bot 8 hours ago
RT @MedEdChat: TOPIC 2: What initiatives were or can be undertaken to get key stakeholder buy in? #MedEdChat #meded

Lauren King @LCooperKing 8 hours ago
T3: full #mededchat https://t.co/2Grrf1m7DD

Med Student Bot @MedStudent_Bot 8 hours ago
RT @MedEdChat: TOPIC 3: #CBME is often associated with time-variable training. What about this concept scares educators and administrators…

Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini 8 hours ago
@MedEdChat T3: I imagine the big worry for students comes from if a student takes longer than 4 years to achieve competency in a specific task. It seems the CBME tracks are being used by students to shave off training time, but does that mean not enough pts seen before residency? #mededchat

Lauren King @LCooperKing 8 hours ago
T3: funding funding funding - GME stipends, tuition, etc etc #mededchat https://t.co/cNZh7SozKh

MedEd Chat (hosted by ACE) @MedEdChat 8 hours ago
T3 With #CBME if you can prove competence then students should be able to accelerate or decelerate based on need. What about that would be a cause of concern for medical school admin who have to track progress? #MedEdChat

MedEd Chat (hosted by ACE) @MedEdChat 8 hours ago
RT @TheRealDSrini: @MedEdChat T3: I imagine the big worry for students comes from if a student takes longer than 4 years to achieve compete…

Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini 8 hours ago
@GLBDallaghan 1. Computers and software based tracking of competencies achieved 2. More to the point, how do we get attendings to use the software to evaluate students when they already are not using existing methods well? #mededchat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@TheRealDSrini @MedEdChat T3 The other question is if someone slowed down to demonstrate competence will that disadvantage them in the Match? #MedEdChat

Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini 8 hours ago
@LCooperKing Ah yes...the cynic in me says that students who take longer to achieve competencies will be under a money crunch due to tuition...#mededchat

Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini 8 hours ago
@DaktaLaura @MedEdChat As in students graduate if competencies are achieved, irrespective of time spent (i.e. <4 years in most cases) #mededchat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@TheRealDSrini Right! And this gets at @LCooperKing comment about funding. How GME and UME is funded has a significant impact on time for teaching. #MedEdChat

Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh 8 hours ago
@MedEdChat #mededchat T3 maybe if I am not wrong the expected level of competencies varies or changes with the year of training. If faculty can't differentiate or identify, it can be a chaos #meded

Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini 8 hours ago
@ArjaSateesh @MedEdChat For competency based time variable training the competencies are fixed as things a new intern should be able to do on day one. They are not graded based on year of training...#Mededchat

Michelle Knoll, MD @PedsEndoChick 8 hours ago
@MedEdChat T3: I imagine staffing is a concern. If you graduate people early, would you lose seniors who can provide supervision? And what of funding? Do you at some point let a resident go for not reaching competency? At what point? #MedEdChat

MedEd Chat (hosted by ACE) @MedEdChat 8 hours ago
RT @PedsEndoChick: @MedEdChat T3: I imagine staffing is a concern. If you graduate people early, would you lose seniors who can provide sup…

Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh 8 hours ago
@TheRealDSrini @MedEdChat #mededchat T3 I agree I meant what you said. The expected competencies for a new intern is different from 2nd year resident or 3rd year resident #meded

Alexis L. Rossi @AlexisLRossi1 8 hours ago
RT @Alliance4ClinEd: T1 This is another article about some of the overarching challenges of implementing #CBME https://t.co/itqzyM6yG4 #Med…

Alexis L. Rossi @AlexisLRossi1 8 hours ago
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MedEd Chat (hosted by ACE) @MedEdChat 8 hours ago
TOPIC 4: What sorts of training would need to be in place for faculty to truthfully and accurately assess students? #MedEdChat #meded #CBME

Lauren King @LCooperKing 8 hours ago
T4: must have concrete guide for assessment, a checklist even. Can't leave it up to "I feel like this student is doing well" #mededchat

Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh7 hours ago
RT @ArjaSateesh: @TheRealDSrini @MedEdChat #mededchat T3 I agree I meant what you said. The expected competencies for a new intern is diffe…

Laura Bookman (she/her) @DaktaLaura7 hours ago
@MedEdChat How about team training where faculty work together to craft evaluations #meded #mededchat T4

Gary Beck Dallaghan   @GLBDallaghan7 hours ago
T4 Evaluations need to be intended for growth...not grades. As long as a grade is associated with it I honestly don't think you'll get honest assessments....just the cynic in me coming out #MedEdChat

MedEd Chat (hosted by ACE) @MedEdChat7 hours ago
RT @DaktaLaura: @MedEdChat How about team training where faculty work together to craft evaluations #meded #mededchat T4

Laura Bookman (she/her) @DaktaLaura7 hours ago
@GLBDallaghan we're all pass fail now at least in PCE #meded #mededchat T4

