2021-08-19: Mitigating the Impact of Bias in Assessments
Topic and Questions courtesy of the Association of Professors of Gynecology & Obstetrics

The following links were shared during the chat:
- How can we reduce bias during an academic assessment reappraisal? - PubMed (nih.gov)
- Cognitive, social and environmental sources of bias in clinical performance ratings - PubMed (nih.gov)
- Implicit Gender Bias in Third-Year Surgery Clerkship MSPE Narratives - ScienceDirect
- Medical School Resourcing of USMLE Step 1 Preparation: Questioning the Validity of Step 1 | SpringerLink

**MedEd Chat (hosted by ACE)** @MedEdChat
8 hours ago
TOPIC 1: What strategies are being employed to minimize bias risks in various assessments? #MedEdChat #meded

Shireen Madani Sims, MD @UFDOC
8 hours ago
@MedEdChat T1- seems like the first step is recognizing and admitting that bias is occurring #mededchat

Gary Beck Dallaghan @GLBDallaghan
8 hours ago
T1 #MedEdChat Depending on how we're thinking of bias (which from this article is on score variation), there are approaches of developing and evaluating learners to minimize bias https://t.co/E9SWUa3NlD

helen kang morgan @helenjkmorgan
8 hours ago
@UFDOC @MedEdChat T1- yes!!! Thank you @UFDOC #mededchat

Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh
8 hours ago
@MedEdChat @Alliance4ClinEd @UFDOC @apgonews #mededchat Sateesh Arja from Avalon University School of Medicine, Curacao. I hope everyone had a good summer vacation #meded

helen kang morgan @helenjkmorgan
8 hours ago
@MedEdChat T1- we also need to move towards more criterion based assessments since bias inevitable always creeps in with norm based assessments #mededchat

Alliance4ClinEd @Alliance4ClinEd
8 hours ago
T1 #MedEdChat This article addresses various forms of assessment bias and offers ideas of mitigation...also suggesting each school have plans in place to review and address https://t.co/PZcGFgtc9

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8 hours ago
RT @helenjkmorgan: @MedEdChat T1- we also need to move towards more criterion based assessments since bias inevitable always creeps in with...
Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh
8 hours ago
@MedEdChat #mededchat T1 In some assessments, we can avoid bias if teacher and assessor are different. But it might not be possible in all cases especially workplace-based assessments and direct observation assessments #meded

Shireen Madani Sims, MD @UFDOC
8 hours ago
@GLBDallaghan This is a little depressing #mededchat

Scott Graziano (he/him/his) @sgraziano11
8 hours ago
#MedEdChat Scott in Chicago from @LoyolaHSC

Shireen Madani Sims, MD @UFDOC
8 hours ago
@croyce62 @MedEdChat T1- Frame of reference training is so great, but seems hard to widely implement? #mededchat

Laura Baecher-Lind @BaecherLind
8 hours ago
Assessment teams - rather than funneling all through one person - also seems like a promising strategy….#MedEdChat

Scott Graziano (he/him/his) @sgraziano11
8 hours ago
Worth trying to put some training into this. No tool is perfect against bias. #MedEdChat

helen kang morgan @helenjkmorgan
8 hours ago
RT @UFDOC: @MedEdChat T1- seems like the first step is recognizing and admitting that bias is occurring #mededchat

MedEd Chat (hosted by ACE) @MedEdChat
8 hours ago
RT @UFDOC “Raters have a 1-2-D conception of clinical performance & don’t recall details. Good news is reported more quickly than bad, leading to overly generous performance evaluations. Training has little impact on accuracy & reproducibility of performance ratings.” #MedEdChat

helen kang morgan @helenjkmorgan
8 hours ago
RT @BaecherLind: Assessment teams - rather than funneling all through one person - also seems like a promising strategy….#MedEdChat

MedEdBot @MedEdBot
8 hours ago
RT @MedEdChat: Welcome to the #mededchat (US) I am your moderator for the next hour @Alliance4ClinEd Thanks at @UFDOC & @apgonews for ton…

MedEdBot @MedEdBot
8 hours ago
RT @MedEdChat: The #mededchat topic & questions will be announced in a moment…for now, please introduce yourselves #meded
Shireen Madani Sims, MD @UFDOC8 hours ago
@BaecherLind T1- yes, for clerkship see have established a “grade committee” #mededchat

MedEdBot @MedEdBot8 hours ago
RT @MedEdChat: We will assume that all of your tweets during #mededchat are your own during this hour unless otherwise stated #meded

