



# ABNS Volunteer Progression

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**ABNS PROFESSIONAL DEVELOPMENT**

**MAY 2023**

# Volunteerism – Stairway to...



## ❖ History

- ❖ Inclusive/Exclusive
- ❖ Self-Nominations as Guest Examiner

## ❖ Evolution

- ❖ **Abundance of opportunities for involvement with ABNS to serve its mission**



# Levels of Engagement

## Stairway of Volunteer Opportunities

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- ❖ Contribute primary exam questions
- ❖ Submit oral exam questions
- ❖ Develop continuous certification modules
- ❖ Beta test next generation ABNS POST
- ❖ POST review - candidate 125 cases
- ❖ POST review - initial 10 cases
- ❖ Guest Examiner
- ❖ Lead (ABNS) Examiner
- ❖ Nomination to Board of Directors
- ❖ Serve on Board of Directors
- ❖ Selected to BOD Executive Committee
- ❖ Serve as ABNS Officer

# Leadership Development

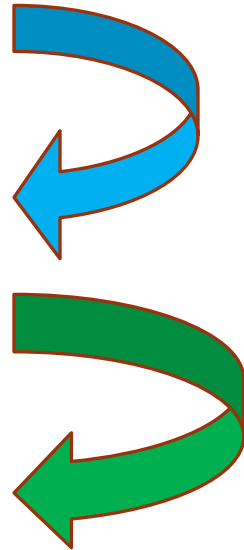
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❖ ABNS POST Reviewer

❖ Guest Examiner

❖ Lead (ABNS) Examiner

❖ ABNS Director



# Leadership Development – Volunteer Progression

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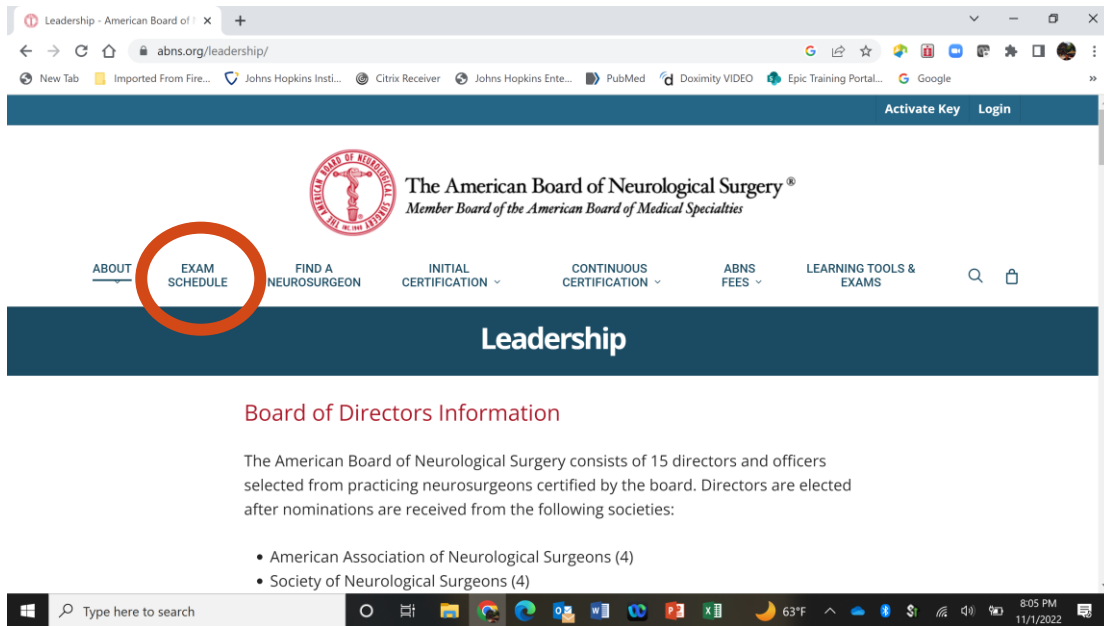
❖ ABNS POST Reviewer