Gary Beck Dallaghan   @GLBDallaghan7 hours ago
@DaktaLaura In doing that have you seen faculty more willing to give more constructive feedback to students? #MedEdChat

Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh7 hours ago
@MedEdChat #mededchat T 4 Lot of faculty are not aware of differences and different types of workplace-based assessments. They also need to be trained on how to give both positive and negative feedback, specific feedback in a timely manner. #meded

Dhruv Srinivasachar MD (he/el/ele.) @TheRealDSrini7 hours ago
@MedEdChat T4: Anti-racism and implicit bias training for one, as that is a common issue in evaluating trainees who are not white, cishet abled males. Otherwise agree with team development of a universal evaluation standard taking care to note clerkship specifics...#mededchat

Abhay Dandekar @abhaydandekar7 hours ago
T4 - training to involve both learners and assessors in a shared model of what a competent professional activity looks like to garner entrustment. This includes transparent faculty demonstration of this as well. @COMSEPediatrics @acgme #MedEdChat #MedEd #MedTwitter

Gary Beck Dallaghan   @GLBDallaghan7 hours ago
RT @ArjaSateesh: @MedEdChat #mededchat T 4 Lot of faculty are not aware of differences and different types of workplace-based assessments.…

MedEd Chat (hosted by ACE) [@MedEdChat](7 hours ago) 7 hours ago
We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat

Gary Beck Dallaghan [@GLBDallaghan](7 hours ago) 7 hours ago
RT @TheRealDSrini: @MedEdChat T4: Anti-racism and implicit bias training for one, as that is a common issue in evaluating trainees who are…

Abhay Dandekar [@abhaydandekar](7 hours ago) 7 hours ago
RT @MedEdChat: We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat

Laura Bookman (she/her) [@DaktaLaura](7 hours ago) 7 hours ago
@MedEdChat thank you #meded #mededchat

Dhruv Srinivasachar MD (he/el/ele.) [@TheRealDSrini](7 hours ago) 7 hours ago
@GLBDallaghan @MedEdChat That's another big worry. Will residency programs rate students who got through the program in 3 years higher than those who took 5? I don't know the answer #mededchat

Abhay Dandekar [@abhaydandekar](7 hours ago) 7 hours ago
My teen son can't get his black belt in karate until he has demonstrated certain benchmark knowledge, skills, and attitudes....neither can the 35 year old next to him. This should be how we help cultivate entrustment in #MedEd #MedEdChat @acgme @APPDconnect @COMSEPediatrics
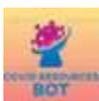
MedEd Chat (hosted by ACE) [@MedEdChat](7 hours ago) 7 hours ago
The #MedEdChat will be off next week, May 27th. Join us again in 2 weeks! #meded

MedEd Chat (hosted by ACE) [@MedEdChat](7 hours ago) 7 hours ago
That's a wrap...I will post the #mededchat transcript tomorrow morning on https://t.co/mJivoKroXx. Thanks everyone for participating! #meded

Doctor Monk [@Mediocr68005896](4 hours ago) 4 hours ago
#COVIDEmergency #COVID19 #CovishieldVaccine #MedEdChat https://t.co/U7HRjYQ0kb

Covid Resources Bot [@bot_resources](4 hours ago) 4 hours ago
RT @Mediocr68005896: #COVIDEmergency #COVID19 #CovishieldVaccine #MedEdChat https://t.co/U7HRjYQ0kb

#StayHome [@viralvideovlogs](4 hours ago) 4 hours ago
RT @Mediocr68005896: #COVIDEmergency #COVID19 #CovishieldVaccine #MedEdChat https://t.co/U7HRjYQ0kb

The #MedEdChat Influencers

Top 10 Influential

@MedEdChat 100

@DaktaLaura 85

@GLBDallaghan 76

@Alliance4ClinEd 75

@ArjaSateesh 74

@LCooperKing 69

@VCUHealth 65

@TheRealDSrini 62

@WMUMedicine 58

@MichaelSRyanMD 48

Prolific Tweeters

@MedEdChat 15

@TheRealDSrini 11

@GLBDallaghan 11

@DaktaLaura 11

@LCooperKing 6

@ArjaSateesh 6

@KristinaDzara 3

@abhaydandekar 3

@Alliance4ClinEd 3

@MedStudent_Bot 2

Highest Impressions

@MedEdChat 136.7K

@KristinaDzara 20.2K

@GLBDallaghan 19.2K

@TheRealDSrini 14.2K

@viralvideovlogs 6.6K

@LCooperKing 4.9K

@MedEdBot 2.9K

@DaktaLaura 2.8K

@Alliance4ClinEd 2.1K

@abhaydandekar 1.8K

The Numbers

217.043K **Impressions**

79 **Tweets**

17 **Participants**

10 **Avg Tweets/Hour**

5 **Avg Tweets/Participant**

Twitter data from the #MedEdChat hashtag from Thu, May 20th 2021, 9:05PM to Fri, May 21st 2021, 5:15AM (America/New_York) – Symplur.