



Academy for Professionalism in Health Care

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Professionalism and the Digital Transformation of Health Care & Education: Designing the New Normal

Title **To Grade or Not to Grade, that is the Question!**

Who does a tiered grading system in an online doctoring course really help?

Name and Credentials

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*Who does a tiered grading system in an online
doctoring course really help?*

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Disclosure

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- Dr. Siripraparat – None
- Dr. Theparee – None

Outline

- Background
- Putting theory into practice
 - Conversation and debate
- Our grading system
- Who does this system benefit?
- Reflection and future direction

Background: *CU-MEDi*

- First 4-year, graduate-level medical program located in Bangkok, Thailand
- Affiliated with Chulalongkorn University
- Mission: train humanistic physicians who deliver holistic care & serve as leaders for change in the increasingly global healthcare context
- Inaugural class of 37 students starting in August 2021

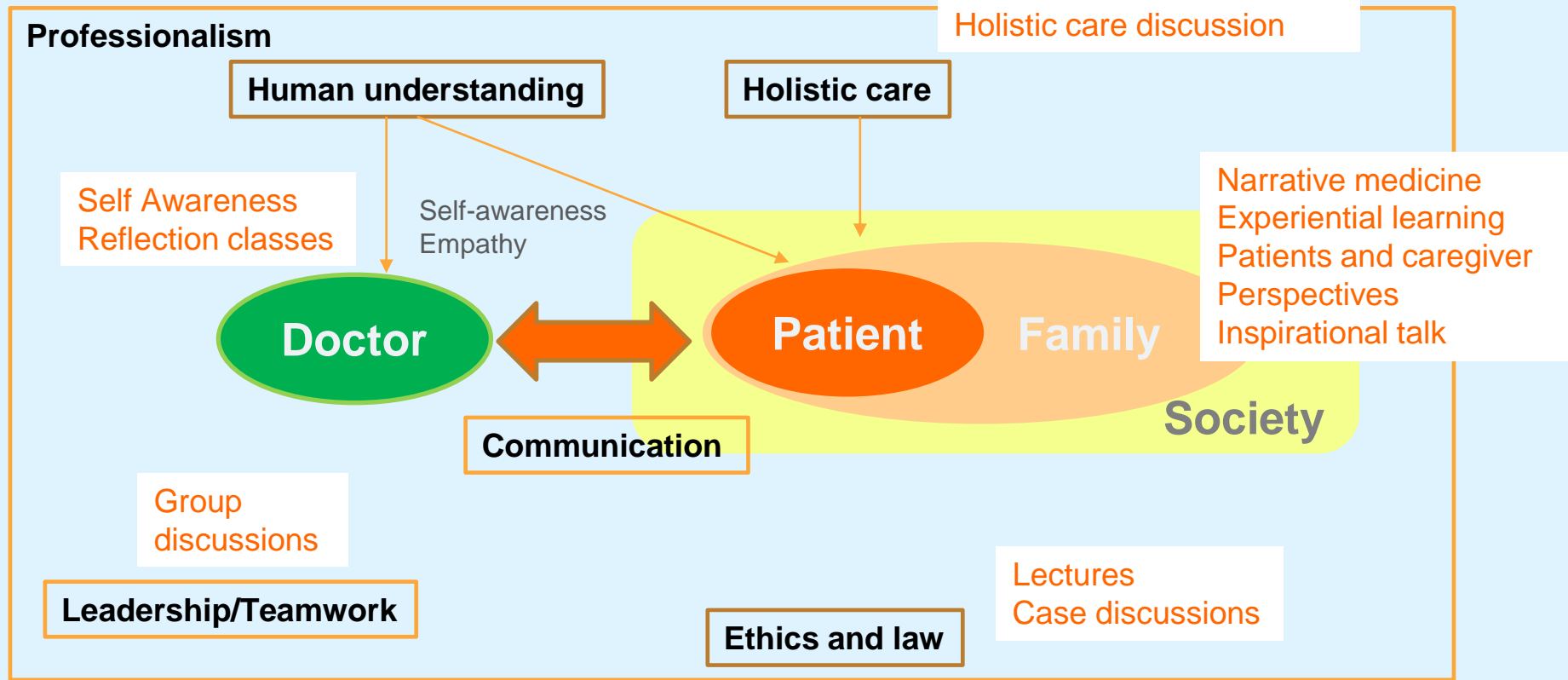


CU-Med¹ Curriculum Map



Faculty of
Medicine
CHULALONGKORN
UNIVERSITY

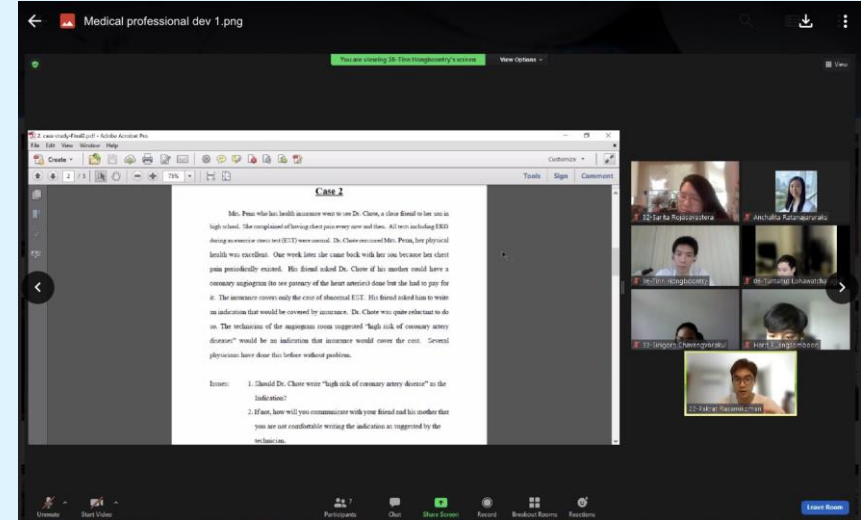
Background: *CU-MEDi Doctoring Course*



COVID-19 pandemic upends everything!!

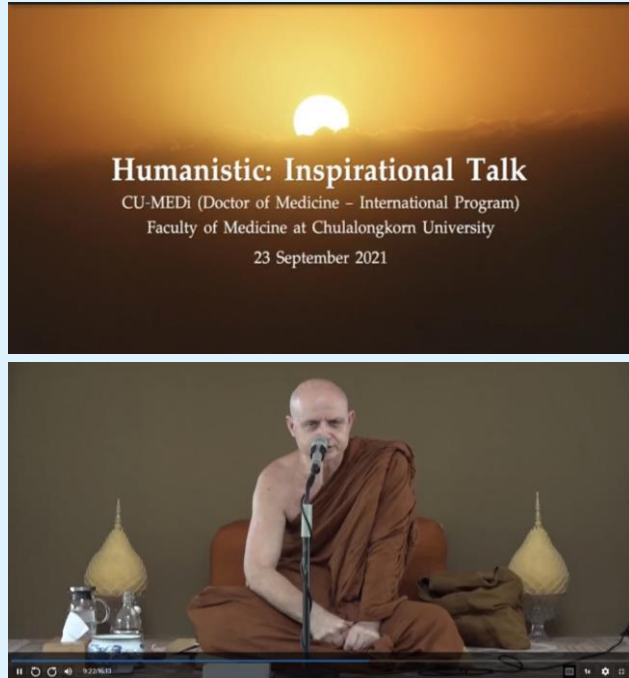


“Journey of Self Discovery”



