Association of University
Professors of Ophthalmology

Implementation of the Altus Pilot

2022-2023 Match Cycle

Before we get started….

Focus of webinar: prospective study of Altus suite as a tool for holistic review

This webinar is NOT focused on technical issues--

    Contact SF Match or Altus offices as appropriate

Reminder to use Q/A button rather than chat function

We will try to save time for panel responses

    Any questions not addressed during Webinar will be answered off-line

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Presenters

- **Steven E. Feldon, MD, MBA** – Executive Vice President, AUPO

- **R. Michael Siatkowski, MD, MBA** – Chair, AUPO Match Oversight Committee

- **Kai Ding, PhD** – Information/Biostatistics Consultant, University of Oklahoma

- **Justin D. Dvorak, PhD** – Information/Biostatistics Consultant, University of Oklahoma

Why pilot holistic review?

USMLE Step 1, many medical school courses becoming pass/fail

MSPE less differentiating

Class rank disappearing

AOA, GHHS absent at many medical schools

Desire to increase diversity within profession

Desire to attract candidates who are qualified in all the ACGME competencies

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Altus Suite

Casper	situational judgment test	candidates receive quartile rank, programs receive z-scores
Duet	assesses candidate-program fit	single matching score provided to programs
Snapshot	short video responses	no scoring provided, programs may create own rubric

Hypothesis (null)

Addition of holistic review does not make a difference in the decision to invite an applicant for an interview, or how to rank applicants who have been interviewed.

Study Groups

- Early use of Altus

  - programs look at Altus data before SFM data in finalizing interview decisions and rank list

- Late use of Altus

  - Programs look at Altus data after SFM data in finalizing interview decisions and rank list

- Ad hoc use of Altus

  - Programs choose if and how to use Altus data in making interview decisions and rank list

Protocol Step 1 — all groups

- Choose your top ~ 100 candidates (do not need to order) based on individual program screening methods

    - Pick enough so all your interviewees will be in this group

    - Use SFM data for this – Do NOT use Altus data to select the top ~100

- Qualitative assessment of 4 SFM data points

    - Average / below average / above average as compared to your program's typical candidates

- Prepare for interview decisions; each candidate in 1 of 3 categories

    - Interview

    - Do not interview

    - Waitlist (may keep internal)

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Protocol Step 2 — interview decisions (top ~ 100 only)

- Early Altus use

  - Use Altus data alone for preliminary decision to interview/no interview/waitlist

    - RECORD ON REDCAP

  - Now review SFM data of these top 100

  - Make final decisions with Altus + SFM to interview/not interview/waitlist

    - RECORD ON REDCAP

  - Proceed with interview invitations

- Late Altus use

  - Use SFM data alone for preliminary decision to interview/no interview/waitlist

    - RECORD ON REDCAP

  - Review Altus data for top 100

  - Make final decisions with SFM + Altus to interview/not interview/waitlist

    - RECORD ON REDCAP

  - Proceed with interview invitations

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Ad hoc group

- Use SFM data for each candidate

- Use Altus data whenever and however you want for each candidate but record as early/late/not used for each candidate

- Comprise final interview decision list

Protocol step 3 — ranking

- Early group:
    - Make preliminary rank list using interview performance + Altus and **record**
    - Review SFM data and make final rank list and **record**

- Late group
    - Make preliminary rank list using interview performance + SFM data and **record**
    - Review Altus data and make final rank list and **record**

- Ad hoc group
    - Compose rank list but record how/when/if you use Altus for each candidate

