



Examiner

Annual Meeting of the NBME Membership

The Membership of the NBME held its 101st Annual Meeting on May 4, 2015. The 2015 Annual Meeting was limited to a session of approximately three hours on the morning of May 4, during which the NBME Membership focused on business items and a brief small group activity, followed by the Hubbard Award luncheon. Following the May 4 luncheon, the NBME Membership and invited guests participated in NBME's Centennial Conference, held on the afternoon of May 4 and morning of May 5, 2015. Of note, May 5, 2015 marked the 100th anniversary of the meeting of organization of the National Board of Medical Examiners.

During its Annual Meeting business session, the NBME Membership acted on Executive Board appointments of representative members, approval of 2014 Annual Meeting minutes, and acceptance of the reports from the Executive Board, treasurer, and Audit Committee. The Membership received presentations from the NBME chair, president, and treasurer. Dr. Lewis First provided highlights of his four years of service as NBME's chair; NBME president Dr. Donald Melnick focused on NBME Renewal (a framework adopted by the NBME for continuous improvement) and its attendant culture change; and treasurer Suzanne Anderson summarized 2014 Finance Committee and Audit

Committee activities, including 2014 operating performance and 2015 budget development. The Membership divided into small groups to develop and pose questions to panels of NBME members and staff, who discussed NBME's "State of the Board," Renewal activities, and new development in NBME programs and services. As chair of the 2015 Nominating Committee, Dr. W. T. Williams, Jr. presented the report of the Nominating Committee, and the Membership elected the slate of nominees. Of note, Suzanne T. Anderson was elected chair (see page 5); Lynn M. Cleary was elected to a second term as vice-chair; and Paul M. Wallach was elected treasurer.

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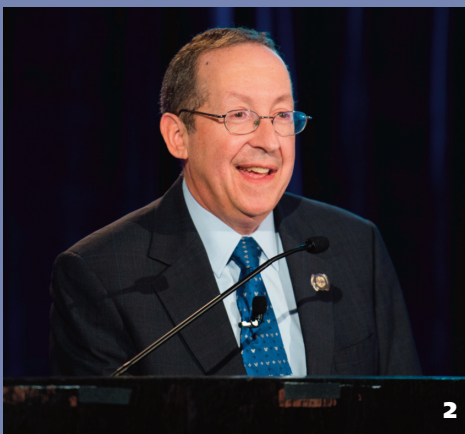
Centennial Conference and Prize Competition



Following the Hubbard Award luncheon on May 4, 2015, the Membership was joined by approximately 100 individuals for NBME's Centennial Conference, which included a summary of the events, programs and products that comprised NBME's centennial year; four finalist presentations from the Centennial Prize Competition; updates from representatives of three Latin American medical school consortia that were recipients of NBME's Centennial Awards Program for Latin America; and a keynote address by Dr. Donald Berwick.

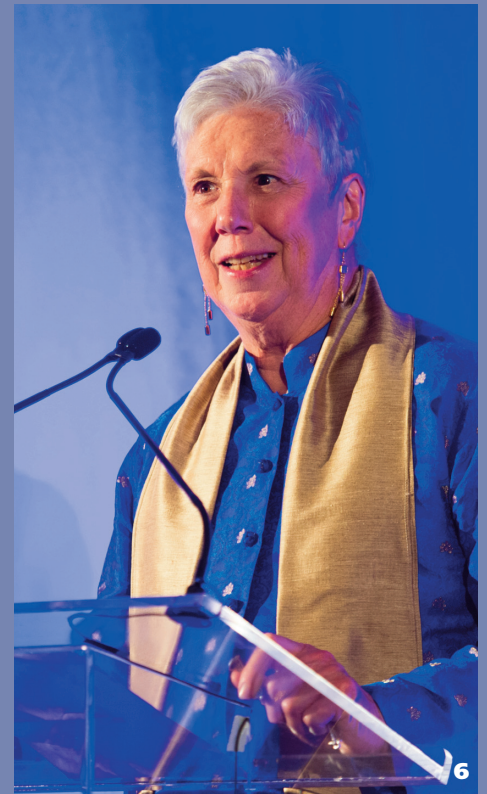
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Scenes from the 2015 Annual Meeting and Centennial Conference



