



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 Applicants

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 your experiences and characteristics may or may not be what a particular program is looking for can narrow your focus on programs that are in more alignment with you.

Am I required to use the ACI to apply to a residency program?

No. The ACI is a tool provided to you to perform a self-assessment of your experiences and characteristics and how they align with the mission and values of participating programs.

How does the ACI differ from other available tools such as FREIDA, AAMC Residency Explorer, or the APGO Residency Directory?

The ACI is an additional tool to help you select which programs to apply to and/or where to place your program preference tokens. Those other tools are complementary and are helpful with initial or further program filtering based on geographic location or other program characteristics such as fellowship availability.

Does a high alignment with a program guarantee that I 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 you narrow down where to apply. The alignment index is for your own use; programs cannot see your results.

If I don't have a high alignment, can I still apply to a program?

Yes. The ACI is only a tool to be used by you, which can be shared with your advisors in deciding to which programs to apply. You may be less likely to receive an interview offer from a program that has a low alignment with your experiences, but it is your decision to choose to which programs to apply.

Will programs see my ACI results?

No. Programs will not see ACI results. This is a self-assessment tool, with results provided to you as you make your program application decisions.

Will I see programs weights in the 6 domains as I complete the ACI?

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.

If I don't like the results I receive from the ACI, can I change my inputs?

You can change your inputs but this is not advised. The purpose of the ACI is to provide you an opportunity to perform a REALISTIC self-assessment based upon your experiences and characteristics and compare these to the mission and values of participating programs. If you do not receive a desired number of programs based upon the ACI, you may want to broaden your search in categories not measured by the ACI, such as including different types of programs (community-based vs university-based) or broaden the geographic locations in which you would consider training.

What is the advantage to me as an applicant to use the ACI app?

The ACI app is an opportunity to get a realistic assessment of your alignment with those values that programs emphasize. This can be very useful as you decide to which programs to apply, and to which programs you may wish to place your tokens on during this application cycle.

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.