



Identification and Remediation of Residents and Fellows with Low ITE Scores

University of Arizona College of Medicine – Tucson (UACOM-T)
Graduate Medical Education Committee - Policies and Procedures

Purpose

To assure that residents and fellows successfully pass board certification exams, this policy establishes a process to identify and remediate residents and fellows with subthreshold in-training (ITE). There is significant literature that correlates performance on ITE exams with subsequent performance on board certification exams.

Policy

1. Each program, if applicable, will develop a policy to establish ITE threshold scores for each year of training.
2. To assist in developing an appropriate threshold score for residents/fellows in their programs, Program Directors can consider:
 - a. Reviewing the last five to ten years of data to determine what ITE scores were correlated with successfully passing board certification exams on the first attempt.
 - b. Contacting their specialty/subspecialty boards to determine if a board entity standard already exists for thresholds.
 - c. Reviewing, if available, the literature regarding performance on ITEs correlating with performance on board exams for your specialty/subspecialty.
3. An ITE improvement plan should be developed for any resident/fellow who does not score at or above this threshold score. It is recommended that this resident/fellow be referred to the GME Learning Specialist who can help develop and monitor this improvement plan.

If a referral is made to the GME Learning Specialist, the Program Director must:

- a. First notify the resident/fellow. A suggested email to inform the resident/fellow is provided in Appendix A.
 - b. Supply the GME Learning Specialist with a list of trainees who are being referred and their respective ITE scores.
4. A copy of the program's policy for ITE threshold scores should be included in the program's training manual and discussed annually during Orientation.



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Appendix A (informal e-mail to trainee)

Dear (trainee's name).

I am writing to introduce you to Dr. Breanna Sherrow-Serrano, the Senior Learning Specialist, GME. Because you have scored below the program threshold (insert number with metric) in the most recent in-training exam (ITE), I would like you to seek her assistance with studying techniques and test-taking strategies, to help improve your future performance in the ITE as well as other examinations. Please reply to this e-mail acknowledging you have received this message and understand the expectation to set up a meeting with Dr. Sherrow.

You can schedule an appointment with her using the online scheduling link at: <https://calendly.com/breannasherrow>

If you have any questions, please contact me.
Thank you,

PD Name

(Ask them to reply and acknowledge receipt of e-mail for your records).