Review of data and online input process

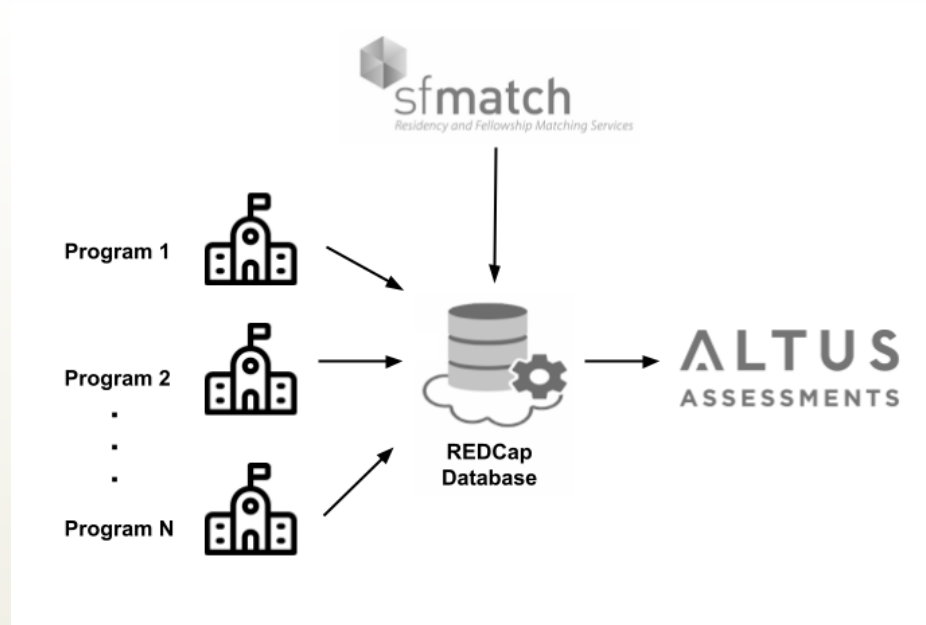## Drs. Kai Ding and Justin Dvorak

Data Variables

- SFM will provide the following (linked by SF Match ID)

    - Gender

    - Ethnicity

    - Race

    - Citizenship/visa status

    - Under-represented in medicine (URiM) status

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Data Variables (Cont.)

- Programs will provide
  - SFMatch ID
  - Customized assessment method for each applicant (for Ad hoc use of Altus© group only)
    - Choose from: "Early use of Altus©", "Late use of Altus©" , or "Did not use Altus©",
  - Traditional measures
    - Program evaluation of: Medical school class rank, Research & publications, Extracurricular activities, Recommendation letters
    - USMLE Step 1 score, USMLE Step 2 score (if available)
    - COMLEX score (if available)
  - Altus© data: Casper© z-score, Duet© weighted mean alignment score, Snapshot© score (choose from "Deficient/below average", "Expected/average", "Superior/above average", "Did not use")
  - Outcome data: Interview decision, ranking
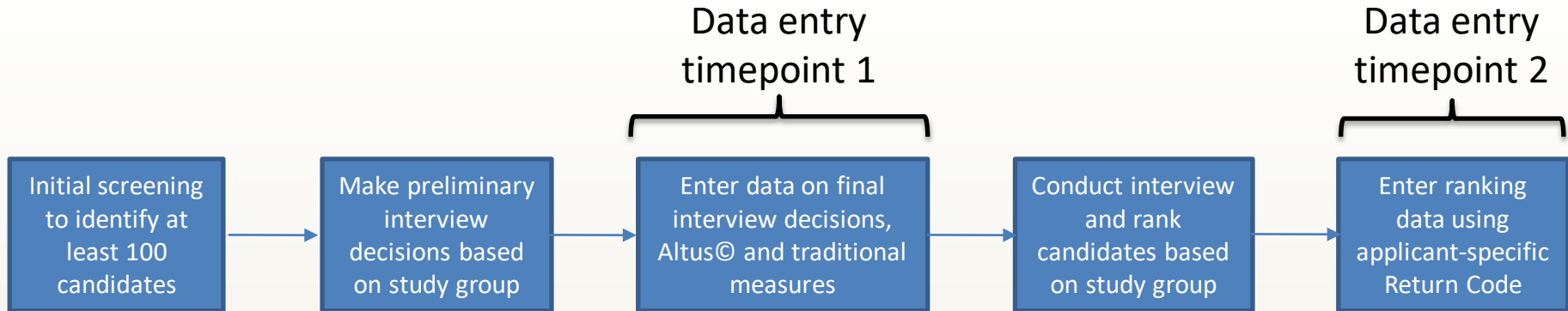
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Data Flow

Data Entry

- Program-specific REDCap© survey links for encrypted data transmission

- Data entry timeline

  - Timepoint 1: when interview decisions are made (by Dec.23)

  - Timepoint 2: when rankings are determined (by Jan. 3)

- Applicant-specific Return Code will be required for subsequent data entry/modification.

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Data Entry Timeline

Data entry
timepoint 1

Data entry
timepoint 2

| Initial screening to identify at least 100 candidates | → | Make preliminary interview decisions based on study group | → | Enter data on final interview decisions, Altus© and traditional measures | → | Conduct interview and rank candidates based on study group | → | Enter ranking data using applicant-specific Return Code |

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Data Analysis

- Primary analyses

  - Change (SFM <u>or</u> Altus   VS   using SFM <u>and</u> Altus) in interview decision and rank list position, using data from Early and Late Altus groups

  - Compare the change in Early and Late Altus groups with that in Ad hoc Altus group

- Secondary analyses

  - Effect of Altus on distribution of URiM, gender, ethnicity/race among those selected to interview

  - Effect of Altus on ranking of interviewed applicants for each demographic group

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REDCap Data Entry Process

Step 1: Program directors receive links

Reply   Reply All   Forward

Fri 9/2/2022 12:19 PM

justin-dvorak@ouhsc.edu

AUPO Altus Pilot Study

To

Welcome to the AUPO Altus Pilot Study!

