



NBOME



- COMLEX-USA
- CATALYST
- COMSAE
- COMVEX
- COMAT
- CORRE
- OPAIM

AGILITY

2020 ANNUAL REPORT

THE NBOME'S **MISSION**
IS TO **PROTECT THE PUBLIC**
BY PROVIDING THE MEANS
TO **ASSESS COMPETENCIES**
FOR **OSTEOPATHIC MEDICINE**
AND RELATED HEALTH CARE
PROFESSIONS.

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Agility

Message from Geraldine T. O’Shea, DO, Board Chair and John R. Gimpel, DO, MEd, President and CEO

Without a doubt, “Agility” captures the theme for the year of 2020, as we all pivoted to meet the rapidly changing needs of our patients and other stakeholders during the global pandemic. Thankfully, the NBOME’s “ACEL” 2020-2021 strategic plan was intentionally built on a foundation of agility, and therefore we could align, connect, engage and learn at a pace that was unprecedented but necessary to meet our mission. Some of our early wins included pivoting our workforce to remote connection in March 2020, supporting the work of our National Faculty and Board of Directors with virtual meetings, and providing the colleges of osteopathic medicine with agile test delivery options for important assessments such as COMAT. Resuming safe and secure test delivery for COMLEX-USA examinations was a formidable challenge, but one that NBOME rose to meet. We expanded testing capacity at Prometric Centers and added two temporary university-based satellite centers to meet demand

and offer further contingency options. We worked to secure a temporary third testing site in California for COMLEX-USA Level 2-PE clinical skills testing. We all remained dedicated to the role our assessments play in ensuring high quality, effective and safe osteopathic medical care for patients.

Highlighted below are four of the most important lessons that were learned in 2020:

I Our staff is agile, resilient and committed to the NBOME’s mission

The dedication of our staff resulted in many successes for our stakeholders: the patients and licensing boards who rely on what we do, our candidates in COMLEX-USA and COMAT testing programs, and our 16 client organizations. Responding to the high demand and need for testing, the staff remained committed to “leaving no test taker behind,” ensuring candidates could procure safe testing appointments despite the obstacles even during our busiest testing season in the summer. They responded to the need to work remotely for periods of time required in the pandemic, and to transition back into work from our offices as needed and when conditions allowed to meet the high expectations and needs of our stakeholders.

II Our Board Leaders, Board of Directors, and National Faculty are second to none in terms of expertise, commitment, and altruism

Regular weekly—sometimes even daily—teleconferences, videoconferences, and email correspondence between members of the Board and the Staff were necessary throughout 2020. Despite the complexities of running their own medical practices



Message from Board Chair and President

and hospitals, leading COMs and academic departments and residency programs, and caring for patients in a pandemic, our Board members stepped up to meet the demands of NBOME governance and “other duties as assigned.” Our dedicated volunteer National Faculty members remained agile to keep leading us forward to deliver excellent and continuously improving assessment programs and innovations.

III The current “high-stress” environment for osteopathic medical students (and for students at MD-granting medical schools) has escalated to an unhealthy level

While this stress is multifactorial and was certainly heightened by the COVID-19 pandemic, the overuse of COMLEX-USA numerical scores (and USMLE scores) has been criticized as contributing to untenable stressors for today’s medical students. Focus on student wellness led to an important landmark Board decision to discontinue numeric scores for the COMLEX-USA Level 1 examination starting in May 2022. This decision took into account stakeholder input including feedback from students and residents. We successfully implemented changes to the COMLEX-USA Level 2-CE exam that reduced some of the time pressures reported by some candidates. NBOME continues to advocate for DO students and residents and their distinctive qualifications. We call for enhancements to the residency application process and transition to residency training. We believe in the importance of diversity, equity and inclusion both for eliminating racial injustices and systemic biases in medical education, training, and patient care. These remain critically important as we work together to support the wellness of all.

IV The osteopathic medical profession is at a historic and pivotal crossroads

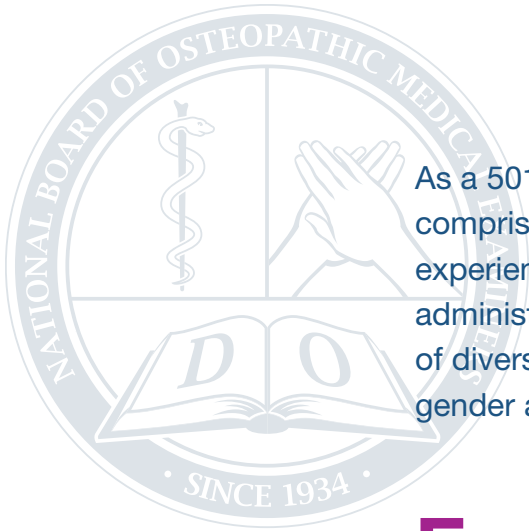
Polarization on the professional identity of the osteopathic medical profession has seemingly increased, and there are marked differences in opinion on strategies related to this. This theme was discussed at the NBOME Board’s Strategic Planning Retreat “Amplify 2019,” in prior Board Retreats, and at United States Osteopathic Medical Regulatory Summits dating back to 2012. Our patients depend upon us for trustworthy professional self-regulation. They deserve to know that when they seek care



from an osteopathic physician, that DO has qualified by demonstrating their competencies for the practice of osteopathic medicine. Accreditation of the COMs is integral to this; AOA board certification is another; passing valid and reliable osteopathic licensure assessments (COMLEX-USA) remains critical in this regard. These are integral to that trust, and our future as a distinct profession.

The NBOME remains committed to assuring that COMLEX-USA continues to keep up with the rapidly evolving practice of osteopathic medicine, including the unprecedented pace of change brought about by the COVID-19 pandemic and our society’s response to it. In the words of A.T. Still, DO, “We carry a flag of progress, and should honor it with greater results by better applications of the principles of osteopathy. We must avoid the dust of habit. We must adjust our telescopes that we may set our compass to run to stars of greater magnitude that shine from the breast of the exacting Infinite.”

We appreciate the incredible amount of support many of you have provided during this year of crisis, and are relying on your continued contributions and inspiration. As long as we remain agile and committed to our “North Star”, we know that we will continue to be able to see and respond to the opportunities that lie ahead in continuing to meet our mission and exceed our own expectations and those of our stakeholders.



As a 501(c) (3), non-profit organization, the NBOME is governed by a volunteer Board of Directors comprised of osteopathic physicians and public members. Board members are elected based on experience in clinical disciplines, medical education and assessment, and medical or regulatory administrative experience. They represent the osteopathic profession with an intentional balance of diversity mirroring the profession with respect to geography, clinical practice and specialty, gender and race/ethnicity.

Executive Committee



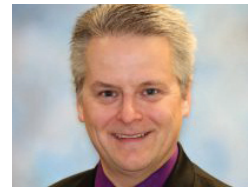
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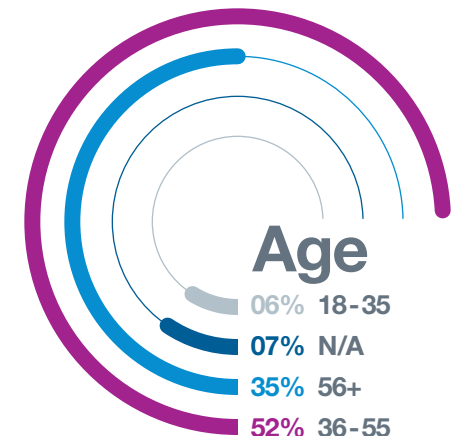
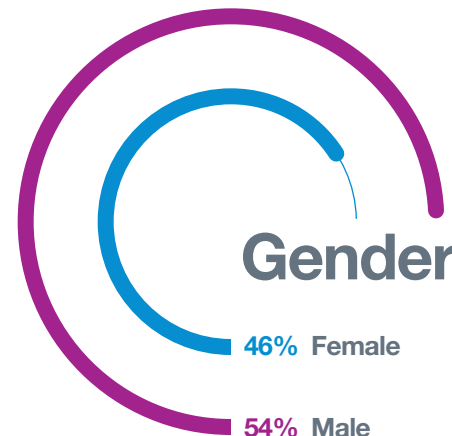
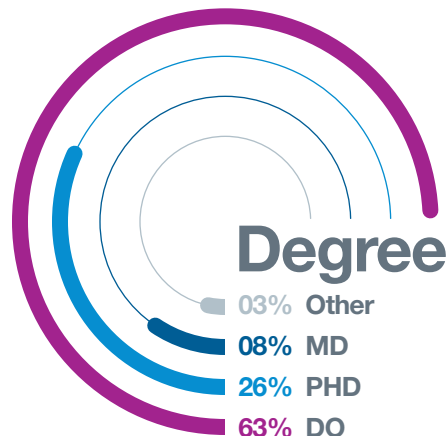
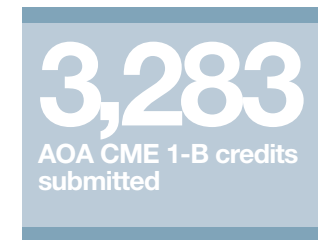