MedEdBot @MedEdBot8 hours ago
RT @MedEdChat: T1 about to come up in a few moments #meded #mededchat

MedEdBot @MedEdBot8 hours ago
RT @MedEdChat: TOPIC 1: What strategies are being employed to minimize bias risks in various assessments? #MedEdChat #meded

Gary Beck Dallaghan @GLBDallaghan8 hours ago
@BaecherLind T1 Have you been able to implement something like this? Seems like it could be a bit of a logistical nightmare. #MedEdChat

Med Ed Chat (hosted by ACE) @MedEdChat8 hours ago
TOPIC 2: What are biases noted in clinical grading? #MedEdChat #meded

helen kang morgan @helenjkmorgan8 hours ago
@croyce62 @MedEdChat @helen T1- great question @croyce62, I don’t know the answer to this…. #mededchat

Med Student Bot @MedStudent_Bot8 hours ago
RT @MedEdChat: The #mededchat topic & questions will be announced in a moment…for now, please introduce yourselves #meded

Shireen Madani Sims, MD @UFDOC8 hours ago
@MedEdChat T2- personality can color perception of competence #MedEdChat

Med Student Bot @MedStudent_Bot8 hours ago
RT @MedEdChat: We will assume that all of your tweets during #mededchat are your own during this hour unless otherwise stated #meded

Med Student Bot @MedStudent_Bot8 hours ago
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TOPIC 1: What strategies are being employed to minimize bias risks in various assessments? #MedEdChat #meded

TOPIC 2: What are biases noted in clinical grading? #MedEdChat #meded

How many characters do I get? #mededchat

T1 sometimes students perceive that there is a bias and it might not exist in some cases. One way avoiding it is by making sure that faculty and students understand the assessment procedures #meded

Absolutely. It is so important for there to be transparency around the assessment process for faculty & medstudents #MedEdChat

T2 including gender bias, cultural, difference of beliefs, racial, and age bias… #meded

reputation or a prior experience can prime the evaluator who then looks for data to reinforce that perception and ignores new data #mededchat

which means you need diverse residents and faculty….. #MedEdChat

I think newer clerkship
directors are better with transparency. Some old school people don’t get that concept. #mededchat #agebias

Scott Graziano (he/him/his) @sgraziano118 hours ago
@UFDOC @BaecherLind Right. Starts at the very beginning. #mededchat

Shireen Madani Sims, MD @UFDOC8 hours ago
@sgraziano11 @GLBDallaghan @ArjaSateesh @helenkmorgan @MedEdChat This is SO true!! And a big part of why I have been training and mentoring my replacement! #Mededchat

Scott Graziano (he/him/his) @sgraziano118 hours ago
@jswitzermd @MedEdChat Oh my. Feed forward would be a totally different chat @jswitzermd #mededchat

MedEd Chat (hosted by ACE) @MedEdChat8 hours ago
TOPIC 3: What biases are known about standardized exams and what adjustments (if any) are made in this assessment? #MedEdChat #meded

Gary Beck Dallaghan @GLBDallaghan8 hours ago
T3 #MedEdChat Even tho USMLE Step 1 is becoming pass/fail....it was well documented the bias in that test. I have no idea if any adjustments were made in reporting https://t.co/pgu9vAWOAH

Shireen Madani Sims, MD @UFDOC8 hours ago
@MedEdChat T3- step 1 P/F? Does it help with bias inherent in standardized exams?#mededchat

Sherine Salib @DrSherineSalib8 hours ago
@helenkmorgan @MedEdChat T1. Agreed! In norm-based assessments, students compete against one another, but in criterion-based assessments, they compete against themselves, so to speak. Criterion-based assessment encourages collaboration. The trick is in picking the right criteria! #MedEdChat

Shireen Madani Sims, MD @UFDOC8 hours ago
@GLBDallaghan T3- and this leads to even more need for competency based assessments #MedEdChat

Gary Beck Dallaghan @GLBDallaghan8 hours ago
@UFDOC @MedEdChat T3 Not necessarily....but at least with P/F it levels the playing field more. No need to obsess over a 3-digit score. #MedEdChat
Can criterion based assessments be done in a P/F system? #mededchat

T3 For any of you who might help write NBME Subj Exam questions, has bias in scoring been addressed at any of those sessions? #MedEdChat

T3 Sure. It would be a matter of determining what should be considered the minimum passing percent. Anything above that is a P and below F. #MedEdChat

