

Development of a Resume Scoring Rubric to Standardize the Screening of Faculty Candidates in the Academic Hiring Process

Maria Braileanu MD,¹ Brent Weinberg MD,¹ Mark Mullins MD,¹ Elizabeth Krupinski PhD,¹ Amit Saindane MD,¹ & Nadja Kadom MD²

1 - Emory University Hospital, Atlanta, GA

2 - Emory University Hospital and Children's of Atlanta (Egleston), Atlanta, GA



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- The authors have no relevant disclosures.

Introduction

- There is a need for diverse candidate recruitment in academic radiology
 - In 2017, approximately 21.5% of practicing radiologists were women
 - Lack of diversity in the workforce can lead to decreased talent, reduced work performance, decreased resilience
- Implicit bias in the hiring process may limit which candidates are selected for an interview
 - Individuating the resume into competencies (ie education, work background, etc) may reduce bias

Purpose

- There is limited literature on the initial screening of candidate resumes for interview selection in the hiring process of academic radiology.
- The purpose of this study is to develop, and assess the feasibility of a resume screening tool in order to standardize the initial identification of qualified candidates.

Methods

- A CV scoring rubric was developed by committee
 - 4 Attending radiologists, 1 research scientist, 1 diagnostic radiology resident
- Sections from sample CVs were reviewed, itemized, and given a grade
 - Maximum score of 24

Methods – Scoring rubric

Section	Criteria	Score
Work experience (w): 0-1	Academic or private practice position after fellowship	1: yes 0: no
	Board certified or eligible	1: yes 0: no
Education (e): 0-6	Medical school Based on 2018 US New Best Medical Schools: Research	1: top 40 US school 0: other
	Residency Based on 2018 Doximity Radiology Residency: Reputation	1: top 30 US school 0: other
	Fellowship	2: 2 years 1: 1 year 0: none
	Degrees	1: additional such as PhD, MS, etc 0: MD or DO

<https://www.usnews.com/best-graduate-schools/top-medical-schools/research-rankings?int=af3309&int=b3b50a&int=b14409>

https://residency.doximity.com/programs?residency_specialty_id=60&sort_by=reputation&location_type=region

Section	Criteria	Score
Service (s): 0-6	Leadership roles	2: ≥ 2 1: 1 0: no leadership experience
	Society memberships	2: ≥ 2 1: 1 0: no society memberships
	Committee memberships	2: ≥ 2 1: 1 0: no committee memberships
Scholarship (sh): 0-7	Abstracts/posters	2: > 5 1: 1-5 0: none
	Oral Presentations	2: > 5 1: 1-5 0: none
	Manuscripts	2: > 5 1: 1-5 0: none
	Book chapters	1: ≥ 1 0: none

Section	Criteria	Score
Other (o): 0-4	Teaching	1: educational lectures/position to trainees 0: none
	Honors and Awards	2: ≥ 2 1: 1 0: none
	Volunteering	1: ≥ 1 volunteer experience 0: none

Methods

- The rubric was retrospectively applied by a blinded reviewer to 6 anonymized CVs received by HR for a prior neuroradiology faculty position
 - Of the 6 CVs, 2 candidates were interviewed
- Cut off score was created to match a screening-to-interview pass rate of 25% in the neuroradiology department

Results

- Scores (n=6):
 - 10 (w0, e2, s4, sh2, o2)
 - 11 (w0, e2, s3, sh4, o2)
 - 12 (w1, e3, s3, sh2, o3)
 - 14 (w0, e2, s3, sh6, o3)
 - 18 (w1, e6, s4, sh4, o3)
 - 20 (w1, e3, s6, sh7, o3)
- A cutoff score of 15 resulted in a pass rate of 33% (n=2)
- Of the 2 candidates identified by this tool,
 - 2/2 had received interviews (100%)
 - 1/2 of the candidates had been hired (50%)

Discussion

- Initial resume screening for interview selection in the academic hiring process is vulnerable to discrimination and implicit bias
- Anonymizing resumes reduces but does not completely eliminate bias
 - Demographic information may still remain (ie affiliations)

Discussion

- “Job Market Signaling Theory” refers to how individuals (ie recruiters) communicate and interpret cues (ie CV information) in obtaining goals (ie hire).
 - Explicit cues – objective information/applicant qualifications
 - Implicit cues – inferences of subjective/objective attributes (ie bias)
- Structured evaluations and experience checklists may reduce bias by isolating explicit/objective information from a CV

Limitations

- Resume screening is limited by:
 - Time and staffing; however, we demonstrated feasibility
 - Implicit bias is prevalent in resume screening; however, direct categorization may increase identification of objective data
- Future direction:
 - Applying screening tool to more resumes
 - Assess which categories are associated with interview offers
 - Modifying categories based on position requirements

Conclusions

- We developed a feasible resume scoring rubric as an initial interview screening tool for academic radiology faculty hires.
- The tool is neutral to factors such as gender, race, and sexual orientation.
- Rubric could potentially be applied in the future to reduce unwanted bias in the initial steps of the hiring process.

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Thank you!