- 1 Dr. Melnick addressing the audience.
- 2 Dr. First at the podium.
- 3 Dr. Williams receiving Chair Emeritus certificate from Dr. First.
- 4 Dra. Giselle Myer discussing "Improvement in OSCE Quality in Order to Optimize Clinical Competency Assessment of Medical Students"
- 5 Dr. Melchor Sánchez discussing "Assessment of Clinical Competence with the OSCE in Undergraduate Medical Internship"
- 6 Dr. Ángel Centeno discussing "Assessment of Aspects Related to Medical Humanism in Three South American Medical Schools"
- 7 Centennial Competition judging panel: Glenn Regehr (left), Lesley Southgate (center), and John Norcini (right)





- 1 Karen Hauer presenting "The Population Health Assessment Tool"
- 2 Joy Doll presenting "Tying Teams Together: The Interprofessional Education Toolkit"
- 3 Gregory Freund presenting "A Next-Generation Style Video Game-based Interactive Simulation to Quantitatively Assess Non-Cognitive Abilities"
- 4 Myung Sun Choi, Jennifer Hu, Abby Koff, and Devan Patel presenting "TOPCATS (Trainee-Oriented Patient Communication Assessment System)"
- 5 Dr. Don Benwick giving keynote address
- 6 Dr. Ruth Hoppe, chair of the Centennial Steering Committee
- 7 Members of the audience
- 8 Scene from the gala dinner at the Philadelphia Museum of Art
- 9 Panel discussion with Drs. First and Melnick

(Annual Meeting , continued from page 1)



Dr. Bachicha and Dr. First



Dr. Cooke and Dr. First



Dr. Lankford and Dr. First



Dr. Margraf and Dr. First



Dr. McMahon and Dr. First



Dr. Ricciardi and Dr. First



Dr. Willis and Dr. First



Dr. Williams and Dr. Margraf

Upon a presentation by Nominating Committee member Dr. Linda Margraf, the Membership elected Dr. Williams as an honorary member for life. Dr. First presented the Edythe J. Levit Distinguished Service Award to seven

members concluding terms of service: Drs. Joseph Bachicha, Molly Cooke, N. Stacy Lankford, Linda Margraf, Graham McMahon, Walter Ricciardi, and English Willis. In recognition of the conclusion of Dr. Williams' unusually long and valuable

service, including 16 years on the Executive Board, Dr. First announced that the Executive Board had created a new honor, naming Dr. Williams as Chair Emeritus, in tribute to invaluable leadership during an unprecedented tenure of service.

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Suzanne T. Anderson Elected Chair



Suzanne T. Anderson

At the Annual Meeting of the NBME Membership on May 4, 2015, Suzanne T.

Anderson was elected to a two-year term as chair of the NBME.

Ms. Anderson is executive vice president, chief financial officer and chief information officer of Virginia Mason Health System, Seattle, Washington. Virginia Mason is a non-profit comprehensive regional healthcare system that combines a primary and specialty care group practice of more than 480 physicians with a 336-bed acute-care hospital. Ms. Anderson graduated from the University of Notre Dame and received her MBA from Owen Graduate School of Management, Vanderbilt University. She

has occupied volunteer positions with other national organizations in a number of different roles, including chair of the Educational Commission for Foreign Medical Graduates and public director, American Board of Ophthalmology. Her many roles in serving the NBME include chair of the Public Stakeholders Committee and chair of the governing committee (Composite Committee) of the United States Medical Licensing Examination® (USMLE®). Following service as an at-large member of the Executive Board, Ms. Anderson was elected treasurer of the NBME at the 2013 Annual Meeting of the Membership.

From the Public Stakeholders



The Office of Public Engagement (OPE) was created in October 2013 to provide leadership to nurture effective engagement and collaboration with the public. At its last meeting, the Public Stakeholders Committee encouraged the OPE to continue developing the NBME website and social media resources. Social media is an avenue through which NBME can listen to, connect, and engage with the larger public. The purpose of using social media is to help inform the public about the NBME and

how the organization meets its mission, and to invite members of the public to share their perspective so valuable feedback can be reflected in the NBME's assessments.

