



GIVING BACK TO THE COMMUNITIES WE SERVE

NBME has a long history of contributing to the education and assessment communities with the goal of improving patient care through quality assessment of medical professionals. This edition of *NBME Impact: A Community Report* highlights how our collaborations and contributions help advance assessment and medical education research, provide resources to advance pathways to medical education and assist traditionally underrepresented medical and measurement learners. We also give locally to organizations promoting health equity and access for marginalized patients.

ADVANCING MEDICAL EDUCATION AND ASSESSMENT RESEARCH

Assessment is a powerful tool to enhance the learning and development of future and practicing physicians. NBME furthers medical education assessment by providing support and recognition to researchers advancing this field throughout their careers.

New Grant Fosters Emerging Innovators in Medical Education and Assessment

To empower aspiring leaders in medical education and assessment looking to make a lasting impact with their research, NBME is piloting the new Emerging Innovators Grant Program for early- to mid-career faculty, researchers and program leaders.

NBME
EMERGING INNOVATORS
GRANT

This grant is intended to support those who share our commitment to **advancing equitable practices that foster a diverse and inclusive medical community**. The theme of the inaugural grant cycle is *Promoting Equitable Assessment in Medical Education*. The response has been enthusiastic, and in early 2024 we will provide funding to projects that promote innovative thinking and push the boundaries of medical education and assessment locally and/or nationally. Learn more about the grant program on nbme.org/news.

Supporting and Recognizing Medical Educators Throughout Their Careers

In addition to the Emerging Innovators Grant Program for **early- to mid-career faculty**, other medical education assessment and research programs include:

- The Strategic Educators Enhancement Fund (SEEF) – provides **professional development** opportunities for **early-career faculty** who are new to assessment. SEEF includes a Fellowship that supports a cohort of individuals who work with a senior mentor and NBME staff to identify and develop questions and a research project that advance assessment. The fund also includes the NBME Invitational Conference for Educators (NICE), which fosters skills development in assessment and provides a venue for networking.

In June 2023, NBME hosted a virtual NICE. More than **180 faculty members** attended, representing **97 medical schools**. The post-event survey indicated that **95% of respondents liked the conference** and **88% indicated they would change their assessment practices**

because of their participation. Going forward, NICE will alternate annually between an in-person and virtual conference.

- The Stemmler Fund – supports the **research and development of innovative assessment methodologies or techniques** with the potential to advance assessment in medical education or practice. Research teams are required to include **one junior member** to receive mentorship from more **senior researchers or faculty**. Since its founding in 1995, the Stemmler Fund has contributed to **100 research projects** and recipient publications have been cited more than **3,100 times**.



- The Hubbard Award – recognizes and celebrates individuals who **pioneered and made broad-based and sustainable contributions** to the field of medical education assessment. **Forty recipients** have been honored with the award. In 2023, **Dr. Adina Luba Kalet** was selected as the recipient, and you can learn more about her on contributions.nbme.org.
- The Latin America Grants Program – enhances the **quality of assessment in health professionals' education in Mexico, the Caribbean, Central America and/or South America**. Since its inception, **21 institutions** have received grants. In early 2024, NBME will be accepting proposals for the 2024-2026 cycle to fund innovative and sustainable projects that relate to assessment and address local needs and priorities. Learn more on nbme.org/news.

SUPPORTING MEDICAL EDUCATION AND MEASUREMENT LEARNERS

NBME is passionate about supporting the development of future medical education and measurement leaders. By contributing to programs and building collaborations that aid learners with education, mentorship and resources, we can help them succeed in the long term.

Toyese Oyeyemi Selected as Inaugural CMJ-NBME Dissertation Fellow

In the [March 2023 edition of the Impact Report](#), we shared that we were partnering with the [Center for Measurement Justice \(CMJ\)](#) to sponsor a competitive dissertation fellowship for members of groups historically underrepresented in measurement. The two-year fellowship provides a stipend to conduct dissertation level research on assessment justice.

"A relentless commitment to equitable, justice-oriented medical assessment processes will transform – and save – both the lives of medical professionals and the patients they seek to serve," **Jennifer Randall**, PhD, CMJ President said.

Toyese Oyeyemi has been selected as the inaugural dissertation fellow. Oyeyemi is currently a Doctor of Public Health candidate at the Milken Institute School of Public Health at George Washington University. His research focuses on measuring the social mission of public health programs, as well as identifying practical solutions for these institutions to fulfill their social accountability. Oyeyemi said:

“The CMJ-NBME Fellowship will allow me to continue our foundational research to define the domains of social mission in public health education. It will also help to answer the question of ‘Now what?’ — once we define an institution’s social mission, how can we practically use that knowledge to make changes for the future of public health education?”