T3 I feel definitely there are biases as every student is not good at timed exams or computer-based exams. Maybe there should be a better way of assessing competencies of tomorrow’s physicians #meded

T3 Bias is baked into all types of assessments, even “objective” standardized exams. The answer, though, is not to remove those exams. That would create a vacuum for even more bias. We need to be intentional about looking for & remedying bias in all assessments. #MedEdChat

T3 And the timed exams are typically knowledge-based examinations anyway….not a full reflection of competence. #MedEdChat

RT @DrSherineSalib: @MedEdChat T3. Bias is baked into all types of assessments, even “objective” standardized exams. The answer, though,…

TOPIC 4: Should schools provide institutional funding for question banks in order to provide test prep question access for all? #MedEdChat #meded

RT @DrSherineSalib: @MedEdChat T3. Bias is baked into all types of assessments, even “objective” standardized exams. The answer, though,…

T4 I think this is being done at many a medical school. I know my former and current employers have subscriptions to test banks for the students to use. Does it decrease bias? Not sure….never really
investigated that. #MedEdChat

Julia Switzer @jswitzermd7 hours ago @MedEdChat Yes. Students should have access to the same resources to prepare for high stakes assessments. #mededchat

Shireen Madani Sims, MD @UFDOC7 hours ago @MedEdChat T4- students are using them, and it seems like there should be an even playing field #mededchat

Sue M Cox @susanmcox37 hours ago RT @GLBDallaghan: T4 I think this is being done at many a medical school. I know my former and current employers have subscriptions to test...

Sherine Salib @DrSherineSalib7 hours ago @MedEdChat T4. All students need to have equal opportunities to access material to support them in attaining course objectives. However, some students need more support & it’s important to provide that. Remember, equality is not the same as equity. #MedEdChat

MedEd Chat (hosted by ACE) @MedEdChat7 hours ago RT @DrSherineSalib: @MedEdChat T4. All students need to have equal opportunities to access material to support them in attaining course ob...

Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh7 hours ago @MedEdChat #mededchat T4 it might be required as long as timed, objective, knowledge-based examinations are existing as board examinations. These question banks help with application of learned information and test taking strategies but I doubt the higher levels like synthesis or evaluation

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

Sherine Salib @DrSherineSalib7 hours ago @MedEdChat Thank you for a thought-provoking discussion! #MedEdChat

Shireen Madani Sims, MD @UFDOC7 hours ago @MedEdChat Thanks everyone! Great discussion! @apgonews #mededchat

MedEd Chat (hosted by ACE) @MedEdChat7 hours ago That's a wrap...I will post the #mededchat transcript tomorrow morning on https://t.co/mJivoK9NyX. Thanks everyone for participating! #meded
MedEd Chat (hosted by ACE) @MedEdChat 7 hours ago
Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email #meded #mededchat

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RT @MedEdChat: Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email #meded #mededchat

Gonzalo Acosta @gonzalojacosta 7 hours ago
@MedEdChat T4 - No doubt. Medical schools spend tuition payment in low-yield resources, application of knowledge is essential and not achieved through traditional education. #mededchat

Rural&Remote Health @rrh_journal 31 minutes ago
'The word that comes to mind is polymath': medical students' perceptions of rural postgraduate careers #RuralHealth #mededchat @DrRobertScully @univofstandrews @StAndMedicine https://t.co/7SrY5Orh8B
The #MedEdChat Influencers

Top 10 Influential

@MedEdChat 100

@UFDOC 73

@helenjkmorgan 68

@BaecherLind 60

@ArjaSateesh 45

@DrSherineSalib 43

@croyce62 37

@GLBDallaghan 37

@sgraziano11 27

@helen 18

Prolific Tweeters

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@MedEdBot 7

@sgraziano11 6
@ArjaSateesh 6
@helenjkmorgan 5
@DrSherineSalib 4
@jswitzermd 2

Highest Impressions
@MedEdChat 100.7K
@MedEdBot 21.5K
@GLBDallaghan 16.0K
@helenjkmorgan 14.9K
@MedStudent_Bot 3.0K
@rrh_journal 2.6K
@DrSherineSalib 2.3K
@UFDOC 1.8K
@sgraziano11 1.7K
@Alliance4ClinEd 1.4K

The Numbers
168.785K Impressions
77 Tweets
Twitter data from the #MedEdChat hashtag from Thu, August 19th 2021, 9:05PM to Fri, August 20th 2021, 5:10AM (America/New_York) – Symplur.