Currently, the social media efforts are being concentrated on NBME.org, Facebook, and Twitter. These avenues are being used to create a channel of communication between the NBME and various publics, which include the general public, national public organizations, government agencies that represent the public, the media, and patient and disease advocacy groups.

With regard to monitoring the informa-

tion shared across social media channels, the OPE will be responsible for and the gatekeeper of the content posted to OPE-run social media sites.

Planned content includes posts to familiarize the public with the NBME's mission and assessments and spotlights on various issues such as patient safety, patient-centered care, healthcare disparities, preventive care, and health literacy.

Please keep in touch through the web at nbme.org/consumers. Please "like" us on Facebook at www.facebook.com/NBMEPublicStakeholders, and "follow" us on Twitter at www.twitter.com/NBMEconnect.

THE NBME SALUTES...

NBME Staff in the News



Peter Baldwin

Senior measurement scientist **Peter Baldwin** was selected as the 2015 recipient of the National Council on Measurement in Education (NCME) Alicia Cascallar Award. The award honors an outstanding paper presented at the NCME annual meeting by an early career scholar in the area of educational measurement. The title of the paper is *Weighting Components of a Composite Score Using Naïve Expert Judgments about Their Relative Importance*.



Carol Morrison

Carol Morrison, manager, psychometrics, in the Scoring Services unit of Professional Services has been elected to serve a two-year term as chair of the Professional Licensure and Certification Special Interest Group (SIG) of the American Educational Research Association (AERA). Carol's election was announced at this year's 2015 AERA annual meeting, held in Chicago. SIGs play a very important role in supporting the mission of AERA and in enhancing the vitality of the education research community.



Howard Wainer

NBME distinguished research scientist **Howard Wainer** was selected to receive the 2015 AERA E. F. Lindquist Award. This award is presented jointly by AERA and ACT in recognition of outstanding applied or theoretical research in the field of testing and measurement. The award is meant to acknowledge a body of research of an empirical, theoretical, or integrative nature rather than a single study.

PROFILE

Larry Gruppen, PhD Receives 2015 John P. Hubbard Award



Dr. Gruppen (holding certificate) with members of the 2015 Hubbard Award Committee

The NBME is pleased to announce that Larry D. Gruppen, PhD was selected as the recipient of the 2015 John P. Hubbard Award. The award is given to individuals who have made outstanding contributions to the pursuit of excellence in the field of evaluation in medicine. John J. Norcini, PhD, chair of the 2015 Hubbard Award Committee, announced Dr. Gruppen's selection at the Annual Meeting of the NBME Membership on May 4, 2015.

In presenting the award, Dr. Norcini stated: "In recognition of outstanding contributions to evaluation in medicine, I am pleased to announce that the recipient of the 2015 Hubbard Award is Larry Gruppen. Of consistent high quality,

longevity, breadth and diversity, Dr. Gruppen's research scholarship has illuminated the development and evaluation of expertise in medicine for decades. He is internationally recognized for his research on the evaluation of cognition, learning, and the development of expertise in medicine. His work has contributed new insights to a wide variety of areas such as the usefulness of adaptive testing, the influence of task format on self-assessment, accuracy of self-assessment, evaluation of self-regulated learning, evaluation of professionalism, evaluation of faculty development programs, assessment of competency-based education, validity of simulations, and assessment of clinical reasoning, to mention just a few. Dr. Gruppen's most

recent assessment work and publications have focused on competency frameworks, particularly, procedures for defining competencies and the special challenge of translating these into measurable outcomes. Many of the competencies describe learner performance in areas that have received little if any prior measurement attention.

"Agreeing with an independent reviewer, I really cannot say enough about how much I respect Larry as a researcher and colleague. He really has had an impact on the research in medical education enterprise in ways that are both tangible and intangible. The quality and quantity of his research are the tangible parts. His congeniality, non-confrontational leadership style and selfless collaboration are the intangible parts. Together, I think the two parts make for a richly deserving Hubbard Award recipient."