***“Medical Professionalism”
case-based discussion***

Virtual humanistic medicine



Treatment

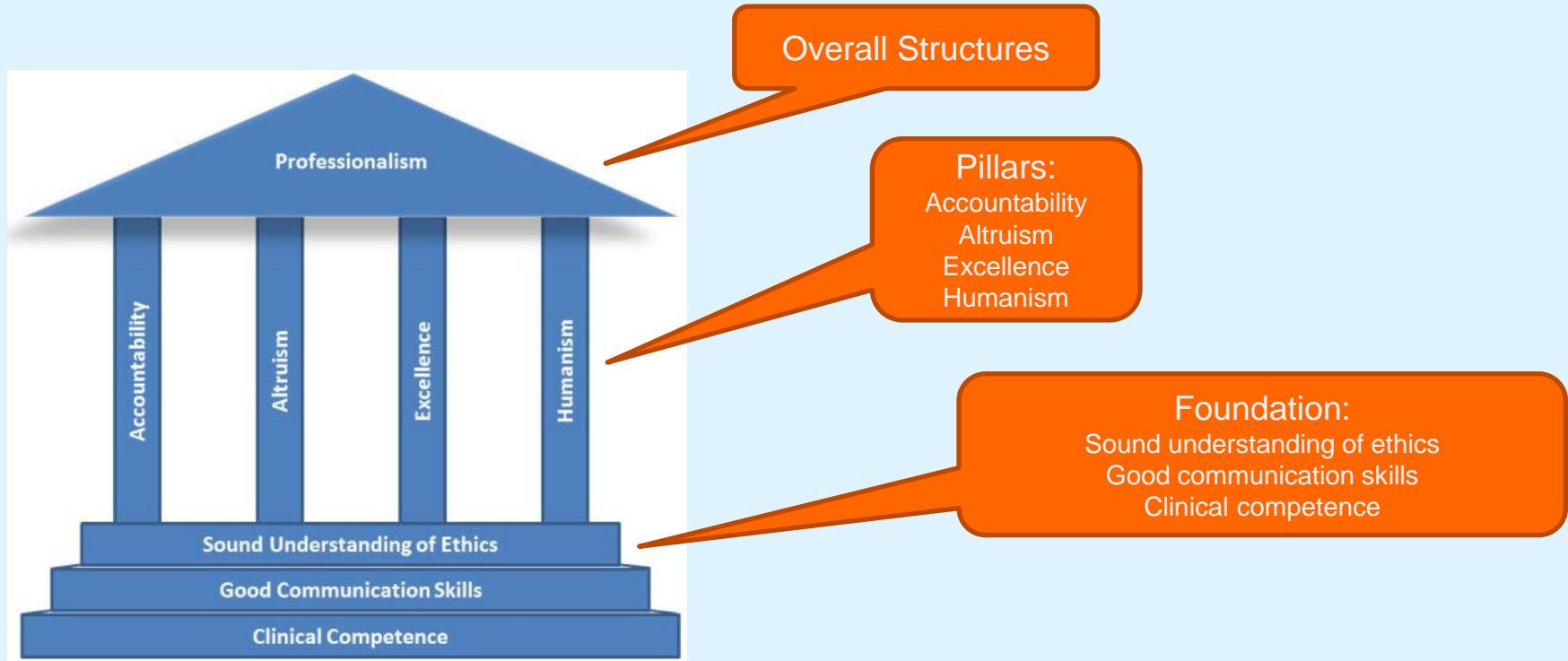
3 Treatment of specific hemorrhages

- FVIII concentration 1 U/kg → increase FVIII:C 2 %
- FVIX concentration 1 U/kg → increase FIX:C 1 %

Type of hemorrhage	Hemostatic factor level
Hemarthrosis	<ul style="list-style-type: none">30-50% minimum
Muscle	<ul style="list-style-type: none">40-50% minimumFor iliopectas or compartment syndrome 100% then 50-100% x 2-4 days
Oral mucosa	<ul style="list-style-type: none">Initially 50% then Antifibrinolytic at 50 mg/kg q6h x 7 days
Epistaxis	<ul style="list-style-type: none">Initially 30-40 %, use of antifibrinolytics 50 mg/kg q6h until healing occurs may be helpful

***“Living with Hemophilia A”
Patient’s experience***

Background: *Framework from the literature*



Mueller PS. Teaching and assessing professionalism in medical learners and practicing physicians. *Rambam Maimonides Med J*. 2015. PMID: 25973263

Arnold L, Stern DT. What is Medical Professionalism? In: Stern DT, ed. *Measuring Medical Professionalism*. New York, NY: Oxford University Press; 2006:15–37.