A diverse National Faculty

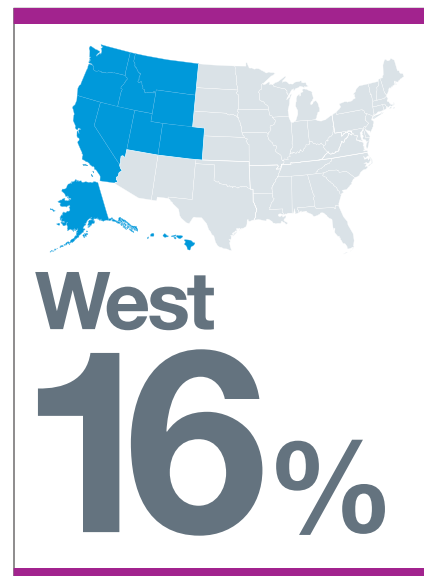
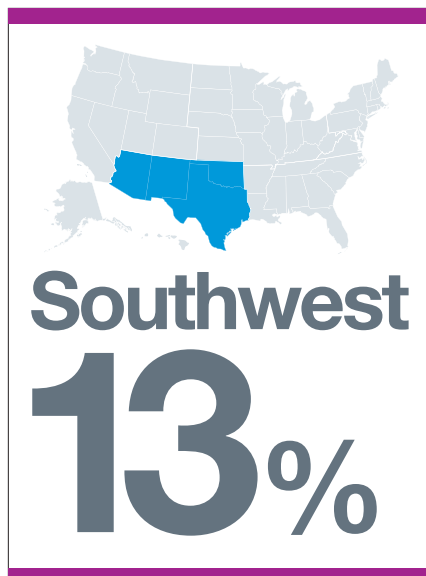
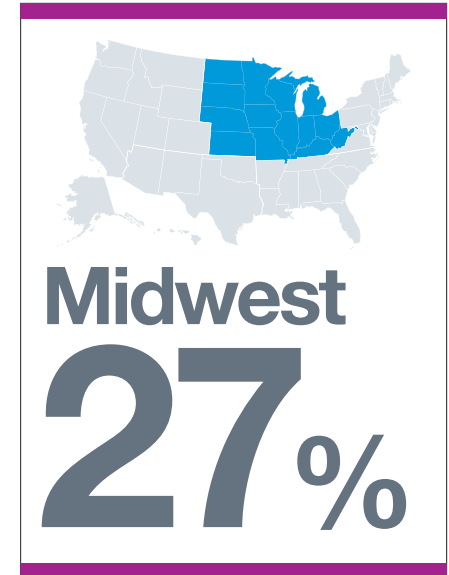
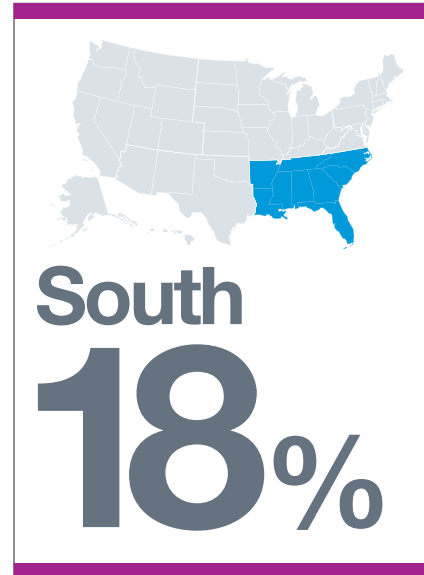
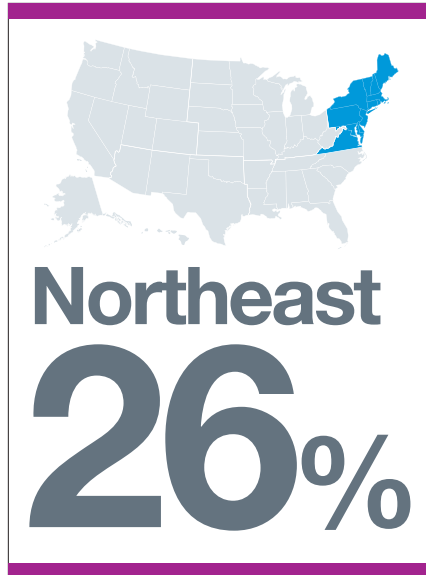
Scholarly activity and continuous professional development

The NBOME's diverse and dedicated National Faculty is comprised of 700+ active, engaged, and credentialed subject matter experts and leaders from across the nation. Their collective knowledge and wisdom encompass expertise in all osteopathic health care professions and specialties, osteopathic medical education and evaluation, and osteopathic physician licensure and regulation. These valued volunteers serve on Board,

operational and examination committees, support the NBOME strategic planning objectives, write and review test items and cases, and serve as physician examiners to ensure the quality, efficacy and continuous quality improvement and development of NBOME assessment products and services. Many of them cite the scholarly activity and faculty development experiences with the NBOME as valuable assets in their career development.



National Faculty by region



2020 Meritorious Service Award

At the December 2020 Board of Directors meeting, the 2020 Meritorious Service Award was presented to the following outgoing NBOME Board members to recognize their invaluable contributions to NBOME assessments and the NBOME mission.



H. Timothy Dombrowski DO, MPH, FACOI, FACP

was elected to the NBOME Board in 2011. In his time on the Board, he has served on the Finance Committee, Test Accommodations Committee, Continuous Professional Development Advisory Committee, and Standards and Assurances Committee. He will continue serving as the COMVEX Examination Chair, a position he has held since 2017, and as a member of the COMLEX-USA Composite Examination Committee, which he joined in 2018.

In addition to his work with the NBOME, Dr. Dombrowski is the chief medical officer for Jefferson Health – New Jersey, the major teaching-affiliated hospital for Rowan University School of Osteopathic Medicine (RowanSOM). He serves as an associate professor of medicine and was formerly chair of the department of medicine at RowanSOM.

Board of Directors member // 2011 – 2020
National Faculty leader // 1993 – present



Karen T. Snider DO, MS, FAAO, FNAOME

was elected to the NBOME Board in 2010 and has made major contributions to the COMLEX-USA and COMAT programs. During her tenure, Dr. Snider was an Executive Committee member from 2017-2019 and has served the Board on the Awards and Nominating Committees. Dr. Snider has been a strong advocate for research, serving on the recently established Research Internal Review Board this year. She served as the inaugural National Faculty Chair for COMAT Osteopathic Principles and Practice, has chaired the COMLEX-USA Level 2-CE Advisory Committee and is currently Chair of the COMLEX-USA Blueprint Subcommittee.

In addition to her work with the NBOME, Dr. Snider is a professor and assistant dean for osteopathic principles and practice integration at the A.T. Still University of Health Sciences Kirksville College of Osteopathic Medicine (ATSU-KCOM). She is also actively involved in osteopathic research and has published and presented widely.

Board of Directors member // 2010 – 2020
National Faculty leader // 2003 – present

Item Writer/Case Author Awards

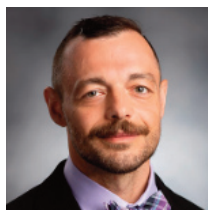
In December 2020, the NBOME honored the following item writers and case authors for their exemplary commitment to producing valid and high-quality examination content. These authors have been selected from a large group of contributors as the best-in-class. Their items are a model for the type and format needed to assess competencies for osteopathic medicine and related health professions. Their volunteered time and expertise are valued contributions to the COMLEX-USA and COMAT examination programs.

Congratulations to these esteemed awardees.



**2020 COMLEX-USA Level 1 Item
Writer of the Year**
Hannah C. Coulson, DO

Dr. Coulson is an assistant professor of pathology at Edward Via College of Osteopathic Medicine – Carolinas Campus (VCOM-Carolinas). She has been a significant contributor to COMLEX-USA since she joined our National Faculty in 2017.



**2020 COMLEX-USA Level 2-CE Item
Writer of the Year**
Robert C. Gioia, DO, DDS

Dr. Gioia is an attending physician of family medicine at Spectrum Health in Michigan and has been a member of our National Faculty since 2018.



**2020 COMLEX-USA Level 2-PE Case
Author of the Year**
Kym M. Carpentieri, DO

Dr. Carpentieri is an assistant professor of family medicine at New York Institute of Technology College of Osteopathic Medicine – Old Westbury (NYITCOM-Long Island). She has been a member of the Case Development Committee since 2013.