Dr. Gruppen is professor, Department of Learning Health Sciences, at the University of Michigan Medical School.

The NBME established the Hubbard Award in 1983 in special tribute to the late John P. Hubbard, MD. Honoring Dr. Hubbard as a principal, guiding force of the NBME, this award acknowledges his creative and inspired leadership of the organization during his 25-year tenure

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INSIDE THE NBME

Assessment of Professional Behaviors Materials Available in DREAM

The NBME is pleased to announce that its Assessment of Professional Behaviors (APB) program is now available through the Directory and Repository of Educational Assessment Measures (DREAM), a peer-reviewed collection of tools within MedEdPORTAL. The APB program materials are available under the Creative Commons Attribution-Noncommercial-Share Alike license, and are thus free for use in the educational setting.

The APB program was developed to support continuous learning around communication and interpersonal skills, professionalism, and practice-based learning and improvement. It is centered on a multisource feedback instrument, designed to be administered using an electronic evaluation system. The materials available for download include assessment instruments, implementation guidance, sample feedback reports, and training modules for raters and for feed-

back facilitators. A third-party, peer-reviewed critical analysis is included in the download package.

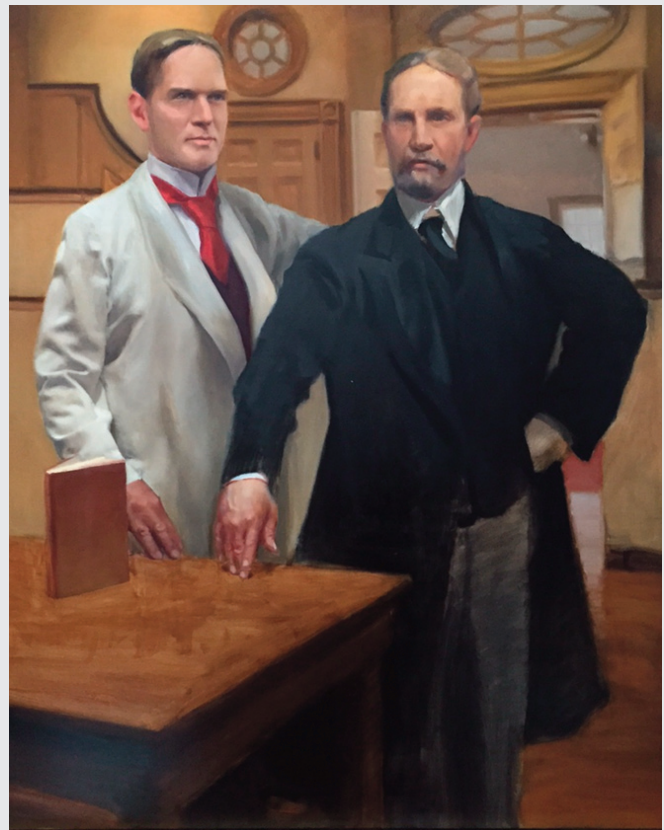
You can access the APB material at www.mededportal.org/publication/9902. After more than 10 years of development, the NBME is pleased to provide this tool as a service to the educational community.

Thank You

To mark our centennial, the NBME received several thoughtful gifts from peer organizations, and we are deeply grateful for the beautiful gifts and kind words from our colleagues in the United States and around the world. In particular, we thank the American Board of Medical Specialties, Accreditation Council for Continuing Medical Education, Educational Commission for Foreign Medical Graduates, Federation of State Medical Boards, Medical Council of Canada, National Board of Osteopathic Medical Examiners, and Prometric.

Painting of NBME founder Dr. William L. Rodman and his son Dr. J. Stewart Rodman. Commissioned by the Educational Commission for Foreign Medical Graduates and the Federation of State Medical Boards and given to the NBME in recognition of its centennial.

Artist: Garth Herrick.



OUT & ABOUT

NBME President Dr. Donald E. Melnick Receives FSMB's Lifetime Achievement Award



Dr. Melnick (center) with FSMB president Dr. Hank Chaudhry (left) and chair Dr. Donald Polk (right).

