Standardized Residency Interviews based on ACGME Competencies

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Learner Audience: Residents and faculty in Anesthesiology Departments

Background: The latest advancement in residency education has been integration of the ACGME core competencies into resident evaluation. These competencies include Professionalism, Interpersonal and Communication Skills, Systems Based Practice, Patient Care, Medical Knowledge, and Practice Based Learning. To help standardize the residency interview process with the anesthesiology residency education program, the six ACGME core competencies became the basis of the 2007-2008 candidate interviews.

Needs Assessment: The justification for revising and improving the structure of the interview process included the need for organization and standardization of interview questions based on ACGME competencies.

Hypothesis: If competency assessment is initiated and evaluated prior to the start of a residency match, it is more likely that selected candidates will be successful in obtaining ACGME competency milestones during their residency and adhere to current standards of care as a practicing anesthesiologist.

Curriculum Design: For each potential candidate interview (N=43), interviewers were assigned a series of three questions related to one specific ACGME competency. Candidate responses based on the standardized competency questions were assigned a score of 0-999 from each interviewer. For example, one of the standardized questions related to Professionalism was: "Describe an example of a time you had to deliver bad news to someone." The final order list of the candidates was in part based on the average score from each competency question response. This design and process aided in the selection of rank order candidates for the residency educational program match.

Outcome: The short-term outcome of this study included analysis of candidate interview responses for the final development of the rank order list. The long-term outcome will be continuous evaluation and assessment of competency evaluation of the new cohort of matched residents throughout their residency. Future improvements will be to re-evaluate the interview question construction and continuity of Anesthesiology educational standardization.