Professionalism: What *can* we assess in an online course?

CAN BE ASSESSED

- Communication skills
- Ethics (knowledge)
- Accountability
- Interactions with colleagues, teams

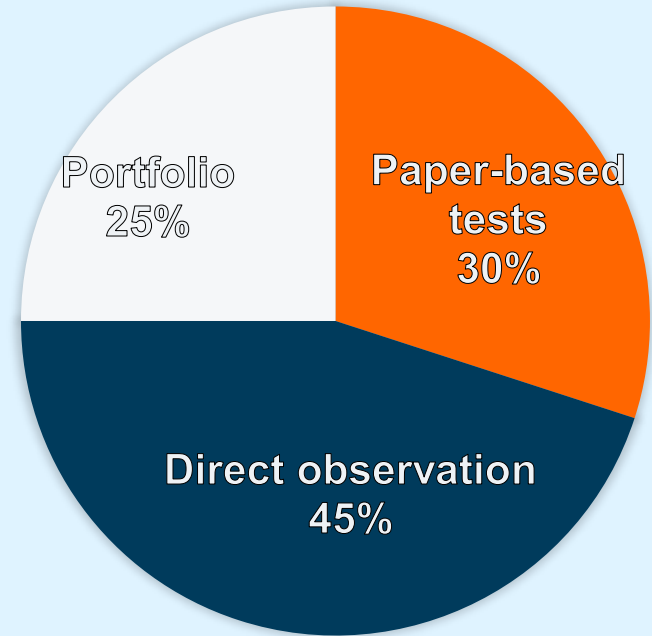


NOT SURE

- Clinical competence
- Altruism
- Ethics (practice, skills)
- Excellence
- Humanism (practice, skills, motivations, values)

Professionalism: *How* do we assess?

- Paper-based tests: knowledge (30%)
- Direct observation by peers, teachers, team, patients (45%)
 - Attendance, participation
 - Peer evaluation: teamwork, leadership
 - Feedback/warning mechanism
- Portfolios (25%)
 - Self-assessment
 - Reflective writing: not graded for content, only participation



Tiered grading?

Pros of tiered grading

- Encourage/enforce participation
- Increase motivation and engagement in classes
- Emphasizes importance of professionalism
- Classification for external stakeholders: levels of professionalism

Cons of tiered grading

- Reduced sense of a safe environment
- Punitive rather than formative
- Zero-sum competition?
- More performance vs. true professionalism?
- Is it valid and reliable?
(Does a better grade make a better Dr?)

Who could a tiered grading system benefit?

Stakeholders:

- **Learners**
- **Our program**
- **Future programs, workplaces**
- **Society:** improved health outcomes, overall well-being, value

Hodges B, Paul R, Ginsburg S. Med Teach. 2019 Mar;41(3):249-255.PMID: 30696355.

Challenges in assessment

- Varying definitions
- Inter-rater reliability, validity
- Different cultural contexts
- Possible language barriers
- Limitation of online evaluation
- Actual vs. performing: cannot be judged by face value, motivation matters

Reflection and future directions

- Learning climate to mitigate possible con's of tiered grading
- Clear communication of expectations and grading
- Student feedback is evolving
- Faculty observations
- Ongoing debate about changing the grading system next year
 - Meta-assessment: Assessing an assessment
 - Students are yet to take the paper exam

Take-home message

- Assessing professionalism is challenging for an online course
- Tiered assessment system has intended and unintended consequences:
 - Needs to be evaluated in context of entire course
 - Requires further meta-assessment

Thank
you



<https://hdfconnects.org/wp-content/uploads/2017/08/thank-you.jpg>

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