On April 25, 2015, NBME president Dr. Donald E. Melnick received the Federation of State Medical Boards' Lifetime Achievement Award, which recognizes individuals of all backgrounds who have

demonstrated extraordinary and sustained service and commitment to the field of medical licensure and discipline. In conferring the award, the FSMB noted:

"Dr. Don Melnick's professional passion has been to define medicine's values through the standards of high-stakes assessments. He has dedicated his career to fulfilling the professional obligation of self-regulation, recognizing that assessment systems drive learning and behavior and provide potent tools for the profession to regulate itself in the best interests of patients. During his more than three decades of service to the NBME, Dr. Melnick has led developmental efforts culminating in several significant and enduring shifts in assessment: The creation of the United States Medical Licensing Examination (USMLE); the implementation of computer-based patient management simulation methods; and implementation of the USMLE Step 2 Clinical Skills examination in 2004."

Congratulations, Dr. Melnick.

(Hubbard Award, continued from page 7)

as its chief executive. Dr. Gruppen deservedly joins the ranks of the distinguished individuals whom the NBME

has honored over the years with this prestigious award. His selection as the recipient followed a call for nominations published widely in the spring of 2014. The 2015 Hubbard Award Committee,

chaired by John J. Norcini, PhD, included as members Freda M. Bush, MD, Kevin W. Eva, PhD, Graham T. McMahon, MD, MMSc, MA, Miguel A. Paniagua, MD, and Mark R. Raymond, PhD.

(Centennial Conference, continued from page 1)

Centennial Prize Competition: Finalists' Presentations

A major component of the Centennial Conference focused on presentations by four finalists in the NBME Centennial Prize Competition: Innovation in Future Assessment of Health Professionals. From over 70 initial submissions, four finalists presented their ideas on future assessment of health professionals. The award for the winning idea was \$5,000, a guarantee that NBME would develop the idea through its new product development processes, and the ability to work with NBME to further develop the idea as NBME's centennial fellow(s).

The four finalists were:

- Myung Sun Choi, Jennifer Hu, Abby Koff and Devan Patel: *TOPCATS (Trainee-Oriented Patient Communication Assessment System)*
- Joy Doll and the Creighton University Interprofessional Education Collaborative: *Tying Teams Together: The Interprofessional Education Toolkit*
- Gregory Freund: *A Next-Generation Style Video Game-based Interactive Simulation to Quantitatively Assess Non-Cognitive Abilities*
- Karen Hauer: *The Population Health Assessment Tool*

The competition was designed to allow for two sets of scores: audience and expert panel. The expert panel comprised three former Hubbard Award winners (John Norcini, Glenn Regehr, and

Lesley Southgate) charged with evaluating the proposals on scientific merit, impact, and presentation. Each judge was to provide one score (on a scale of 1-10) for each proposal. Audience members were given three votes each, to be used however the audience member wished. These two sets of scores were to be combined to determine the winning proposal.

On the afternoon of May 4, the four finalists presented their proposals and received some preliminary feedback from the judges. Dr. First asked the audience and judges to reflect overnight and noted that a question-and-answer session would be held the following day, prior to voting.

The morning of May 5 began with a video recap of each of the four presentations from the day before. The finalists convened on stage in a panel to respond to questions and comments from the audience. Following the panel session, Dr. First asked the audience to use an audience response keycard to vote, using three votes per meeting attendee. Once the audience votes were captured, Dr. First asked the judges to reveal their scores for each finalist presentation. He noted that the audience and judges' results, identifying the Centennial Prize recipient, would be announced later that morning.

Centennial Awards Program for Latin America

Dr. W. T. Williams, Jr. described the NBME Centennial Awards Program for Latin America.

In 2013, NBME announced a call for proposals for its Centennial Awards Program for Latin America, the goal of which is to enhance the quality of student evaluation in medical school education in Latin America. Each of the three awards provides up to \$50,000 over a two-year period to foster the development of a regional medical school evaluation consortium. In particular, NBME sought proposals designed to have a broad, sustainable impact in a region by building local capacity to evaluate key learning outcomes and improve program quality at participating schools.