❖ Guest Examiner

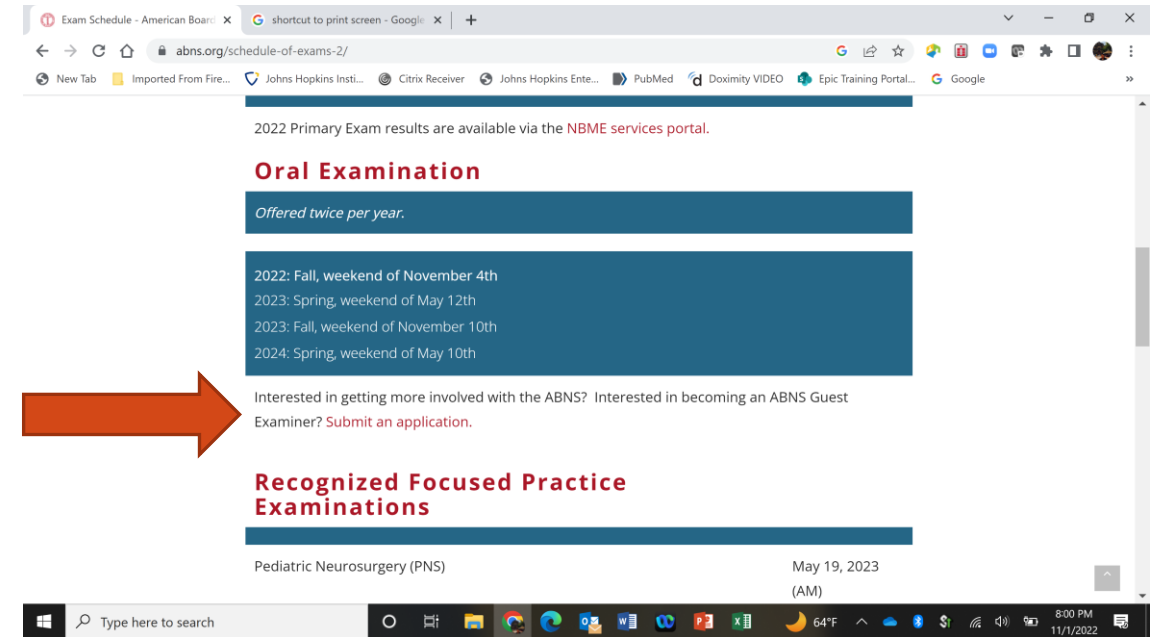
❖ Lead (ABNS) Examiner

❖ ABNS Director

# Guest Examiner Application Submission



<https://abns.org/guest-examiners/>



# Guest Examiner Application Submission

ABNS Guest Examiner Application

This application is available on the ABNS website for individuals interested in participating as an ABNS examiner.

In order to be considered, an individual must have been ABNS board certified prior to 2015.

**APPLY**

Opens  
Jul 14 2020 01:00 (EDT)

Deadline  
Aug 31 2024 13:00 (EDT)

[https://abns.smapply.org/prog/abns\\_guest\\_examiner\\_application/](https://abns.smapply.org/prog/abns_guest_examiner_application/)

# Universal Application - SM Apply

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- ❖ Applicable to guest examiners under consideration
  - ❖ Self-nominated
  - ❖ Recommended by practicing neurosurgeons
  - ❖ Nominated by current or previous ABNS Director
- ❖ Upload CV
- ❖ Request LOR directly
- ❖ Allows for more uniform vetting, tracking
- ❖ Enhances data collection



# Guest Examiner Application Process

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- **New** Guest Examiners approved semi-annually
- **Existing** Guest Examiners – invited to submit updated cv's and preference of examination sessions (General, subspecialty)

# Information For Those Considering Application

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- ❖ Eligibility = 5 years after ABNS certification
- ❖ Active surgical practice
- ❖ Links to instructions on writing questions
  
- ❖ *Contribute at least 10 questions for Primary examination*
- ❖ *Contribute at least 2 questions for Oral examination*

# Application for Guest Examiners

## Criteria for Evaluation – 10 point score

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- A. Commitment to neurosurgery (0-4)
- B. ABNS service (0-2)
- C. DEI (0-2)
- D. Other considerations (0-2)

Maximum of 10 Points

# A. Evidence of commitment to graduate and post-graduate education/practice standards

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- ✓ Service to profession
- ✓ Academic rank - Professor
- ✓ Institutional titles
- ✓ CV – peer-reviewed publications, H index
- ✓ Affiliation with training program – residency or fellowship
- ✓ Involvement with resident teaching
- ✓ Course faculty
- ✓ Education committee service
- ✓ Leadership in education
- ✓ Recommendation from nominating societies

# B. Service to ABNS

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- ✓ Written exam questions
  - ✓ Number of questions contributed
  - ✓ Participation in writing sessions
  - ✓ *SANS questions*
- ✓ Oral exam questions
- ✓ RFP questions
- ✓ CC questions
- ✓ Previous Oral Boards examiner
- ✓ POST reviews
- ✓ CPT coding instruction
- ✓ Exclusion – faculty for Oral Boards prep courses
  - ✓ Current Goodman exam course faculty, or within 1 year

# C. Diversity, Equity, Inclusion

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- ✓ Gender
- ✓ Race
- ✓ Residency training program
- ✓ Geographic area
- ✓ Practice type/setting

## D. Other considerations

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- ✓ Recommendation from ABNS Director or past Director
  - ✓ Letters of recommendation
- ✓ Years in practice
- ✓ Years since ABNS certification – minimum 5
- ✓ General vs subspecialty needs

