

FAMILY MEDICINE PROGRAM INFORMATION

Summary

- All CMG applicants to our Family Medicine Program, in the 1st round of the 2022 CaRMS cycle are required to sit a new 60-minute online Situational Judgement Test (SJT), called “FM-ProC” (Family Medicine Professional Choices). IMG applicants to the participating programs in Ontario will not be required to sit the test.
- This will help us better assess 4 selected attributes in our applicants that are critically important to being a Family Physician: Professional Integrity, Adaptability, Team-Working Skills and Empathy/Compassion.
- **Registration will open** at 12 noon, Eastern Time (ET) on **December 13, 2021**.
- **Registration deadline** is 12 noon, Eastern Time (ET) **January 11th, 2022**.
- You will be able to access and complete the test between **8am Eastern Time (ET) January 17th and Midnight Eastern time (ET) January 31st, 2022**. When you do this is, is completely up to you.
- The cost will be \$42 which is exactly what it costs to make this test available for you. Payment will be required, by credit card, at the time of your registration.
- 6 FM Residency Programs require the FMPProC for the 2022 cycle (1st round), but you only need to register, pay for, and sit the test, once. The Programs using FMPProC in 2022 are the Universities of Calgary, Alberta, Montreal, and Ottawa as well as Queens and McMaster Universities.
- The test will be available on a secure, online platform called HR Avatar®
- There is a voluntary, anonymized, post-test evaluation survey that will take you 5 minutes to complete. This survey is on a different platform from the test platform and all feedback data gathered from this is kept separate.
- When you register for FMPProC you will also be invited to participate in a **research project**. This project is designed to evaluate any disadvantage for any specific demographic group of candidates sitting the test. **When you register for FMPProC, please consider agreeing to the use of your de-identified data in this project as this will help in the ongoing evaluation of this assessment tool for fairness, equity, reliability, and validity in the Canadian Family Medicine context.** Signing up involves the completion of very short(5 minute) anonymized, demographic survey.

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FAQs

1) Why is the Program using this test?

We recognize the importance of assessing “non-academic” skills and attributes in selecting future family physicians. Up until now, this has been heavily reliant on reference letters and MSPRs, which have little evidence as selection tools. SJTs, like FM-ProC, have been shown to have good reliability and validity in relation to assessing these attributes and predicting future performance.

2) Why this FMPProC and not CASPer®?

FMPProC has been contextualized specifically for Family Medicine in Canada. This offers important advantages over existing selection tools. We have also developed, piloted and evaluated the test in Family Medicine to ensure clear relatedness to being a FM Resident and mitigating, as much as possible, any potential for this assessment tool to disadvantage or advantage any specific group of applicants, particularly those currently under-represented in Family Medicine.

3) What kind of questions are used in FMPProC and how are they scored?

The SJT is designed to assess four attributes, which were identified as being important to the role of a Family Medicine Resident. These attributes are:

- Professional Integrity
- Team Collaboration
- Adaptability
- Empathy and Compassion

4) What are the question types?

There are two types of question formats included in the FMPProC; Rating and Ranking;

- **Rating:** You will be asked to independently rate each of the 4-8 response options on a 5-point scale (e.g., between ‘very appropriate’ and ‘inappropriate’), in order of their appropriateness or importance, in responding to the situation.
- **Ranking:** You will be asked to rank the 5 response options presented in order of their appropriateness or importance in response to the situation.

Please note: Your answers are marked by comparing your responses to a standard set by a panel which included Canadian Family Medicine Physicians and residents. A near-miss scoring convention is used, meaning that marks are given based on how close you are to the correct answer. There is no negative marking; you are therefore expected to attempt all questions.

Example of a Rating Scenario

“Lola is observing a patient consultation in a Family Medicine Clinic. The patient has attended as he has a rash on his stomach that he has had for a long period of time and is concerned about. The patient removes his shirt to have the rash examined and makes a joke about his

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own weight at the same time. Lola laughs at the patient’s joke; however, the patient looks upset and offended by this.”

Response Instructions: How desirable are *each* of the following responses by Lola in this situation? (Extremely desirable; slightly desirable; neither desirable nor undesirable, slightly undesirable; extremely undesirable)

Please remember to consider the response for each possible action independently from the other possible actions (i.e., it is possible to apply a response such as “slightly desirable” to more than one option).

	Extremely desirable	Slightly desirable	Neither desirable nor undesirable	Slightly undesirable	Extremely undesirable
Acknowledge to the patient that she should not have laughed.					
Make a joke about her own weight to the patient					
Continue to laugh at other things during the consultation					
Ask the patient if she has offended him					
Apologize to the patient for laughing					
Ask the patient if there was a reason that he made a joke about his weight					
Ask the patient if he would be happy for her to remain in the room for the remainder of the consultation					

Example of a Ranking Scenario

“Nullah has been working as a resident in a rural family Medicine Clinic for three months and a patient, Ms. Verne, has come in reporting that she has severe abdominal pain. This is the third time Ms. Verne has come in with the same condition and Nullah has conducted all of her previous assessments. Nullah greets the patient in the waiting room but when Ms. Verne sees him, she says “No, I do not want you as my doctor again. You cannot find out what is wrong with me. Please go and get a more experienced doctor.”

Response Instructions: Rank in order of appropriateness the following actions that Nullah could take in response to this situation (1= Most appropriate; 5= Least appropriate).

