The Impact of Gender on Clinical Evaluation of Critical Care Medicine Trainees

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Rationale

- Multiple studies have shown important gender disparities in medical education.

- In high acuity settings, trainee evaluations may emphasize stereotypically masculine traits as beneficial. This could also be perceived by assessors to be more effective in the ICU environment.

- The objective of this study was to determine whether male and female critical care trainees were evaluated differently during their ICU rotations.
Methods

- We reviewed the in-training evaluation reports (ITERs) for Canadian critical care trainees (PGY4-8) rotating through five academic ICUs at the University of Toronto between 2007-2017.

- The average overall rating on a scale of 1 (fails to meet expectations) to 5 (outstanding) was compared between males and females.
Results

- 624 ITERs were included in the study,
  - 438 for males
  - 186 for females
- Mean overall score:
  - Males = 4.31
  - Females = 4.33
- No differences across levels of training or over time
<table>
<thead>
<tr>
<th>Competency</th>
<th>Average Score Female Trainees</th>
<th>Average Score Male Trainees</th>
<th>p-value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Expert</td>
<td>4.30</td>
<td>4.27</td>
<td>0.91</td>
</tr>
<tr>
<td>Procedural and Technical Skills</td>
<td>4.16</td>
<td>4.20</td>
<td>0.10</td>
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<tr>
<td>Communicator</td>
<td>4.46</td>
<td>4.39</td>
<td>0.24</td>
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<tr>
<td>Collaborator</td>
<td>4.42</td>
<td>4.34</td>
<td>0.22</td>
</tr>
<tr>
<td>Manager</td>
<td>4.21</td>
<td>4.21</td>
<td>0.82</td>
</tr>
<tr>
<td>Health Advocate</td>
<td>4.24</td>
<td>4.18</td>
<td>0.59</td>
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<tr>
<td>Scholar</td>
<td>4.37</td>
<td>4.32</td>
<td>0.75</td>
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<tr>
<td>Professional</td>
<td>4.57</td>
<td>4.59</td>
<td>0.58</td>
</tr>
</tbody>
</table>
Conclusions

- Over a 10-year period at a large academic center, there were no differences in quantitative evaluations between male and female critical care trainees.

- Further research is needed to address the following:
  - Qualitative feedback in the ICU environment
  - Evaluation of more junior trainees from different subspecialties
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- Caroline Abrahams, MPA
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- Shiphra Ginsburg, MD, PhD
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