Item Writer/Case Author Awards



**2020 COMLEX-USA Level 3 Item
Writer of the Year**
Suzanne L. Rogers, DO

Dr. Rogers is an assistant professor of pediatrics at Idaho College of Osteopathic Medicine (ICOM). She has been a member of our National Faculty since 2018 and has provided significant contributions to COMLEX-USA Level 2-CE, Level 3, and COMAT Clinical Pediatrics.



**2020 Clinical Decision-Making (CDM)
Case Writer of the Year**
Alesia J. Wagner, DO

Dr. Wagner is the vice chair for primary care and an assistant professor at Touro University College of Osteopathic Medicine – California (TUCOM-CA). She has been a long-standing member of our National Faculty as well as the CDM committee. She has provided significant contributions across the COMLEX-USA examinations.



**2020 COMLEX-USA Osteopathic
Principles and Practice (OPP) Item
Writer of the Year**
Edward C. Shadiack, III, DO

Dr. Shadiack is a clinical fellow at the Children's Hospital of Philadelphia. He has been a member of our National Faculty since 2016 and has been heavily involved with COMLEX-USA and COMAT.



**2020 COMLEX-USA Preventative
Medicine/Health Promotion (PMHP)
Item Writer of the Year**
Theresa J. McCann, PhD, MPH, CHSE

Dr. McCann is a professor and discipline chair for epidemiology, community & public health, and preventive medicine at Edward Via College of Osteopathic Medicine – Virginia Campus (VCOM-Virginia). She joined our National Faculty in 2020 and has been heavily involved in COMLEX-USA Levels 1, 2-CE, and 3 since she joined.



**2020 COMAT Clinical Item Writer of
the Year**
Bernadette A. Riley, DO

Dr. Riley is an associate professor of Family Medicine at New York Institute of Technology College of Osteopathic Medicine – Old Westbury (NYITCOM-Long Island) and a long-standing member of our National Faculty. She has been a significant contributor to both COMAT Family Medicine and COMLEX-USA examinations.



**2020 COMAT Foundational
Biomedical Sciences (FBS) Item
Writer of the Year**
Rebecca L. Pratt, PhD

Dr. Pratt is a Professor of anatomy at Oakland University William Beaumont School of Medicine (OUWB). She has been a member of our National Faculty since 2014 and contributes to both COMAT FBS and COMLEX-USA Level 1 examinations. Dr. Pratt was also the Item Writer of the Year for COMAT FBS in 2018.

COMLEX-USA

Staying ahead of the curve of change

The Comprehensive Osteopathic Medical Licensing Examination of the United States (COMLEX-USA) is a three-level, national standardized licensure examination designed for licensure for the practice of osteopathic medicine. The COMLEX-USA examination series is designed to assess osteopathic medical knowledge, knowledge fluency, clinical skills and other competencies essential for practice as an osteopathic generalist physician. It is also a graduation requirement for attaining a DO degree from colleges of osteopathic medicine (COMs) in the United States, and for entry into and promotion within graduate medical education (GME) residency training programs.

2020 was a year of challenge, change and opportunity with the COVID-19 pandemic impacting scheduling, administration and content planning for all of the COMLEX-USA examinations.

In June 2020, the NBOME reduced the test item count in the **COMLEX-USA Level 2-CE** examination from 400 to 352 test items. This item reduction only affected pre-test content, so examination validity, content coverage and reliability were not impacted. Because the available test time remains at eight hours, the change has reduced some of the stress associated with the time-pressured environment. This change has been well-received by candidates, and similar changes have been approved for **COMLEX-USA Level 1** beginning in May 2021.

Following several years of research, review and considerable input from key stakeholder groups, the NBOME Board of Directors approved a change for score reporting for **COMLEX-USA Level 1** in December 2020. Effective May 1, 2022, COMLEX-USA Level 1 will change from reporting three-digit numeric scores to reporting only “Pass” or “Fail.” The NBOME Board took this action in support of wellness across the continuum while remaining aligned with its mission to protect the public.

To ensure the COMLEX-USA blueprint remains current, the **COMLEX-USA Blueprint Subcommittee** continues their regular review cycle for the examination blueprint and will provide a report to the COMLEX-USA Composite Examination Committee. Suggested amendments will be implemented no sooner than the COMLEX-USA 2022-2023 examination cycles.

On September 17, 2020, the **Medical Board of Australia** established a new competent authority pathway for osteopathic physicians to become registered to practice medicine in Australia with COMLEX-USA. This was decided following a comprehensive and rigorous external review of the COMLEX-USA examination series. COMLEX-USA is the first international program to receive competent authority for medical licensure in Australia in 15 years.



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COMLEX-USA

Plans for the **COMLEX-USA Level 2-PE** in 2020 included a shortened 2020 examination cycle from March to November in order to shift our examination cycle break away from the high-demand month of March. The 2019-2020 testing cycle ended on March 6, 2020 with plans to restart testing on March 20. During the cycle break, it became apparent that resuming in-person clinical skills testing would be threatened by the developing COVID-19 pandemic. The examination postponements were continued several times in 2020, and unfortunately, COVID-19 circumstances prevented the resumption of availability for Level 2-PE testing in 2020.

COMLEX-USA Examination Chairs



David Kuo, DO
COMLEX-USA
Level 2-PE



Richard J. LaBaere II, DO, MPH
COMLEX-USA
Composite
Examination
Committee



Charles A. Finch Jr., DO
COMLEX-USA
Level 2-CE



Joyce A. Brown, DO
COMLEX-USA
Level 1



Michael F. Oliverio, DO
COMLEX-USA
Level 3

>90%

of **COMLEX-USA** candidates reported satisfaction with their test-taking experience on the post-examination survey



24,514

COMSAE self-assessment examinations administered

30,015

COMLEX-USA examinations administered

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Performance

		TEST CYCLE					
		2019 -20		2018 -19		2017 -18	
COMLEX-USA LEVEL 1 examination performance	1st time test takers	7,478		7,120		6,768	
	pass	94.3%		93%		95.9%	
	all takers	7,972		7,658		7,185	
	pass	93%		91.2%		94.7%	
COMLEX-USA LEVEL 2-CE examination performance	1st time test takers	6,806		6,727		6,491	
	pass	96.8%		95.6%		92.8%	
	all takers	7,081		7,157		7,117	
	pass	95.8%		94.1%		90.8%	
COMLEX-USA LEVEL 2-PE examination performance		N	% 1st time test takers	N	% 1st time test takers	N	% 1st time test takers
	1st time test takers	7,127	100%	6,998	100%	6,922	100%
	pass	6,562	92.1%	6,519	93.2%	6,454	93.2%
	fail	565	7.9%	479	6.8%	468	6.8%
	humanistic domain	171	2.4%	183	1.9%	129	1.9%
	biomedical domain	345	4.8%	343	4.2%	301	4.3%
	both domains	49	0.7%	47	0.7%	38	0.5%
	all takers	7,726		7,523		7,474	
		2020		2018 -19		2017 -18	
COMLEX-USA LEVEL 3 examination performance	1st time test takers	6,111		8,369		8,746	
	pass	97%		97.5%		95.4%	
	all takers	6,267		8,687		9,147	
	pass	96.6%		97%		94.7%	

CATALYST platform

Powering longitudinal assessment

In 2020, the NBOME premiered the enhanced CATALYST longitudinal assessment platform with new assessments:

- 💡 In January 2020, the NBOME launched a pilot of **COMSAE Phase 2** content on CATALYST. This pilot was utilized by 859 students in association with their preparation for COMLEX-USA Level 2-CE. This exciting new product was rebranded as **WelCOM™** in early 2021, and launched with four Phase 2 forms and two Phase 1 forms. Phase 1 corresponds to readiness for taking COMLEX-USA Level 1, and Phase 2 corresponds with Level 2-CE. As with all of the CATALYST-powered assessment tools, WelCOM provides flexible, convenient access to test questions via a smartphone app with immediate feedback on the correct answer option and resources to enhance learning.
- 💡 In November 2020, the American College of Osteopathic Family Physicians (ACOF) delivered the **Clinical Osteopathic Recognition Training Examination (CORTEx)** to 500 residents on the CATALYST platform.
- 💡 In December 2020, the NBOME signed a multi-year agreement to provide services to the American Osteopathic Association (AOA) for 14 certifying boards (15 assessments) for **Osteopathic Continuous Certification (OCC)** on the NBOME CATALYST platform, starting with American Osteopathic Board of Family Practice (AOBFP) test content in 2021.



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COMAT examinations

COMAT Clinical subject examinations have been administered over 325,000 times since their introduction in 2011. Nearly all osteopathic medical schools used COMAT Clinical subject examinations in 2020. All eight osteopathically distinctive COMAT Clinical subject assessments guide learning through assessment in the clinical years, and prepare students for success with COMLEX-USA Level 2-CE and Level 3.