Learn more about the fellowship and Oyeyemi on nbme.org/news.

NBME-NMF Scholarships Support Students with Financial Need

The journey through medical school is financially stressful for students. To support students with demonstrated financial need, NBME contributed to a National Medical Fellowships (NMF) scholarship fund to provide **\$10,000** scholarships per year, renewable for up to **three years**, for **10 medical students**. Learn more about the scholarship and recipients on nbme.org/news. We look forward to continuing our support of students in their medical education journey.

Internship Programs Provide Development Opportunities in Measurement

NBME’s Assessment Science and Psychometrics internship program provides students enrolled in doctoral programs in measurement, statistics, cognitive science or medical education the opportunity to pair with seasoned NBME mentors on a research project. Since 2016, **30 students** and **nine NBME staff mentors** have participated in the program. In 2023, NBME welcomed these **four students**:



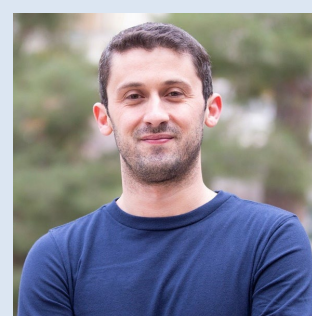
Satanu Ghosh is pursuing his PhD in Computer and Information Science in the Department of Computer Science at the University of New Hampshire.



Shan Jiang is a PhD candidate studying Quantitative Methods in the Department of Educational Psychology at Baylor University.



Kai North is a fourth-year PhD student in Information Technology at George Mason University.



Onur Ramazan is a PhD candidate studying Educational Psychology in the College of Education at Washington State University.



NBME welcomed **Jada Willse**, a senior at the University of North Carolina at Chapel Hill double majoring in Statistics and Psychology, as the first-ever scholar under the **Strengthening Opportunities for underrepresented students in Assessment and Research (SOAR)** program. The primary goal of [The SOAR Program](#) – organized and coordinated by [The JC Research Group, LLC](#) and the [Center for Assessment](#) – is to diversify the talent pool in educational measurement by raising awareness about the educational measurement and psychometrics field as a career pathway for Black, Latinx and Indigenous undergraduate students. Jada was paired with an NBME staff mentor who developed a curriculum for the SOAR internship and supported Jada in completing research and delivering a presentation to other NBME staff.

Investing in Pathway Programs to Develop the Next Generation of Physicians

To advance diversity, equity and inclusion (DEI) in the medical profession, NBME invested in research and support for pathway programs to help encourage underrepresented students to enter the field. To do this, we provided **\$20-25,000 grants** to these organizations with the following impact:

- [Duke Center for Pathway Programs](#) – Our grant to the Center for Pathway Programs helped the development of the [YOJO application*](#). YoJo, short for "Your Journey," is a web platform that uses a powerful algorithm to match learners to pathway programs based on demographic information and interests. The tool then tracks progression through the program and recommends successive opportunities according to eligibility.

"This award represents not only an interest but a commitment toward supporting underserved learners," says **Amber Richardson**, Co-Director, Center for Pathway Programs. "Having one centralized place to find, administer and evaluate pathway programs is a game-changer for anyone seeking to seize – or share – opportunity. NBME is an exemplary partner in this work, as they understand the vision and trust our ability to execute."

*Note that test.yojo.center is a preliminary website meant to demonstrate the basic user journey and features available to pathway learners. YoJo is in rapid development, with an anticipated launch date of Q1 2024.

- [Association of STEMM Pathway and Bridge Programs](#) (ASPBP) – This innovative organization galvanizes pathway programs at medical schools and non-profit organizations by establishing a national alliance of these programs. NBME sponsored both the inaugural and second annual conference which brought together **463 individuals from 175 institutions** to foster education around best practices and innovative research and initiatives in pathway programs. NBME resources also supported ASPBP as it has created a [community of practice](#) for pathway program leaders and staff.
- [Building the Next Generation of Academic Physicians](#) (BNGAP) – NBME's grant helped fund BNGAP's **Academic Medicine Writing Fellowship**, supporting diverse students to bolster their research and writing skills with a goal of publishing a scholarly product and receiving career development education about academic medicine as a profession. Current fellows are working on a variety of projects that **promote health equity** and **support the health of a diverse patient population**, including inequities in cervical cancer incidence rates for Latino-a-e, Hispanic and Spanish women, the impact of knowledge exchange for underrepresented medical students in

residency application, improving knowledge of the Asian diaspora and an introduction to traditional healing in American Indian and Alaska Native communities.

