

Bias in competency committee decisions

Joan Sargeant PhD

Professor Medical Education

Dalhousie University

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Objective

- Explore potential for bias in CCC decision-making

Is bias conscious? Unconscious? Both?



STUDIES OF BIAS OUTSIDE MEDICINE (*DICKEY 2017*)

- “A study of judicial decisions found that after eating, court judges gave more lenient sentences.” They were unaware of this.



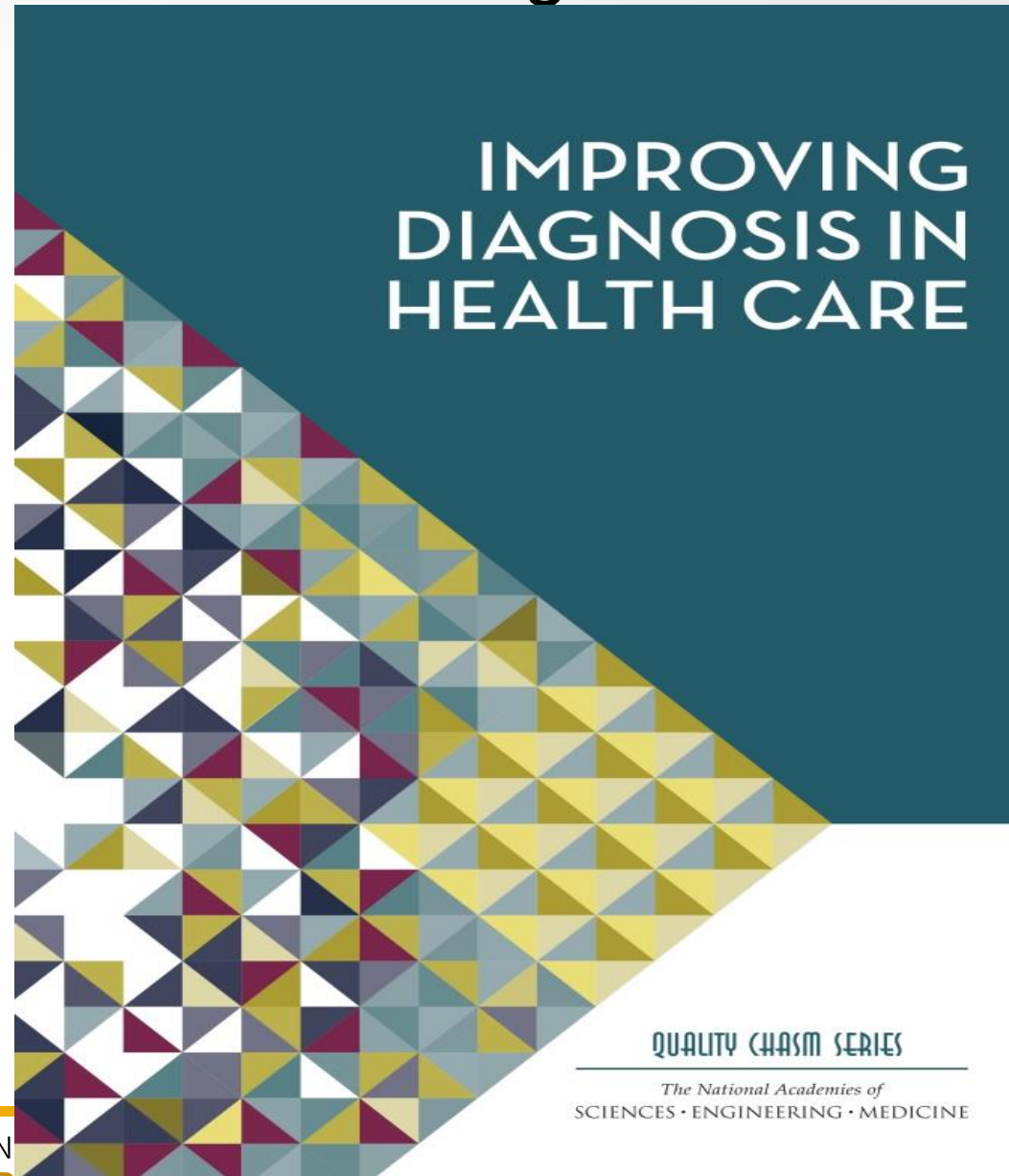
”Just altering the price of wine alters drinkers’ experience and neuronal activity.”

Sources of bias arising from committee structure (*Hauer et al, 2016*)

- Member characteristics - variability
- Committee size
- Information access and sharing procedures
- Leader characteristics and group skills
- Time pressure

- Gender, of committee members and residents - a new field of research? (*European Commission, 2017 Implicit gender biases during evaluations: how to raise awareness and change attitudes?*; upcoming RCPSC “Key Lime” podcast)

Bias in clinical decision-making - Pat Croskerry



Examples of bias in decision-making processes of Competence Committees *(Dickey et al, 2017)*

- Anchoring
- Availability
- Bandwagon
- Confirmation
- Framing effect
- Groupthink
- Overconfidence
- Reliance on gist/ gestalt
- Selection
- Visceral - emotion

Strategies for Committees to help minimize the effect of bias on decision-making

- Awareness of potential biases
- Discussion by the Committee
- Questioning one's own and each other's decisions – what bias might this reveal?

- Role-playing scenarios