The COMAT Foundational Biomedical Sciences (FBS) examinations, first offered in 2018, are already used by nearly half of the nation's COMs. COMAT FBS examinations allow students to gain valuable test-taking experience with 200 COMLEX-USA Level 1-styled multiple choice questions and receive robust feedback on their performance in basic science content areas. Research indicates a strong positive correlation between COMAT FBS Comprehensive scores and COMLEX-USA Level 1 scores.

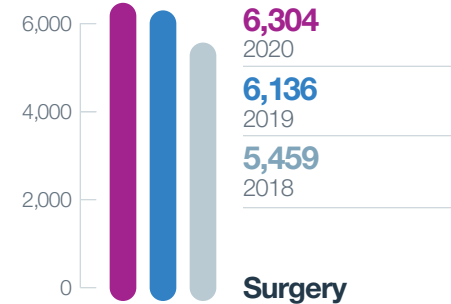
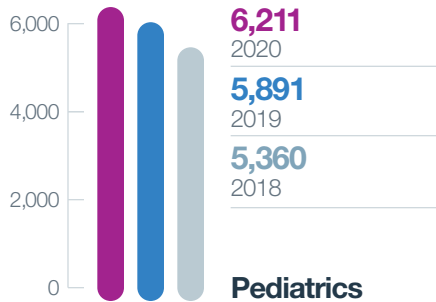
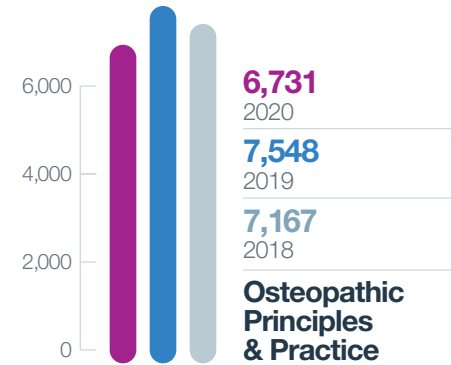
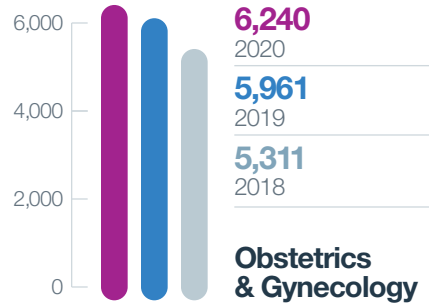
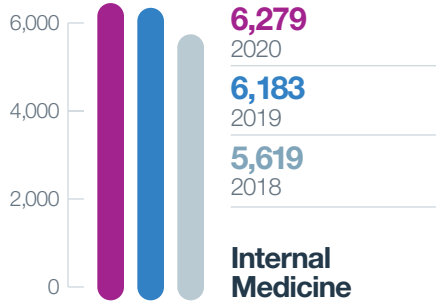
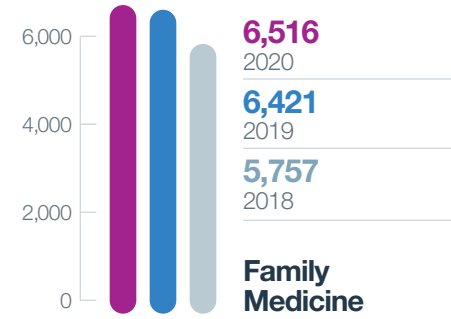
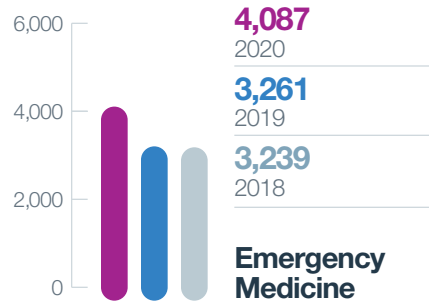
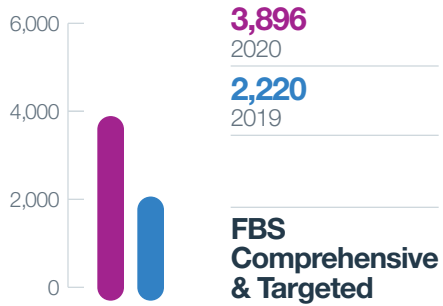
- The COMAT FBS Comprehensive examination covers basic science disciplines and organ body systems in a four-hour administration and provides nationally normed standard scores.
- Each of the 14 COMAT FBS Targeted examinations provides 62 test items and is aligned with preclinical curricular programs at COMs; there are options to sample content by organ body systems or basic science discipline.

52,138

total COMAT examinations
delivered in 2020



COMAT Administrations by Discipline



COVID-19 challenges and opportunities in assessment

The COVID-19 pandemic changed the world in so many ways and has certainly had a major impact on the continuum of teaching, learning, assessment and patient care. On March 5, 2020, the NBOME established a COVID-19 Command Center to deal with the impact of the pandemic on NBOME activities and stakeholders, including its staff at both national offices, examination candidates, COMs and the licensure community. The [NBOME COVID-19 Microsite](#) was launched on March 11 and has been the go-to location for the latest updates.

The global pandemic has impacted NBOME examinations from test development through examination administration, but it has not hindered our commitment to our mission to protect the public. As a solution to limit disruptions to computer-based testing in COMLEX-USA and COMAT, the NBOME successfully pivoted to provide alternate test delivery options. In collaboration with COMs, candidates, and our test delivery partners, the NBOME continued to administer COMLEX-USA computer-based examinations and provide accurate and timely score releases throughout 2020, despite the impediments presented by COVID-19.



Alternate test delivery of COMLEX-USA computer-based examinations

The NBOME suspended all COMLEX-USA examinations in March to ensure the safety of candidates and test center staff. In response to COVID-19's impact on the safety and feasibility involved with taking examinations at Prometric test centers, the NBOME immediately began investigating alternate test delivery solutions. The NBOME worked with senior members at Prometric and consulted with public health officials to ensure COMLEX-USA computer-based examination delivery would occur only when protocols could be implemented that enhanced safety such as physical distancing, face masks and other required measures for candidates and test center personnel. Unfortunately, COVID-19 became a national emergency and many states declared stay at home orders during the busiest testing season, which resulted in many COMLEX-USA candidates facing the stressors of examination cancellations and rescheduling, especially in March through June.

To assist with these challenges, the NBOME expanded the number of Prometric test dates in numerous regions as pandemic circumstances allowed safe testing. Even more seats were added with the development of **two temporary satellite testing centers** at University of North Texas Health Science Center at Fort Worth - Texas College of Osteopathic Medicine (UNTHSC-TCOM) and Michigan State University College of Osteopathic Medicine (MSUCOM) in August and September. These satellite centers supplemented test availability in these regions and provided for additional delivery options should pandemic circumstances require these. Feedback from proctors and students at the centers was overwhelmingly positive. Additionally, we developed **contingency plans for remote proctoring and event testing** as alternate test delivery options.

The NBOME formed a cross-departmental **COM Liaison Team**, which partnered with staff at COMs to “leave no test taker behind” in matching candidates with test appointments.

As a result of these efforts, every eligible DO student and resident who wanted to take a COMLEX-USA computer-based examination in 2020 was able to get a test date. With the focus on safety in Prometric test centers, we were able to administer examinations to over 24,500 COMLEX-USA candidates in 2020 without a single case of COVID-19 transmission traced to taking an NBOME examination.

COMAT-SP: Self-proctored solution during a pandemic

To enable COM faculty and students to continue use of osteopathic distinctive assessments amidst COVID-19, the NBOME developed an alternative assessment delivery method during the early phases of shelter-in-place orders and remote learning. Launched on April 20, 2020, **COMAT Self-Proctored (COMAT-SP)** examination forms have allowed COMs who had closed their campuses and had shifted some clinical

“
leave
no test
taker
behind
”

COVID-19 challenges and opportunities in assessment

rotations to virtual to deliver COMAT Clinical and FBS subject examinations to students in remote locations, including student residences, while freeing up capacity at Prometric test centers for other examinations.

To help COM faculty and staff effectively plan for COMAT administrations for the remainder of the current academic year, COMAT-SP examinations will continue to be available through the current COMAT examination cycle, which ends on June 26, 2021. The NBOME has heard frequently from COMs that the availability of COMAT-SP has been a lifesaver, enabling them to maintain reliable and valid assessments of their students' clinical knowledge through the disruptions of the pandemic. This agile solution has required considerable investment of resources to help ensure test security, validity, reliability and fairness, but was **"just what the doctor ordered"** for COMs facing considerable challenges in the global emergency.

Clinical skills testing: COMLEX-USA Level 2-PE suspended

Administration of the COMLEX-USA Level 2-PE was temporarily suspended in March 2020. The Clinical Skills Testing Department quickly changed gears to address safety and prepare for resumption of testing by introducing modifications to mitigate exposure risk, including utilizing wellness screenings and viral COVID-testing, requiring face masks for candidates and examination staff, enhancing surface and test center cleaning and disinfection, and improving air filtration/MERV 13 HVAC systems. The NBOME also worked closely with infectious disease and public health experts with an eye toward resuming onsite, in-person clinical skills examinations.