- [Health Career Collaborative](#) - This organization provides high school students across the United States from low-income, underrepresented groups with **mentorship, an engaging health curriculum and exposure to health careers.**

Delaware Valley DEI Consortium – NBME’s grant helped fund the establishment of the Philadelphia Area DEI Medical Pathway Program (PADMED) created through a **collaboration between DEI administrators from Philadelphia area medical schools.** This program targets sophomores attending local colleges from groups underrepresented in medicine and provides **valuable experience, advice, and insight into medicine and the medical school admissions process** with the goal of increasing the number of these students matriculating into Philadelphia area medical schools.



Dr. Peter Katsufakis, NBME CEO and President, and **Linda Gadsby**, NBME Senior Vice President, General Counsel and Chief DEI Officer delivered welcome remarks at the April 11, 2023 Equity in Medical Education Summit.

NBME sponsored the IBC Foundation Institute for Health Equity and the Delaware Valley DEI Consortium’s **Equity in Medical Education Summit**, which elevated the dialogue for greater equity in medical education and provided calls to action for advancing the readiness, recruitment and retention of students underrepresented in medicine.

PROMOTING HEALTH EQUITY AND ACCESS IN THE LOCAL COMMUNITY

Change starts at home, and we engage with health care and community organizations to promote health equity and access in our backyard of Philadelphia. By doing our part to improve social determinants of health, we can strengthen care outcomes for our local community.

Vision to Learn Helps Children Achieve Academic Potential with Eyeglasses

[According to local organization Vision to Learn](#), more than 30,000 students throughout the School District of Philadelphia lack the glasses they need to achieve their academic potential. NBME’s donation helped to provide **133 students with eyeglasses** and **166 students with eyeglass examinations.**

“This investment in Vision to Learn is tremendous as it directly helps students to improve reading and learning outcomes,” said **Allison Acevedo**, NBME Director, Community Collaborations and Contributions. “Through my own volunteering, I watched students get their eyeglasses and look like they were seeing for the first time. It was amazing.”

Employees Give Time to Improve Student Literacy with Achieve Now

[Research shows](#) education is a key social determinant of health that's connected to life expectancy, morbidity, health behavior and educational attainment. Since 2008, NBME employees have been committed to promoting education and literacy in the local community by volunteering as reading coaches through Achieve Now's Power Partners program. Achieve Now's mission is to bring all children to grade-level reading, as [two-thirds of third graders](#) in Philadelphia score below proficiency on state reading tests, and Philadelphia ranks near the bottom among U.S. cities in adult reading proficiency. The Power Partners program has helped students achieve a **133% average gain in decoding**, which is the ability to recognize sounds made by letters or groups of letters and blend those sounds into words. NBME led a team of seven volunteers who delivered **53 lessons**. Students participating with NBME volunteers demonstrated a **629% gain** in decoding scores.

Supporting Philadelphia Organizations to Impact Health and Education

With NBME's support to these local organizations, we made the following impact:

- [Maternity Care Coalition](#) (MCC) – MCC's mission is to improve the health and well-being of pregnant and parenting families and enhance school readiness for children up to 3 years old. Our donation of **\$25,000** provided MCC the flexibility to allocate funds to their high-need areas, such as programs, research and evaluation and infrastructure, as well as advancing racial equity. During 2023, MCC provided services to **4,967 families**.
- [Black Doctors COVID-19 Consortium](#) (BDCC) – African Americans are diagnosed and die from COVID-19 at a disproportionately higher rate than other groups. BDCC was created to help address this by providing mobile testing, vaccination and barrier-free care to African Americans in Southeastern Pennsylvania. BDCC continues its work through its Ala Stanford Health Equity Medical Center, which NBME supported the establishment of, providing health care for vulnerable populations. NBME's donation contributed to **150 barrier-free wellness visits**.
- [Together for West Philadelphia](#) (TfWP) – Partnering with health care systems, community-based organizations, academic institutions and others, Together for West Philadelphia aims to achieve equitable health outcomes for the local community. NBME is funding convenings in West Philadelphia to support community residents in identifying and driving solutions to critical public health issues and to support TfWP's network of trusted venues – community-centered hubs for health services for West Philadelphians.
- [Albright College's Total Experience Learning](#) (TEXpl) – This program's focus is to revolutionize teaching and learning in STEMM (Science, Technology, Engineering, Mathematics and Medicine) by supporting educators in developing novel teaching techniques focused on project-based learning. NBME's grant will help develop and implement graduate level courses for **200 teachers**: 100 from the Philadelphia School District and 100 from the Reading and Antietam Districts in Berks County.

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