

Information about FM-ProC

(Family Medicine Professional Choices)

Summary

- All CMG applicants to our Family Medicine Program, in the 1st round of the 2022 CaRMS cycle will be required to sit a new 70-minute 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-Working Skills and Empathy/Compassion.
- **Registration to sit this test will open on 8th December 2021.** More information about how to register for the test will be provided in CaRMS Program Descriptions closer to this date.
- **Registration deadline** is 12 noon, Eastern Time (ET) **January 11th, 2022.**
- You will be able to access and complete the test between **January 17th and January 31st, 2022.**
- The cost will be \$38 which is exactly what it costs us to make this test available for you. Payment will be required at the time of your registration.
- 6 FM Residency Programs require the FMProC for the 2022 cycle (1st round), but you only need to register, pay for, and sit the test, once. The Programs using FMProC 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 post-test evaluation that will take you 5 minutes to complete.
- When you register for FMProC you will also be invited to participate in a **research project**. This project is designed to evaluate any disadvantage for a specific demographic group of candidates sitting the test *and* the predictive validity of the test over 2 years, for those who subsequently match to FM. **When you register for FMProC, 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 FM-ProC, have been shown to have good reliability and validity in relation to assessing these attributes and predicting future 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?

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

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 4-point scale (e.g., between ‘very appropriate’ and ‘inappropriate’), in order of their appropriateness or importance, in responding to the situation.

Your answers are marked by comparing your responses to a standard set by a panel which included Canadian Family Medicine Physicians and residents. 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 appropriateness or importance in response to the situation.

Your answers are marked by comparing your responses to a standard set by a panel which included Canadian Family Medicine Physicians and residents. 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 6 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 does FMProC ensure no specific group of candidates is at a disadvantage?

The development and modification of the scenarios in FMProC 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.

FMProC was also piloted with new PGY1 FM Residents in September 2021 when the analysis of the test included a check for any significant differences in results that might have been explained by participant demographics.

6) What happens to my FMProC 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 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.

7) How will Programs use my FMProC score?

Each one of the 6 programs will individually decide what weight to assign the FMProC score as part of your overall selection score.

8) Do I receive my FMProC 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.

9) 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.

10) 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.

11) How do I prepare for the FMProC 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 in order 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.

12) 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 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 FMProC team to all 6 Programs based on CaRMS unique IDs only (see above).

13) 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.

14) If I have questions about FMProC who do I contact?

Please contact Ms. Nicole McAuley, FMProC Coordinator nicole.mcauley1@ucalgary.ca