FMProC | CProMF

Family Medicine Professional Choices | Choix Professionnels en Médecine de Famille

Information about FM-ProC

(Family Medicine Professional Choices)

Summary

- <u>All</u> applicants (CMG and IMGs) to our Family Medicine Program, in the 1st **and** 2nd rounds of the CaRMS cycle, are required to sit a new online Situational Judgement Test (SJT), called "FM-ProC" (Family Medicine Professional Choices).
- 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 Collaboration, and Empathy/Compassion.

- **The registration period for the test window is from March 11th, 2024, 10AM EDT to March 25th, 2024, 10AM EDT.**

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  The test window for the second-round is open from March 13th, 2024, 10AM EDT to March 27th, 2024, 10AM EDT.

  Requests to register or to sit the test outside of the posted deadlines will <u>not</u> be considered. It is your responsibility to review the deadlines carefully. These deadlines are final with NO EXCEPTIONS.

- **To register please visit www.fmproc.com**

- The registration cost is $58 (Canadian), which is exactly what it costs us to make this test available for you. Payment will be required at the time of your registration.
- **2nd round testing information:** The link to the test will be sent to the email you registered with, within 24 hours after you register once the test window opens.
- Test scores from the 1st round CaRMS test window can be used for 2nd round CaRMS applications.

- If you already sat the test during this selection cycle, you are **not** permitted to sit the test a second time.
- 15 FM Residency Programs require the FMProC for both rounds of the upcoming CaRMS cycle, but you only need to register, pay for, and sit the test, once. The Programs using FMProC are the Universities of Calgary, Alberta, Montreal, Toronto, Ottawa, British Columbia, Saskatchewan, and Manitoba, as well as the Northern Ontario School of Medicine University, and Queens, Dalhousie, McMaster, Western, and McGill Universities & the Memorial University of Newfoundland.
- The test will be available on a secure, online platform hosted by Evolve Assess®.
- There is a post-test evaluation that will take you 5 minutes to complete.
- NB-When you register for FMProC you will also be invited to participate in a **research project**. This project is designed to evaluate differences in test performance based on specific demographic groups of candidates sitting the test. **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.**

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 FMProC, have been shown to have good reliability and validity in relation to assessing these attributes and predicting future, in-training performance.

2) **Why this FMProC and not CASPer®?**

FMProC 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 FMProC and how are they scored?**

FMProC 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

There are two types of question formats included in the FMProC: 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 desirable' and 'very undesirable'), in responding to the situation.

Your answers are marked by comparing your responses to a standard set by a panel of Subject Matter Experts. The closer your response is to the model response, the more marks you are awarded.

Ranking: You will be asked to rank the 5 response options presented in order of their desirability in response to the situation (from 'most desirable' to 'least desirable').

Your answers are marked by comparing your responses to a standard set by the expert panel. The closer your response is to the model response, the more marks you are awarded.

4) Do I need to sit CASPer® *and* FMProC?

The participating Family Medicine programs only require that you sit FMProC. 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.

5) How long is the test?

FMProC is a 75-minute online test. If you have pre-approved testing accommodations, you are eligible for extra time on the test. Please refer to the separate FAQ document for additional information and the process for requesting extra time.

6) How does FMProC ensure no specific group of candidates is at a disadvantage?

The development and modification of the scenarios in FMProC involved input from subject matter experts and several 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.

7) What happens to my FMProC score?

Your score, matched only to your CaRMS ID number, will be shared with all the participating Programs before the application deadline. Scores will not be shared outside the participating Programs and because 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.
NB-Although scores are shared with programs, you are still required to assign your scores to the programs you have applied to (see below for more on this).

8) How will Programs use my FMProC score?

Each one of the participating programs will individually decide what weight to assign the FMProC score as part of your overall selection score.

The programs do <u>not</u> use your score in making decisions about interview offers.

9) <u>New for 2024:</u> Do I receive my FMProC score?

Your FMProC score will be submitted to CaRMS and automatically uploaded into your individual applicant account. You will receive an email notification from CaRMS when the FMProC score has been uploaded into your account. If a program has requested a FMProC score and you have not assigned it, you will receive a warning in the system.

More information is available on the CaRMS Help Centre.

NB-You will still need to assign your score to the programs that have requested it, just like you would assign documents to programs.

10) What do I need to sit FMProC?

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.

11) How does FMProC 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 next asks the candidate to hold their 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 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.

The test will be stopped if the system detects anything suspicious. Full details and tips regarding exam security will be provided at the time of registration.

12) How do I prepare for the FMProC test?

No preparation is needed for this test apart from reading the instructions and reviewing the example and practice questions available at www.fmproc.com. This SJT does not assess clinical knowledge, and there is no need to study for the test.

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.

13) 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 FMProC team works completely separately from all the Programs, including Calgary. There is no contact with any Programs directly except when the scores are provided by the FMProC team to all the participating Programs based on CaRMS unique IDs only.

14) How do I give feedback about FMProC when I have finished the test?

Upon completion of FMProC, 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 FMProC.

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

15) Is FMProC a requirement in the 2nd round of CaRMS 2024?

Yes, please read program descriptions carefully.

16) If I completed the test during the 1st test window, am I allowed to write the test again during the 2nd test window?

No, you are only permitted to complete the test once per CaRMS cycle.

17) What if I changed my mind about applying to Programs requiring FMProC after I registered?

You can request your registration costs be refunded by contacting the FMProC Project Coordinator at admin@fmproc.com. The deadline to request a test refund for the 1st round CaRMS testing window is November 14th, 2023, 8AM EST. The deadline to request a test refund for the 2nd round CaRMS testing window is March 27th, 2024, 10AM EDT.

18) If I have questions about FMProC, who do I contact?

Please review the website (www.fmproc.com), which contains up-to-date information and a separate FAQ document. If you have additional questions, contact the FMProC Project Coordinator at admin@fmproc.com