Please remember to consider the response for each possible action **in relation to the other possible actions** (i.e., so each rank 1-5 can only be applied once).

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	Rank
Assure the Ms. Verne that he will do his best to find out the cause of her pain.	
Ask his supervising physician to assure Ms. Verne that he is capable of assessing her.	
Offer to find a more senior colleague to assess her instead.	
Remind Ms. Verne that he is qualified to assess her.	
Suggest to Ms. Verne that she return another day when he is not working.	

5) What if I have any specific accommodation requirements?

If you are a Canadian Medical Student, when you register, please email admin@fmproc.com requesting accommodation and provide a letter from your University detailing what accommodation has been agreed on and we will apply the appropriate accommodation, based on this, to your test.

If you are an International Medical Graduate, when you register, please email admin@fmproc.com requesting accommodation and provide a letter confirming the specific accommodation agreed upon for you by a recognized medical examination organization in Canada; Medical Council of Canada(MCC). This would include any confirmation letter related to the NAC OSCE as this is overseen by the MCC. We will apply the appropriate accommodation, based on this, to your test.

This information will not be shared with any of the Programs you apply to.

6) Do I need to sit CASPer® *and* FMPProC?

The 6 participating Family Medicine programs only require that you sit FMPProC. However, you may also have to sit CASPer® if you apply to any other program, Family Medicine or otherwise, that requires CASPer®. Please make sure you read other program descriptions carefully.

7) How does FMPProC ensure no specific group of candidates is at a disadvantage?

The development and modification of the scenarios in FMPProC involved input from a number of leaders with different perspectives, roles and experiences. This included Family Physicians, Educators, FM Residents and Medical Students, Indigenous Health, Rural and Remote FM, 2SLGBTQ+, anti-racism, IMG and more. This specifically included groups under-represented in medicine to ensure, as much as possible, that no group is disadvantaged by the test format or content.

FMPProC was also piloted with new PGY1 FM Residents in October 2021.

8) What happens to my FMPProC score?

Your score, matched only to your CaRMS ID number, will be shared with all 6 Programs approximately 2 weeks after the test window closes. Scores will not be shared outside the 6 Programs and because

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the scores are referenced by CaRMS ID numbers, only the Program or Programs you apply to will be able to match your score to your name/application.

9) How will Programs use my FMPProC score?

Each of the 6 programs will individually decide what weight to assign the FMPProC score as part of your overall selection score and ranking. Please note there is no pass/fail score. The scores are used simply as additional ranking information i.e., compared to other applicants.

10) Do I receive my FMPProC score?

You will be informed of your score, along with an indication of the overall quartile in which your score sits. When you receive this, even though this will be after the CaRMS Document upload deadline, please remember to still upload this document into your CaRMS account to ensure your application package remains complete.

11) What do I need to sit FMPProC?

You need a device with reliable, online access and an enabled camera. The use of a cell phone to access the test is not recommended. You will also need your CaRMS ID number and some form of Government-issued photo ID.

12) How does FMPProC ensure it's me sitting the test?

You will be asked to take a photo of yourself before commencing the test. The system ensures it can read the face in the picture and then continues. The system will then ask you to hold your Government-issued ID up to the camera. Once again, the system will ensure it detects the face in the Government-issued ID before continuing. The system must be able to confirm that the first picture of you and the Government-issued ID picture match before continuing. During the test, the system randomly selects a photo-grab from candidates sitting the test and compares them with their initial photo. The system also monitors for multiple faces, new faces, looking down or to the side too much, or other suspicious activity, like changing browser windows or taking screenshots during the test etc. You will be notified if the system detects any suspicious activity, and this will be flagged for review by the FMPProC team upon completion of the test. Full details and tips regarding exam security will be provided at the time of registration.

13) How do I prepare for the FMPProC test?

No preparation is needed for this test apart from reading the instructions and completing example questions provided when you register. This SJT does not assess clinical knowledge, and there is no need to study for the test. Completing the example questions to familiarize yourself with the style of scenarios and items will be sufficient preparation.

This SJT has been contextualized for Family Medicine so accessing any generic SJTs available online, as a means of preparing for this test, may be disadvantageous.

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14) I see registration is coordinated through Calgary. What happens if I am not applying to any of the Calgary Programs?

This is not a problem. The FMPProC team works at “arm’s length” from all the Programs, including Calgary. There is no contact with any Programs directly except when the scores are provided by the FMPProC team to all 6 Programs based on CaRMS unique IDs only (see above).

15) How do I give feedback about FMPProC when I have finished the test?

Upon completion of FMPProC, you will be asked to complete a short, post-test evaluation that will only take 5 minutes of your time.

Following 1st round match day, Canadian Medical Graduates are also asked to complete an annual, anonymous survey about the *fairness* of the selection processes they have experienced in applying to FM Programs. This includes questions about SJTs, like FMPProC.

Finally, although not directly related to providing feedback, by agreeing to the use of your de-identified data in the demographics study, you will be helping to develop the evidence for the test’s fairness, reliability, and validity in FM Residency selection.

16) If I complete FMPProC but don’t match to any of the 6 programs in the 1st round, will my score be considered in the 2nd round of the CaRMS cycle if I apply to any of the participating programs?

This will be up to the individual programs to decide if and how to use your FMPProC score.

17) If I have questions about FMPProC who do I contact?

Please contact Ms. Nicole McAuley, FMPProC Coordinator admin@fmproc.com