While the NBOME successfully provided 15 test sessions for the **National Board of Podiatric Medical Examiners (NBPME)** clinical skills assessment in September-October 2020, a resurgence in the number of COVID-19 cases and activity ultimately

“
just
what the
doctor
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COVID-19 challenges and opportunities in assessment

necessitated aborting plans to resume COMLEX-USA Level 2-PE testing that had been planned for November 1. Contingency planning included committing considerable resources and investigating opening a temporary satellite testing location in the western region of the United States to allow more candidates to test with less travel.

The NBOME Clinical Skills Testing Department pivoted to work with several new professional organization clients and seven national and international clinical skills clients, including the **American Board of Cosmetic Surgery (ABCS)**, which successfully delivered a virtual oral practical certification examination with support from the NBOME.

The NBOME has remained agile, understanding the unpredictability of this global health crisis, and has ultimately made decisions that preserve the safety of staff and test takers and do not compromise our commitment to the licensing boards and other clients to provide assessments that protect the public.

NBOME National Faculty

Despite the challenges our National Faculty faced in their personal and professional lives in 2020, they remained committed, active and involved in Board and operational committees as well as subcommittees, task forces, workgroups, and physician examiner and examination development activities. At the onset of the pandemic, the NBOME quickly transitioned all meetings to a virtual format, where they remained throughout the year. Overall, the NBOME hosted over 100 virtual meetings that remained engaging, productive and effective for all involved. Thanks to the agility of the NBOME National Faculty and staff, examination development and activities continued throughout the year.

From the NBOME learning center

At the beginning of the pandemic, the NBOME mobilized efforts to create a new educational module on the NBOME Learning Center, [The Osteopathic Approach to Patients with Respiratory Infections](#). This module, designed for osteopathic medical students, residents and other DOs and members of the health care community, highlights the history of osteopathic medical care in pandemics and describes the use of osteopathic manipulative treatment (OMT) with patients presenting with respiratory infections. This self-guided educational assessment program was offered for free through October 31, 2020 and became an important adjunct to curricular offerings at many COMs.

In 2020, **1,327** learners registered for the course and **1,096** of them completed it. All users agreed they better understand the concepts of OMT in patients with respiratory infections after taking the course. Of those who completed the program evaluation survey, **827** were students, **12** were residents, and **77** were practicing DOs.

Special thanks to subject matter contributors Drs. Dennis Dowling, Rebecca Giusti, Kendi Hensel, Jeanne Sandella, Gretta Gross and John Gimpel.

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Advocacy for DO students, DO credentials and osteopathic medicine

With the pandemic's disruption to undergraduate medical education (UME) and the transition to graduate medical education (GME), the NBOME significantly advanced their efforts to advocate on behalf of osteopathic applicants and their distinct osteopathic credentials and assessments within the UME and GME communities. These efforts include: presentations, publications, reports, exhibit booths at professional conferences and other outreach.

Some of the advocacy performed by the NBOME included:

- Directly supported COMLEX-USA examination candidates, including elimination of previously announced 2020 examination fee increases and elimination of all examination rescheduling fees.
- Led national efforts to communicate with residency program directors that applicants should not be held accountable for not having Level 2-PE examination results due to the pandemic.
- Enthusiastically supported the COCA decision to temporarily modify graduation requirements related to the pandemic and Level 2-PE in June 2020.
- Participated in the Coalition for Physician Accountability's Management Committee, Planning Committee for the UME-GME Review Committee, and UME-GME Review Committee.
- Advocated and partnered with various specialty and state organizations for acceptance of COMLEX-USA and other assessments for DO applicants, including a resolution, "Licensing Examination Parity for Emergency Medicine Resident Selection and Evaluation Processes," which was passed by the EMRA in March 2020.
- Joined collaboration partners in releasing the 2021 Residency Explorer Tool™ that provides MD and DO residency applicants a way to research individual residency programs and compare themselves to applicants who previously matched at those programs.
- Expanded the digital [Residency Match Resources](#) on the NBOME website, including information on the Match®, [Applying to Residency](#), ERAS® and Match® timelines, and how to research programs, prepare for virtual interviews, and rank programs.
- Partnered with AAMC to provide data for the [Report on Residents](#), which now includes COMLEX-USA data for DO residents and students.
- Advocated with NRMP to eliminate biased language in surveys leading to systemic disadvantages and perceptions for DO applicants to ACGME programs.
- Launched the "[Road to DO Licensure](#)" microsite, which is rich with reliable information for students and residents about the path to getting a license, preparing for licensure exams, and maintaining their physical and mental well-being.

Advocacy for DO students, DO credentials and osteopathic medicine

NBOME efforts include advocacy with:

- ▶ Accreditation Council for Graduate Medical Education (ACGME)
- ▶ American Association of Colleges of Osteopathic Medicine (AACOM)
- ▶ American Medical Association (AMA)
- ▶ Association of American Medical Colleges (AAMC)
- ▶ Association of Graduate Medical Educators (AOGME)
- ▶ American Osteopathic Association (AOA)
- ▶ Coalition for Physician Accountability
- ▶ Commission of Osteopathic College Accreditation (COCA)
- ▶ Electronic Residency Application Service® (ERAS®)
- ▶ Emergency Medicine Residents' Association (EMRA)
- ▶ Federation of State Medical Boards (FSMB)
- ▶ National Residency Matching Program® (NRMP®)
- ▶ Organization of Program Directors (OPDA)

Historic residency placements for DOs in the Match®

A bright spot of 2020 was the unprecedented number of osteopathic medical students and graduates who obtained residency and fellowship training matches. The **2020 MAIN RESIDENCY MATCH®**—the first year of a single residency match under a single accreditation system—was historic for DO students and graduates. This was the largest match on record for the National Resident Matching Program (NRMP®) —with over 40,000 applicants applying to positions in 5,048 programs across the United States, including a record number of DO seniors (20% increase over 2019).

In the 2020 Main Residency Match®, 6,215 DO seniors and graduates successfully matched into a residency program or first-year position. DO seniors initially matched at a rate of **90.7%**, compared to a match rate of 80.8% for all applicant types. The match rate for osteopathic applicants (seniors plus prior graduates) rose to 86.9%, up from 84.6% in 2019. Taking all residency matches and programs into account for the Class of 2020, there was a record **99.3%** all-in placement rate for US DO seniors, an increase from both 2018 and 2019.

In addition to gains in residency placement for osteopathic applicants, there were notable increases in DO placements in 2020 specialty fellowship matches. The **2020 NRMP Specialties Matching Service (SMS®)** fellowship Match was the largest match on record with 1,270 DOs matching to ACGME-accredited fellowship programs in more than 48 specialties with an increased fellowship match rate of 81%, up 2.9% from 2019.

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COM visits and faculty development

Despite the challenges in 2020 with COVID-19, the NBOME continued its COM outreach, adjusting the COM visit format by offering four unique virtual session formats with deans, leadership, faculty and students. Before the pandemic emergency began, the NBOME visited three campuses in-person. After the visits became virtual, the NBOME hosted six interactive virtual test item writing workshops throughout the year and 13 virtual educational sessions for COM faculty, deans and students in the months of November and December. By the end of 2020, NBOME “visits” had reached 22 COM campuses.

“In addition to sharing the latest news regarding national testing, President Gimpel conveyed a much-needed message that the NBOME has our best interests, our mental health, and well-being in mind with regard to COMLEX-USA.”

—*Second-year osteopathic medical student at West Virginia School of Osteopathic Medicine*

“I really enjoyed and appreciated that the president of the NBOME took time to speak to us. It showed a tremendous amount of care for students and confidence in the organization.”

—*Second-year osteopathic medical student at Lincoln Memorial University - DeBusk College of Osteopathic Medicine*

“Thank you for supporting and advocating for positive changes in osteopathic medical training and campus culture.”

—*Second-year osteopathic medical student at West Virginia School of Osteopathic Medicine*

“Clear, concise, and easy presentation. Well-appreciated to ensure all faculty (PhDs and DOs) are on the same page.”