Three consortia of medical schools were recipients of the awards:

Facultad de Ciencias Biomédicas, Universidad Austral (Argentina); Facultad de Medicina, Universidad de Concepción (Chile); and Facultad de Medicina, Universidad Católica de Córdoba (Argentina)

(Assessment of Aspects Related to Medical Humanism in Three South American Medical Schools)

Universidad Nacional Autónoma de México Facultad de Medicina (Mexico); Escuela de Medicina Ignacio A. Santos del Instituto Tecnológico y de Estudios Superiores de Monterrey (Mexico); and Facultad de Medicina de la Universidad Autónoma de San Luis Potosí (Mexico)

(Assessment of Clinical Competence with the Objective Structured Clinical Examination [OSCE] in Undergraduate Medical Internship)



Dr. First and the TOPCATS team.

Facultad de Medicina, Universidad Católica del Norte (Chile); Facultad de Medicina, Universidad Finis Terrae (Chile); Facultad de Medicina, Universidad del Desarrollo campus Santiago (Chile); Facultad de Medicina, Universidad Mayor (Chile); Facultad de Medicina, Universidad Andres Bello (Chile); Facultad de Medicina, Universidad Diego Portales (Chile); and Facultad de Medicina, Universidad de Concepción (Chile)

(Improvement in OSCE Quality in Order to Optimize Clinical Competency Assessment of Medical Students)

Following Dr. Williams' description of the project, a representative from each consortium took the stage to report on progress to date and next steps. Each representative thanked the NBME and its staff for support and encouragement.

Remarks from the President and Keynote Address

NBME president Dr. Donald Melnick took the stage to reflect on the changes in medical education and assessment he has seen since his days as a resident physician. He noted the themes of both the 2014 NBME Annual Meeting ("a look back") and the 2015 Centennial Meeting ("a look to the future") and the persistent themes and principles that shaped NBME's growth and that should not be lost as it moves into the future. Dr. Melnick then introduced the keynote speaker, Dr. Donald Berwick, former administrator for the Centers for Medicare and Medicaid Services and founding CEO of the Institute for Healthcare Improvement.

Dr. Berwick discussed "The Challenge of Change—The Direction of Change,"

starting with his own experiences as a young physician and including a brief history of healthcare quality in the United States. He noted the many challenges in the current system as well as opportunities for positive, meaningful change. He implored the audience to "be the change" that is needed and ended with this plea: "The nation needs a rebirth of commitment to social justice, equality, compassion in public and private institutions and stewardship of the limited common pool of resources. Professional organizations, including the NBME, ought to be vocal, passionate, and unified in their insistence on these moral commitments."

Centennial Prize Competition Winner

Following Dr. Berwick's keynote address, Dr. First announced that the winning idea was that of Team TOPCATS (Myung Sun Choi, Jennifer Hu, Abby Koff and Devan Patel). The NBME was particularly delighted that the winning team was a group of medical students from the University of Pittsburgh School of Medicine. It seems quite fitting that a future-themed competition was won by future physicians.

Congratulations, Team TOPCATS!

INSIDE THE NBME

2016 John P. Hubbard Award Call for Nominations



John P. Hubbard

The NBME invites nominations for the 2016 John P. Hubbard Award. This award recognizes individuals who have made a significant and sustained contribution to the **assessment** of professional competency and educational program development at any level along the continuum of medical education and delivery of healthcare.

It is expected that the successful candidate will have demonstrated outstanding achievement in one or more of the following areas:

- A substantial record of fostering the development of **evaluation** methods and/or measurement techniques; or
- Personal contributions to basic or applied research in the creation or improvement of **assessment** methodology; or
- Accomplishment in improving the quality of **evaluation** at an organizational level; or
- Contributions through the education or mentoring of students, colleagues, fellows, or graduate students, to further progress in **evaluation**.

Please visit www.nbme.org for more information on the Hubbard Award. The deadline for submissions is **September 14, 2015**.