

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) @MedEdChat8 hours ago
TOPIC 1: What strategies are being employed to minimize bias risks in various assessments? #MedEdChat #meded



Shireen Madani Sims, MD @UFDOC8 hours ago
@MedEdChat T1- seems like the first step is recognizing and admitting that bias is occurring #mededchat



Gary Beck Dallaghan @GLBDallaghan8 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/E9SWUa3NID>



helen kang morgan @helenjkmorgan8 hours ago
@UFDOC @MedEdChat T1- yes!!! Thank you @UFDOC #mededchat



Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh8 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 @helenjkmorgan8 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 @Alliance4ClinEd8 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/PZcGFgatc9>



MedEd Chat (hosted by ACE) @MedEdChat8 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 @ArjaSateesh8 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 @UFDOC8 hours ago

@GLBDallaghan This is a little depressing #mededchat



Scott Graziano (he/him/his) @sgraziano118 hours ago

#MedEdChat Scott in Chicago from @LoyolaHSC



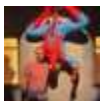
Shireen Madani Sims, MD @UFDOC8 hours ago

@croyce62 @MedEdChat T1- Frame of reference training is so great, but seems hard to widely implement? #mededchat



Laura Baecher-Lind @BaecherLind8 hours ago

Assessment teams - rather than funneling all through one person - also seems like a promising strategy...#MedEdChat



Scott Graziano (he/him/his) @sgraziano118 hours ago

Worth trying to put some training into this. No tool is perfect against bias. #MedEdChat



helen kang morgan @helenjkmorgan8 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) @MedEdChat8 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



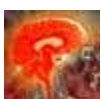
helen kang morgan @helenjkmorgan8 hours ago

RT @BaecherLind: Assessment teams - rather than funneling all through one person - also seems like a promising strategy...#MedEdChat



MedEdBot @MedEdBot8 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 @MedEdBot8 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](#)



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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](#)



MedEd 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
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RT [@MedEdChat](#): TOPIC 1: What strategies are being employed to minimize bias risks in various assessments? [#MedEdChat](#) [#meded](#)



Med Student Bot [@MedStudent_Bot](#) 8 hours ago

RT [@MedEdChat](#): TOPIC 2: What are biases noted in clinical grading? [#MedEdChat](#) [#meded](#)



Scott Graziano (he/him/his) [@sgraziano](#) 118 hours ago

How many characters do I get? [#mededchat](#)



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

[@UFDOC](#) [@helenjkmorgan](#) [@MedEdChat](#) [#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](#)



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

T2 Just published a study led by a [#medstudent](#) about implicit gender bias in narrative comments <https://t.co/ridehyXw6u> [#MedEdChat](#)



Shireen Madani Sims, MD [@UFDOC](#) 8 hours ago

[@BaecherLind](#) T1- yes we have successfully implemented this. One benefit of zoom! [#MedEdChat](#)



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

[@ArjaSateesh](#) [@UFDOC](#) [@helenjkmorgan](#) [@MedEdChat](#) T1 Absolutely. It is so important for there to be transparency around the assessment process for faculty & [#medstudents](#) [#MedEdChat](#)



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

[@MedEdChat](#) [#mededchat](#) T2 including gender bias, cultural, difference of beliefs, racial, and age bias...[#meded](#)



Julia Switzer [@jswitzermd](#) 8 hours ago

[@MedEdChat](#) T2- reputation or a prior experience can prime the evaluator who then looks for data to reinforce that perception and ignores new data [#mededchat](#)



Shireen Madani Sims, MD [@UFDOC](#) 8 hours ago

[@sgraziano11](#) [@BaecherLind](#) T1- which means you need diverse residents and faculty....[#MedEdChat](#)



Scott Graziano (he/him/his) [@sgraziano](#) 118 hours ago

[@GLBDallaghan](#) [@ArjaSateesh](#) [@UFDOC](#) [@helenjkmorgan](#) [@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](#) [@helenjkmorgan](#) [@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 the 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](#)
[@helenjkmorgan](#) [@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](#)



Shireen Madani Sims, MD @UFDOC8 hours ago

@DrSherineSalib @helenjkmorgan @MedEdChat Can criterion based assessments be done in a P/F system? #mededchat



Alliance4ClinEd @Alliance4ClinEd8 hours ago

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



Gary Beck Dallaghan @GLBDallaghan8 hours ago

@UFDOC @DrSherineSalib @helenjkmorgan @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



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

@MedEdChat #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



Sherine Salib @DrSherineSalib8 hours ago

@MedEdChat 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



Gary Beck Dallaghan @GLBDallaghan8 hours ago

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



MedEd Chat (hosted by ACE) @MedEdChat8 hours ago

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



MedEd Chat (hosted by ACE) @MedEdChat8 hours ago

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



Sue M Cox @susanmcox38 hours ago

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



Gary Beck Dallaghan @GLBDallaghan7 hours ago

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 [@jswitzermd](#) 7 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 [@ArijaSateesh7](#) 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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Med Student Bot [@MedStudent_Bot](#) 7 hours ago

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 [@gonzalovacosta](#) 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>

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[@AriaSateesh](#) 45



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 [@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.