—*Faculty member at Lincoln Memorial University - DeBusk College of Osteopathic Medicine*

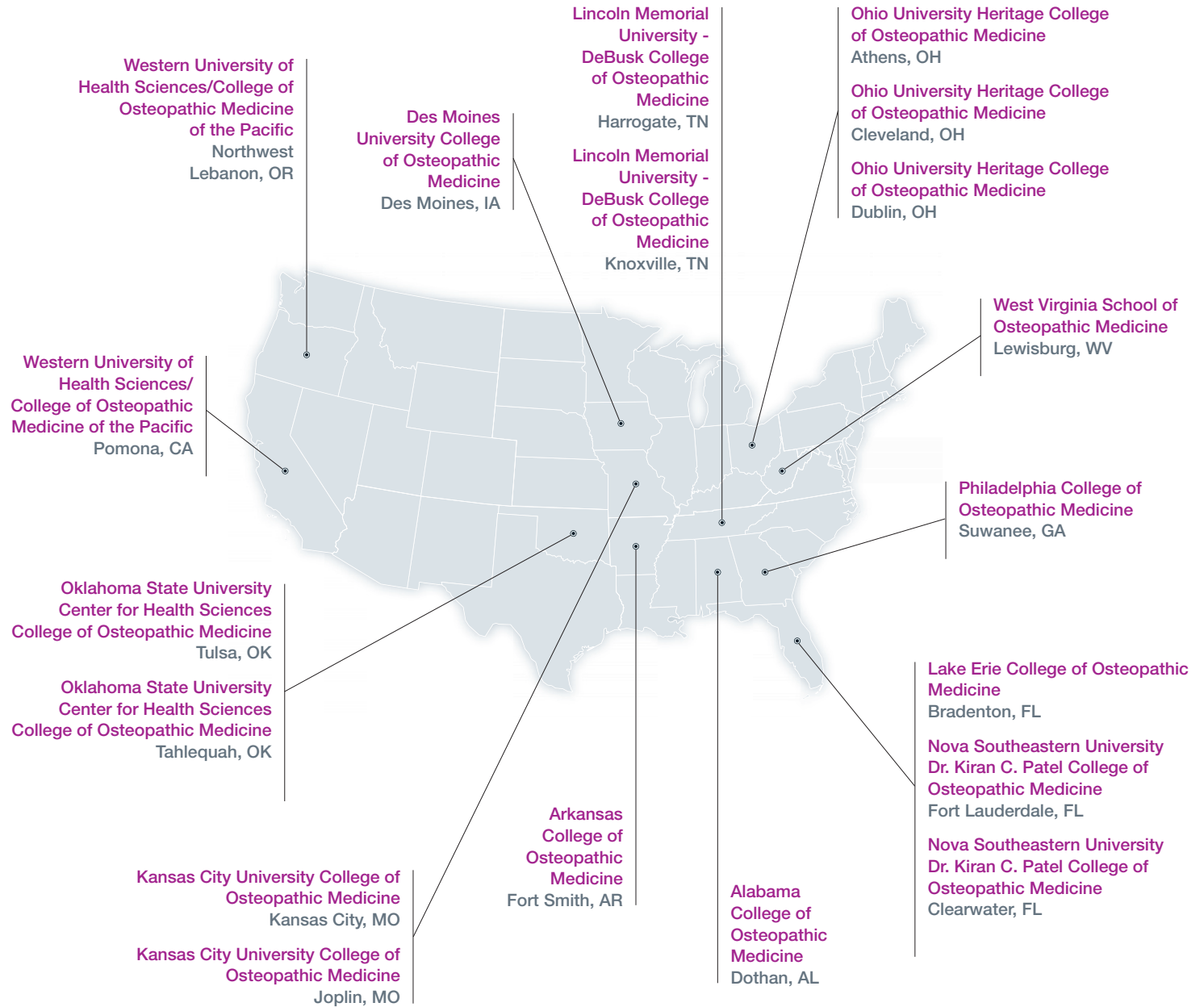
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**COM visits
and faculty
development**

COMs reached



Community

The NBOME is committed to providing employees with a variety of activities to promote health and well-being, both in our staff and in our communities. The year began with “**Planting Healthy Seeds for the New Year**” to encourage a focus on healthy eating and the benefits of gardening. For Valentine’s Day, staff exchanged appreciation notes, recognizing that small efforts can have immeasurable impact on emotional wellness and goodwill. During Black History month, employees contributed to a **multi-cultural potluck**, sharing food that was representative of some of their personal and cultural traditions.

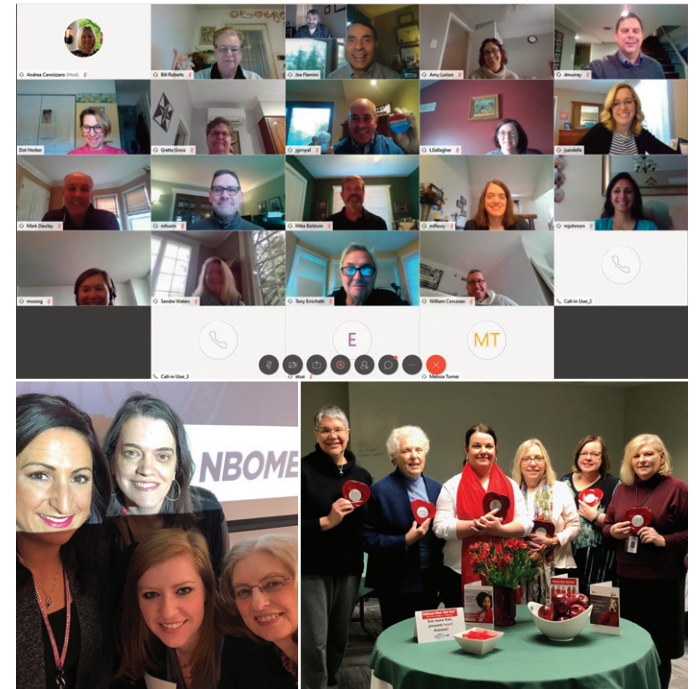
As the NBOME pivoted to a remote working environment, a variety of NBOME-hosted **virtual wellness activities** became available each week. These included yoga, meditation sessions, fitness classes, and more educational webinars presented by members of NBOME staff. All were aimed at keeping everyone’s bodies active and stimulated, while maintaining calm minds and healthy spirits during a tumultuous year.



Community

Staff celebrated **National Osteopathic Medicine (NOM) Week** with a variety of educational and wellness-related sessions. “A day in the life of an osteopathic medical student” was a coordinated opportunity for staff to hear directly from an osteopathic medical student about her journey to physician licensure. Throughout the year, national observances, including **Women Physicians Day** and **Doctors’ Day**, were celebrated by highlighting accomplishments of the many physicians who actively participate in the important work of the NBOME.

In honor of **Juneteenth**, and in solidarity with the ongoing fight against racism, staff were encouraged to step away from their regular work routine to dedicate time to self-awareness, reflection and community support. The NBOME has taken a public stance against injustice and racism and formalized a **Diversity, Inclusion, and Belonging program**. Led by our Human Resources Department, this has included required diversity training for all staff and cross-departmental discussions. The NBOME remains committed as an organization to the imperative of eliminating racism and social injustice in any form, including in assessments.



Research

Research in 2020 focused on operational adjustments in the pandemic, but also showcased the achievements of the NBOME as an assessment organization. Three important articles published in 2020 highlight osteopathic distinctiveness, progression in testing with CATALYST and predictive validity of the COMLEX-USA program.

- Gimpel JR, Belanger SI, Knebl JA, LaBaere RJ, Shaffer DC, Shannon SC, Shears T, Steingard SA, Turner MD, Williams DG. **2019 United States Osteopathic Medical Regulatory Summit: Consensus, Recommendations, and Next Steps in Defining Osteopathic Distinctiveness.** *Journal of the American Osteopathic Association*, January 2020, Vol. 120, p 35-44. <https://doi.org/10.7556/jaoa.2020.005>.
- Horber DT, Flamini J, Gimpel JR, Tsai T, Shrum K, Hudson K. **CATALYST: Piloting a Longitudinal Assessment and Learning Program for Board Recertification and Continuous Professional Development.** *Journal of the American Osteopathic Association*, March 2020, Vol. 120, p 190-200. <https://doi.org/10.7556/jaoa.2020.031>.
- Roberts WL, Gross GA, Gimpel JR, Smith LL, Arnhart K, Pei X, Young A. **An investigation of the relationship between COMLEX-USA licensure examination performance and state licensing board disciplinary actions.** *Academic Medicine*, June 2020, Vol. 95, Issue 6, p 925-930. <https://doi.org/10.1097/ACM.0000000000003046>.

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Research

In addition, NBOME staff presented at conferences in person and virtually.

- Linking professionalism and communication skills in OSCE presentations. Anthony Errichetti. Presented at the International Meeting on Simulation in Healthcare (IMSH) January 2020.
- Planning and facilitating your credential program meetings. Evelyn Ronkowski. Speaker at the Certification Network Group (CNG) Chicago Quarterly Meeting February 2020.
- Standardized communication skills assessment: Assessing doctor/patient communication skills. Gretta Gross. Presented at the Ottawa Conference on Clinical Competency March 2020.
- Score relationship of COMLEX-USA Level 1, COMSAE Phase 1, and COMAT-FBS Comprehensive examinations. Hotaka Maeda, Yi Wang, Stuart Barnum, Mark Dawley, Tsung-Hsun Tsai. Poster presented at the AACOM Annual Conference March 2020.
- Weeding it out: Documentation in the era of the electronic health record. Laurie Gallagher, Todd Vladyka, Gretta Gross. Poster presented at the AACOM Annual Conference March 2020.
- How does rapid guessing affect multiple-choice licensing examination results? Yi Wang, Hotaka Maeda.