# Leadership Development – Volunteer Progression

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❖ ABNS POST Reviewer

❖ Guest Examiner

❖ Lead (ABNS) Examiner

❖ ABNS Director



# Criteria for Lead ABNS Examiner

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1. Serve 5 times as Guest Examiner (with positive performance reviews)
2. Complete 5 POST reviews
3. Attend Professional Development sessions in person at least twice
4. Provide instruction to new POST reviewers on how to do POST reviews
5. Active surgical practice (within last 12 months; not retired)
6. Up to date with Continuous Certification
7. Absence of professionalism issues (malpractice, medical staff)
8. Prior ABNS Directors

# Leadership Development – Volunteer Progression

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❖ ABNS POST Reviewer

❖ Guest Examiner

❖ Lead (ABNS) Examiner

❖ **ABNS Director**



## THE AMERICAN BOARD OF NEUROLOGICAL SURGERY

**SUBJECT:** ELECTION OF ABNS OFFICERS AND DIRECTORS

**LAST UPDATED:** DECEMBER 2021

**1.**

This document is intended to outline the American Board of Neurological Surgery (the "ABNS" or the "Board") standards related to election of ABNS Officers and Directors. The document is not considered a policy yet "best practice".

**2. Standards and Considerations**

a. In order to be considered for election to the ABNS board of directors one must be:

- i. ABNS board certified, in good standing
- ii. Actively and routinely involved in the practice of neurological surgery
- iii. Demonstrate a vested interest in the mission of the ABNS
- iv. Uphold the profession of neurosurgery such that the reputation of the board remains the gold standard

b. Considerations:

- i. Individuals' current involvement in other neurological surgery (or related) groups
  - Do they have the time to commit to the requirements of being a Director of the ABNS?
  - Are they in a leadership role of another organization such that it could be considered or appear as a conflict of interest?
- ii. Current employer
  - Are their other directors on the board employed at the same organization?
- iii. Type of practice
  - Private, academic, government association
- iv. Subspecialty or area of focus practice
- v. Reputation within organized neurosurgery
- vi. Prior involvement with the ABNS
  - What data does the ABNS have on this individual?
- vii. Will this person offer a unique or under represented position and/or skill set?
  - Surgical and clinical expertise
  - Diversity
  - Data analytics and IT expertise
  - CPT coding
  - Practice demographics
  - Geography

# Prior Board of Directors – 15 from 6 Societies

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YEAR	AAcNS	ABPNS	AANS	CNS	SNS	NSA
2023		X	X		X	
2024			X	X, X		
2025				X	X	X
2026					X, X	
2027	X		X			
2028			X	X		
<b>total</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>1</b>

# Board of Directors – 6 Societies + ABNS

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YEAR	AAcNS	ABPNS	AANS	ABNS	CNS	SNS	NSA
2023		X	X		X		
2024			X	X	X		
2025					X	X	X
2026				X		X	
2027	X			X			
2028			X			X	
<b>Total</b>	1	1	3	3	3	3	1

# Progress in Volunteer Progression

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- ❖ Summative score – no maximum number

- ❖ facilitates ease of comparison

- ❖ promotes equity

- ❖ evaluator agnostic

- ❖ Framework of Criteria

1. Service to ABNS

2. Achievement in the practice of neurological surgery

3. Commitment to education

4. Diversity

5. Professionalism

# Criterion 1 – Service to ABNS

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- ❖ Tally numbers of:
  - ❖ Primary exam questions - Usable
  - ❖ Oral exam questions – scoring guide
  - ❖ Participation in professional development sessions
  - ❖ Times as Guest Examiner
    - ❖ Any issues raised by candidates?
    - ❖ Any examiner performance issues?
    - ❖ *Minimum number of times as Guest Examiner to qualify as Lead Examiner - 5*
  - ❖ POST reviews
    - ❖ Quality of reviews, timeliness, reassignments
    - ❖ Serve 2 times as Guest Examiner before doing POST reviews (125 cases)
    - ❖ *Minimum number of times as POST reviewer to qualify as Lead Examiner - 5*

# Criterion 2 - Achievement

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- ❖ Lead ABNS Examiner
- ❖ Department Chair
- ❖ Vice Chair
- ❖ Division Chief
- ❖ Practice Head
- ❖ Officers of national and subspecialty organizations



# Criterion 3 – Commitment to Education

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- ❖ Program Director
- ❖ Associate Program Director
- ❖ Teaching role at national course

# Criterion 4 - Diversity

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- ❖ Subspecialty expertise
- ❖ Geography
- ❖ Institution
- ❖ Practice type – non-academic
- ❖ Sex
- ❖ Race
- ❖ Years in practice
- ❖ Allyship – commitment to diversity

# Criterion 5 - Professionalism

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- ❖ Recommendations from ABNS Staff
- ❖ Recommendation from Director
- ❖ Recommendation from Former Director