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**Does the Resident Selection Process Predict Performance?**

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**Background:** Can an orthopaedic residency program stratify applicants in an order predictive of future resident and post-resident performance? Our residency program utilizes a rigorous group consensus model for resident selection that involves 20 faculty. We hypothesized that higher ranking applicants would perform better than those ranked lower using multiple measures of resident performance.

**Methods:** Records of 82 residents who matriculated to our program between 1994 and 2006 were reviewed. Resident performance was compared within the following ranking groups: applicants ranked in the top 12 versus those ranked 13-25, a narrower subset ( $\leq 5$  versus  $\geq 15$ ), residents obtained through the match versus those obtained outside the match, and those ranked by the current group consensus model versus earlier methods. Resident performance was measured by a comprehensive eight core competency electronic faculty evaluation measure (E\*Value™), OITE scores, and the ABOS Parts I and II exam results.

**Results:** Residents ranked in the top five were rated higher in all eight faculty E\*Value™ core competencies compared to other residents, regardless of ranking method ( $p < 0.04$ ). Those applicants ranked in the top twelve were rated higher in the core competencies areas of communication ( $p = 0.009$ ), practice-based scores ( $p = 0.008$ ), and system-based scores ( $p = 0.05$ ) than residents who were ranked below twelve. Residents who were ranked by the group consensus model had higher OITE scores in years 2, 3 and 5 ( $p \leq .04$ ) than residents who were ranked with an earlier method. No significant differences were noted in ABOS Part I or Part II exam results.

**Conclusions:** Our current rigorous group consensus ranking system predictably identifies orthopaedic resident candidates who will receive the best ratings for ACGME resident core competencies as measured by E\*Value faculty evaluations. The group consensus ranking system appears more reliable in this regard than earlier ranking methodology.