Presented at the American Educational Research Association (AERA) Annual Meeting April 2020.

- A comparison of methods for deriving composite scores for mixed-format tests. Xia Mao. Paper presented at the National Council on Measurement in Education (NCME) Annual Meeting April 2020.
- Exploring the psychometric properties of clinical decision-making items. Xia Mao, Joel Dickerman, Edward Tsai, Yi Wang. Paper presented at the AERA Annual Meeting April 2020.
- Optimal characteristics of anchor tests in vertical scaling: A special case of non-equivalent groups with anchor test design in vertical scaling. Gilbert Ngerano. Paper presented at the NCME Annual Meeting April 2020.
- Modeling unique item response patterns of suspected aberrant examinees. Hotaka Maeda. Presentation at International Meeting of Psychometric Society (IMPS) Virtual Conference July 2020.
- Defining and utilizing health literacy in SP portrayal. Kerensa Peterson. Presented at the Association of Standardized Patient Educators (ASPE) 19th Annual Conference August 2020.
- SP recruiting: a value-based approach. Kerensa Peterson. Instructional module (videos, slide presentation with activities, and

handouts) for the ASPE new Center for SP Methodology.

- What program directors, faculty need to know: Secondary uses of COMLEX-USA scores in assessing residency program applicants. Gretta Gross, David Kuo. Presented at the NRMP Transition to Residency: Conversations Across the Medical Education Continuum Conference October 2020.

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Client partner organizations

Throughout 2020, the NBOME continued to support numerous client organizations during a very challenging time in assessment. The **ACOFP** resident in-training examination, **CORTE_x**, was delivered on the CATALYST longitudinal assessment platform, eliminating the need for gathering residents and proctoring the administration. The NBOME deployed remote proctoring and expanded administration schedules or postponed administrations for other client organizations, and helped clients understand and adapt to changing protocols, including reducing test-taker volumes and complying with local health requirements during the pandemic.

The NBOME worked with our partners at the **ABCS** to transition their oral examination from an in-person process conducted at the NBOME National Center for Clinical Skills Testing (NCCST – Chicago) to a virtual platform. This provided a secure, valid examination for their 2020 candidates—an examination so successful that it brought the NBOME two new partner organizations for virtual oral examination services and a decision by the ABCS to hold their examination virtually in 2021 as well.

We also continued our innovative work through our partnership with the **NBPME** by adapting their **Clinical Skills Patient Encounter** examination for safe

administration during the pandemic, successfully testing candidates during 15 sessions in the fall with precautions in place to ensure the safety of their candidates and our examination staff.

We also assisted our other consulting partnerships as they approached pandemic precautions within their own examinations.



American Academy of Osteopathy (AAO)

Core Osteopathic Recognition Readiness Examination (CORRE)



American Academy of Pediatric Dentistry (AAPD)

Resident In-Service Examination



American Association of Colleges of Osteopathic Medicine (AACOM)

Osteopathic Curriculum



AMERICAN BOARD OF COSMETIC SURGERY

American Board of Cosmetic Surgery (ABCS)

Written and Oral Certification Examinations (in person and virtual)



American Board of Facial Cosmetic Surgery (ABFCS)

Certification Examination

Client partner organizations



American Board of Physician Specialties (ABPS)

Oral Examination Preparation for 2021 Examination



American Board Of Hair Restoration Surgery

American Board of Hair Restoration Surgery (ABHRS)

Certification and Recertification Examinations, Virtual Oral Examination



American College of Osteopathic Family Physicians (ACFP)

Traditional In-Service Examination, In-Service Examination Plus, Clinical Osteopathic Recognition Training Examination (CORTEX), Clinical Osteopathic Recognition Training Examination (CORTEX) Pilot



American College of Osteopathic Internists (ACO-I)

Resident In-Service Examination



American College of Osteopathic Surgeons (ACOS)

Resident In-Service Examination



American Osteopathic Association (AOA)

Osteopathic Continuous Certification (OCC)



American Osteopathic Board of Family Physicians (AOBFP)

Education Modules



Center for Personalized Education for Professionals (CPEP)

Provision of Clinical Skills Encounter Videos



National Board of Examiners in Optometry (NBE O)

Consultative Services for a Clinical Skills Examination



National Board of Podiatric Medical Examiners (NBPME)

Clinical Skills Examination



Saudi Commission for Health Specialties (SCFHS)

Consultative Services for Clinical Skills Examinations

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Coalition for physician accountability

The NBOME is a proud charter member of the [Coalition for Physician Accountability](#), and is honored to serve this organization. The Coalition is committed to the advancement of healthcare and promoting professional accountability by improving the quality, efficiency, and continuity of the education, training, and assessment of physicians. In 2020, the Coalition addressed several pressing issues related to the COVID-19 pandemic, including learner, physician and other professional safety, advocating for personal protective equipment, and recommending transitioning residency program interviews to virtual for the 2020-2021 cycle.

The other major focus for the year was the selection of the Coalition's Undergraduate Medical Education-to-Graduate Medical Education Review Committee (UGRC). The UGRC is

charged to review and analyze issues within the UME-to-GME transition and develop recommendations to improve the process. The NBOME is represented on the six member Management Committee and assisted with the nomination process for the 28-member UGRC.

The UGRC recognizes the need for inclusiveness regarding all applicants (DO, MD, international) in the transition into residency. The NBOME has advocated for the following:

- The recognition of the need for inclusive nomenclature regarding osteopathic credentials that are sometimes omitted in the current transition processes into residency, which can contribute to a perception of disadvantage for osteopathic applicants for GME programs.
- The development of a trustworthy comprehensive database for applicants and other stakeholders.
- An increase in the number of funded GME positions to expand the workforce, particularly in primary care and other select specialties.
- A reduction of stressors and costs related to the residency interview selection process.
- A reduction in the number of applications participants feel they need to be successful in the current residency application ecosystem.

The NBOME continues to advocate for attention to wellbeing as well as diversity, equity and inclusion for all applicants. Final recommendations of the UGRC are anticipated in the spring of 2021.



NBOME board liaison committee

Each year, the Liaison Committee, one of the Board's oldest and most important standing committees, assembles organizations that represent osteopathic students and residents and other key stakeholder groups involved in various aspects of the profession of osteopathic medicine. The Committee also includes members of the NBOME Board of Directors and executive staff, and the forum enables participants to deliver feedback directly to NBOME leadership. The theme for the 2020 Liaison Committee meeting was **“Professional identity formation across the continuum from medical education through practice.”** Discussion topics included numeric versus pass-fail scoring for COMLEX-USA Level 1, distinctiveness of osteopathic medical practice, COMLEX-USA Level 2-PE and safe testing in the pandemic, and professional identity formation across the continuum.

COMMITTEE MEMBERS REPRESENT THE FOLLOWING ORGANIZATIONS:

- American Association of Colleges of Osteopathic Medicine
AACOM
- American Association of Osteopathic Examiners
AAOE
- Accreditation Council for Graduate Medical Education
ACGME
- American Medical Association
AMA
- American Osteopathic Association
AOA
- American Osteopathic Association – Bureau of Emerging Leaders
AOA – BEL
- Assembly of Osteopathic Graduate Medical Educators
AOGME
- Council of Medical Specialty Societies – Organization of Program Director Associations
CMSS – OPDA
- Council of Osteopathic Student Government Presidents
COSGP
- Federation of State Medical Boards
FSMB
- Student Osteopathic Medical Association
SOMA
- National Resident Matching Program
NRMP®
- National Board of Osteopathic Medical Examiners
NBOME

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Financial health in a year of challenges

As a non-profit organization, the National Board of Osteopathic Medical Examiners (NBOME) is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code (IRC). The NBOME Board of Directors and Staff take very seriously their responsibility to manage the organizations resources carefully and to assure that the resources of the organization are prudently used to support the mission of the organization.

