



Alignment Check Index (ACI)

PURPOSE

To provide a tool that allows residency applicants to compare their experiences and characteristics to the domains that residency programs consider in their own assessment of their program's values and interests. The Alignment Check Index (ACI) creates an alignment index that applicants can use in helping them determine to which programs to apply.

This tool will be piloted and evaluated for the 2022-2023 application season.

PROCESS

Residency Programs

Based on their mission, values, and interests, programs will place weights on the following categories:

1. Academic metrics
2. Work Experience
3. Community Service/Advocacy
4. Research Experience
5. Teaching Experience
6. Background and Lived Experiences

Prior to application season programs will choose a weight percentage of emphasis in each category, adding up to a total of 100%. The weights for these categories may be updated yearly but will remain fixed for each application season.

Residency Applicants

Residency applicants will reflect on their experiences as they prepare to apply for residency. They will self-assess and assign point values in each of the following categories (maximum 9 points per area):

1. Academic metrics
2. Work Experience
3. Community Service/Advocacy
4. Research Experience
5. Teaching Experience
6. Background and Lived Experiences

Applicants will not see how programs have weighted these domains. The ACI app will generate a list of programs for the applicant, ranking them from highest alignment score to the lowest. This list will be available to the applicant to guide their application considerations and not shared with programs.

ACI FAQs for Advisors

How does the ACI work?

Participating programs have reviewed and considered the mission, values and interests of their programs and have weighted their programs' emphasis on 6 domains, summing to 100%: Academic Metrics, Work Experience, Community Service/Advocacy, Research Experience, Teaching Experience, and Background and Lived Experiences. For example, a program with a heavy emphasis on research, and less so on teaching, might weight research experience 30%, and teaching experience 10%. Applicants, similarly, evaluate their own experiences in these same domains. Using the weights of participating programs, the ACI app will generate a list of the programs for the applicant and rank them from the highest alignment score to the lowest. Having a better sense of how applicants' experiences and characteristics may or may not be what a particular program is looking for can help narrow their focus on programs that are more aligned with them.

Why should I encourage my advisees to use the ACI?

The ACI is a tool that encourages applicants to perform a REALISTIC self-assessment of their experiences and characteristics and how these align with participating residency programs to which they are considering applying. This may lead to applicants not applying to programs to which they have a low alignment, benefiting both the applicant with realistic expectations and reducing the number of applications so that programs can perform holistic reviews.

If an applicant has few programs with high alignment, what should I advise my advisee to do?

If after performing the ACI an applicant has only a few programs to which they demonstrate alignment, they should consider broadening their search to include a variety of programs (e.g, community-based vs university-based) or broaden their geographic search.

Will applicants see the weights that programs place in each of the 6 domains?

No. Programs will enter these percentages prior to the beginning of the application season. Applicants will enter their data, and the ACI app will perform the alignment scoring.

Will programs see applicants' ACI results?

No. Programs will not see ACI results. This is a self-assessment tool, with results provided to the applicant to help with program application decisions.

What will the ACI provide me in advising students?

If applicants share their ACI results with you, those results will be useful as you advise applicants to which programs to apply. In addition, the ACI will also be a useful tool when advising applicants on how to place their tokens for program signaling in the 2022-2023 application cycle.

Does a high alignment with a program guarantee that the applicant will receive an interview from that program?

No. Programs consider a variety of inputs when deciding to whom to offer an interview and the ACI is another tool to help applicants narrow down where to apply. The alignment index is for their own personal use and programs cannot see their scores.

Should applicants not apply to programs with which they have a low alignment score?

It is completely the applicant's decision to which programs to apply. The ACI app is a tool to provide guidance on those programs at which there is high or low alignment. Programs will not see any alignment scores of applicants, but it can be expected that applicants with a low alignment will be less likely to receive an interview from those programs.

Are all OBGYN residency programs participating in the ACI?

Not necessarily. This is a pilot program for the 2022-2023 application season and is optional for programs. While all programs are encouraged to participate and we anticipate most will, it is important to use a comprehensive database of all programs such as FREIDA.

Who do I contact if I have any further questions?

For questions specific to the ACI, please send an email to TransitionFeedback@apgo.org.