You may open the Applicant Data Entry form in your web browser by clicking the link below:
Determining the impact of the Altus Suite(c) assessments on the process of selecting ophthalmology residents - Applicant Data

If the link above does not work, try copying the link below into your web browser:
https://bbmc.ouhsc.edu/redcap/surveys/?s=

This link is unique to you and should not be forwarded to others.

When entering data, please be sure to follow the protocol discussed in the webinar, including the list of Applicant IDs, Form URLs, and Return Codes. If you have any questions or encounter difficulties with the process, please email justin-dvorak@ouhsc.edu.

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Step 2: Initial data entry via REDCap (Study group 1 example)

Program information

Program ID: ████████
Group assignment: Early use of Altus Suite(c) (before traditional measures)
Application cycle: 2022-2023

Step 2: Initial data entry via REDCap (Study group 2 example)

Program information

Program ID: ▓▓▓▓▓
Group assignment: Late use of Altus Suite(c) (after traditional measures)
Application cycle: 2022-2023

Step 2: Initial data entry via REDCap (Study group 3 example)

Program information

Program ID: ▮▮▮▮▮▮
Group assignment: Ad hoc use of Altus Suite(c) (customized assessment approach for each applicant)
Application cycle: 2022-2023

Step 2: Initial data entry via REDCap (Study group 1 or 2)

Section 1: Applicant data

SF Match ID

* must provide value

Step 2: Initial data entry via REDCap (Study group 3)

Section 1: Applicant data

SF Match ID

* must provide value

What is the timing of the incorporation of the Altus Suite(c) for this applicant?

- ○ **Early** use of Altus Suite(c)
- ○ **Late** use of Altus Suite(c)
- ○ **Did not use** Altus Suite(c)

reset

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Step 2: Initial data entry via REDCap

Section 2: SF Match Data

Applicant score: Medical school class rank
- ○ Deficient or below average
- ○ Expected or average
- ○ Superior or above average

reset

Applicant score: Research & publications
- ○ Deficient or below average
- ○ Expected or average
- ○ Superior or above average

reset

Applicant score: Extracurricular activities
- ○ Deficient or below average
- ○ Expected or average
- ○ Superior or above average

reset

Applicant score: Recommendation letters
- ○ Deficient or below average
- ○ Expected or average
- ○ Superior or above average

reset

Applicant score: USMLE Step 1

Did the applicant take the USMLE Step 2?
- ○ Yes
- ○ No

reset

Did this applicant take the COMLEX Level 1?
- ○ Yes
- ○ No

reset

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Step 2: Initial data entry via REDCap

Section 3: Altus Suite(c) Data

Applicant's Casper(c) z-score

Applicant's Duet(c) weighted mean alignment score

Applicant's Snapshot(c) score

- ○ Deficient or below average
- ○ Expected or average
- ○ Superior or above average
- ○ Did not use

reset

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Step 2: Initial data entry via REDCap

Section 4: Interview and Decision

Based on all available data, will the applicant be invited for interview?

- ○ Invite for interview
- ○ Place on waitlist
- ○ Do not interview

reset

Was this applicant interviewed?

- ○ Not interviewed
- ○ Interviewed, but not ranked
- ○ Interviewed and ranked

reset

Submit

Save & Return Later

Step 3: Interview results (Group 2 example)

Section 4: Interview and Decision

Based on SF Match data alone, would the applicant be invited for an interview?
- ◉ Invite for interview
- ○ Place on waitlist
- ○ Do not interview

reset

Based on all available data, will the applicant be invited for interview?
- ◉ Invite for interview
- ○ Place on waitlist
- ○ Do not interview

reset

Was this applicant interviewed?
- ○ Not interviewed
- ○ Interviewed, but not ranked
- ◉ Interviewed and ranked

reset

Based on SF Match data alone, where would this applicant rank among interviewed candidates?

`12`

Based on all available data, what is the rank of this applicant among interviewed candidates?

`11`

Submit

Save & Return Later

Step 3: Save and return

Your survey responses were saved!

You have chosen to stop the survey for now and return at a later time to complete it. To return to this survey, you will need both the *survey link* and your *return code*. See the instructions below.

1.) Return Code

A return code is ***required*** in order to continue the survey where you left off. Please write down the value listed below.

Return Code [▮▮▮▮▮▮▮]

* The return code will NOT be included in the email below.

2.) Survey link for returning

You may bookmark this page to return to the survey, OR you can have the survey link emailed to you by providing your email address below. For security purposes, **the return code will NOT be included in the email**. If you do not receive the email soon afterward, please check your Junk Email folder.

[Enter email address] [Send Survey Link]

* Your email address will not be associated with or stored with your survey responses.

Or if you wish, you may continue with this survey again now.

[Continue Survey Now]

Adding additional data