2020 was a dynamic year for the NBOME both fiscally and functionally. For further efficiencies in operations, the NBOME completed the implementation of a new accounting software system while transitioning to a new bank. Financially, the NBOME was impacted by the temporary suspension of

COMLEX-USA exams in the second quarter and the indefinite suspension of the COMLEX-USA Level 2-PE, resulting in 31% reduction in overall revenue from the previous year. The volatility in the stock market created fluctuations in the market value of the organization's long-term investments despite its conservative allocation. The net result yielded a 13% decline in net assets for the year. With guidance provided by the NBOME Finance Committee, an application for the Payroll Protection Program loan related to the pandemic allowed the organization to sustain important operational and strategic priorities. These resources helped support candidates by eliminating change fees and examination fee increases, maintain facilities and support staff working remotely in the



Financial health in a year of challenges

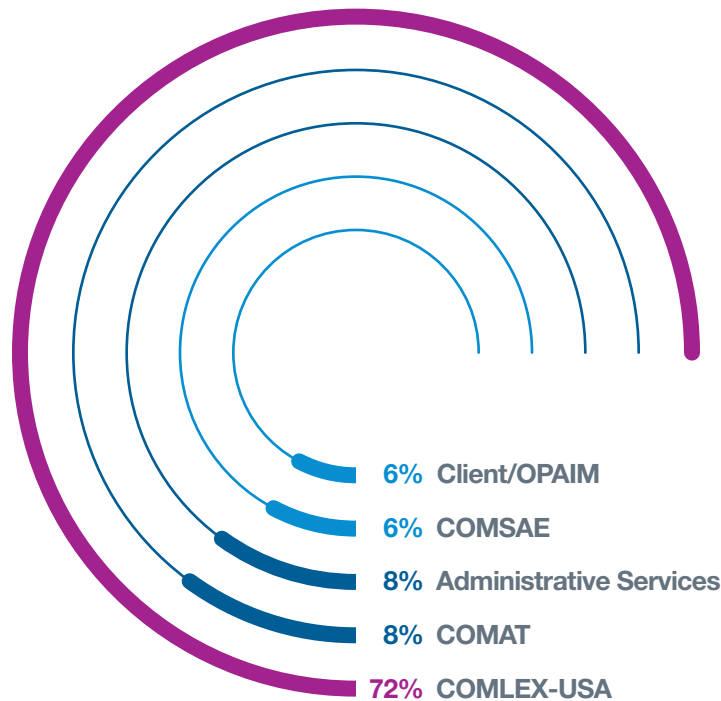
quarantine, and invest in additional testing availability for COMLEX-USA candidates, including those at Prometric Test Centers and two temporary satellite testing centers. Additional initiatives included:

- The Student Special Assistance Fund which supported numerous COMLEX-USA candidates in hardships encountered related to taking their exams.
- Provided cost free educational modules valued at over \$200,000 for continuous professional development and faculty development.

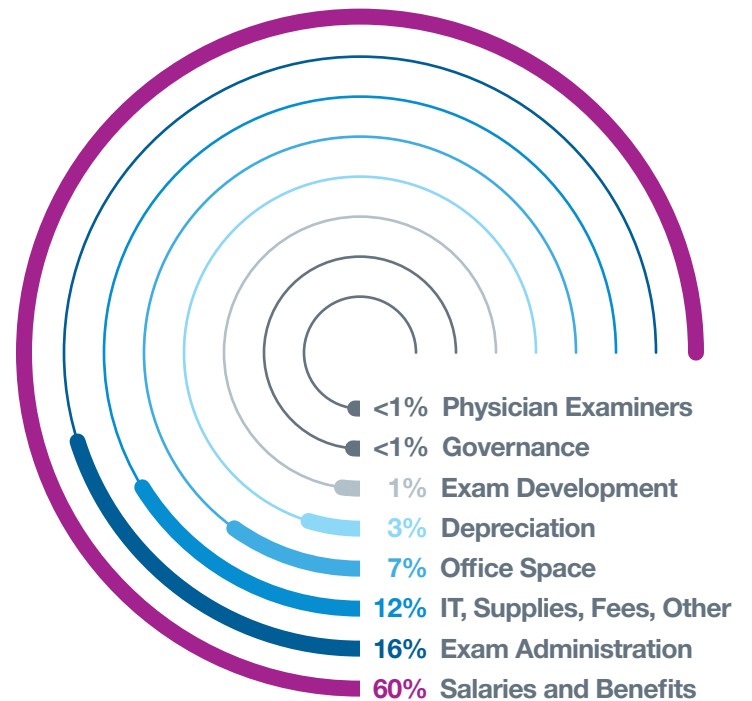
- Continued some charitable contributions supporting student and resident scholarships, including gifts to the American Osteopathic Foundation and the American College of Osteopathic Physicians Foundation.

With good planning and preparation, management and financial stewardship, the NBOME is in a solid financial position heading into 2021 despite the significant decline in revenue in 2020. The organization remains proud of its track record of being rated well above Guidestar benchmarks in program expense ratios (86%) as well as an overall 0.35% of expenses related to organizational governance.

2020 Revenue



2020 Expenses



Strategic foresight: Responding to rapidly changing times

The NBOME Board's strategic planning retreat was held in late 2019; however, early in 2020, the potential events and impacts to testing, medical education and licensing communities quickly became a reality in the COVID-19 pandemic. The foresight of the **NBOME ACEL (Align • Connect • Experience • Learn) strategic plan** helped navigate an uncertain environment with dramatic challenges to operations and business continuity throughout the year. The NBOME maintained a steadfast commitment to its strategic partners, stakeholders and suppliers, staying focused on its mission to protect the public. The ACEL strategy highlights agility and has provided the NBOME with the flexibility to respond to immediate threats and opportunities, make steady progress in the present, and imagine and invest in the future.

Align

ALIGNING CORE PRODUCTS AND GROWTH STRATEGIES FOR THE ADVANCEMENT OF ASSESSMENT FOR OSTEOPATHICALLY EDUCATED PHYSICIANS

- Introduced COMSAE Phase 2 on the CATALYST platform.
- Completed new product development for the WelCOM™ assessment series to provide learning via assessment in a modern way that appeals to many learners (full launch in 2021).
- Developed plans for the 14 AOA Specialty Certifying Boards to expand their portfolios to include longitudinal assessment for Osteopathic Continuous Certification (OCC) beginning in 2021.
- Fortified the approach to cybersecurity by developing upgrades to the client portal targeted for implementation in 2021.

Connect

CONNECTING AND ENGAGING WITH AUDIENCES TO INCREASE OUR REACH, INFLUENCE AND EFFECTIVENESS IN ADVANCING THE NBOME MISSION TO PROTECT THE PUBLIC

- Advanced a new, succinct definition of osteopathic distinctiveness with leaders from AOA and AACOM to the public.
- Expanded and coordinated communication and education efforts with GME stakeholders, including osteopathic medical students and residents, regarding COMLEX-USA through numerous peer-reviewed publications, conference presentations and COM outreach.
- Began preparations for a 2021 United States Osteopathic Medical Regulatory Summit with the goal of advancing alignment around the critical importance of distinctively osteopathic medical school accreditation, licensure, assessment and board certification.
- Launched the “**Road to DO Licensure**” microsite, which is rich with reliable information for students and residents about the path to getting a license, preparing for licensure exams, and maintaining their physical and mental well-being.

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**Strategic
foresight:
Responding
to rapidly
changing times**

Experience

PROMOTING QUALITY EXPERIENCES, ASSESSMENTS AND SERVICES WITH THE NBOME BRAND

- Implemented improvements to ensure a better overall test-taking experience at Prometric test centers and meet the expectations of COMLEX-USA test-takers.
- Reduced the total number of test items for COMLEX-USA Level 2-CE and prepared to implement a similar reduction in COMLEX-USA Level 1 in 2021.
- Explored alternatives in test proctoring and delivery and implemented long-term and short-term solutions, including:
 - Implementing two temporary satellite testing centers at COMs.
 - Implementing self-proctored COMAT examinations.
 - Planning for a third temporary clinical skills testing center in Clovis, CA, and establishing a task force to investigate a permanent NCCST in the western region of the United States.
- Completed a long-term, in-depth study of alternate score reporting approaches to numeric scoring for COMLEX-USA examinations, weighing input from key stakeholder groups, and announced plans to discontinue reporting three-digit numeric scores for COMLEX-USA Level 1 beginning in May 2022.
- Coordinated with the AAMC Electronic Residency Application Service (ERAS®) to integrate COMLEX-USA Level 1 percentile scores directly into the applications of DO students for the ERAS 2022 season.

Learn

FOSTERING A LEARNING AND RESEARCH CULTURE

- Implemented a new accounting software in NBOME operations to enhance data-driven decision-making and assist with our long-standing practice of minimizing candidate examination fees wherever possible.
- Automated a number of processes to improve organizational efficiency and effectiveness.
- Developed a long-range research plan to expand assessment-based research collaborations, COMLEX-USA predictive validity, and score concordance studies benefitting osteopathic medical students and residents.
- Developed a prototype for a potential resident readiness index tool to assist residency program directors in holistic review of residency program applicants, particularly to potentially help fill any voids when numeric scores for Level 1 will no longer be reported starting in 2022.
- Continued to focus on performance excellence across the organization through participation in the Malcolm Baldrige Performance Excellence Program, enhancing communications with key stakeholder groups and ensuring excellence in meeting their expectations.

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2020 REPORT



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