



Stefanie Sebok-Syer

Instructor, Emergency Medicine

Bio

ACADEMIC APPOINTMENTS

- Instructor, Emergency Medicine

Publications

PUBLICATIONS

- **Conceptualising and assessing interdependent clinical performances: Early insights from emergency medicine and paediatric faculty.** *Medical education*
Lingard, L., Ng, K., Panza, M., Rassbach, C., Dukelow, A., Van Hooren, T., Caretta-Weyer, H., Sebok-Syer, S. S.
2026
- **We cannot measure what we have not yet attempted to measure: Steps towards reconceptualising team-based assessments in the health professions.** *Medical education*
Sebok-Syer, S. S., Tawfik, D.
2025
- **Sharing Is Caring: Helping Institutions and Health Organizations Leverage Data for Educational Improvement.** *Perspectives on medical education*
Sebok-Syer, S. S., Smirnova, A., Duwell, E., George, B. C., Triola, M. M., Feddock, C. A., Chahine, S., Rubright, J. D., Thoma, B.
2024; 13 (1): 486-495
- **Leveraging Electronic Health Record Data and Measuring Interdependence in the Era of Precision Education and Assessment.** *Academic medicine : journal of the Association of American Medical Colleges*
Sebok-Syer, S. S., Small, W. R., Lingard, L., Guber, N. K., George, B. C., Burk-Rafel, J.
2024
- **Considering the Secondary Use of Clinical and Educational Data to Facilitate the Development of Artificial Intelligence Models.** *Academic medicine : journal of the Association of American Medical Colleges*
Thoma, B., Spadafore, M., Sebok-Syer, S. S., George, B. C., Chan, T. M., Krumm, A. E.
2023
- **Supportive and collaborative interdependence: Distinguishing residents' contributions within healthcare teams.** *Medical education*
Sebok-Syer, S. S., Lingard, L., Panza, M., Van Hooren, T. A., Rassbach, C. E.
2023
- **Facilitating Residents' Understanding of Electronic Health Record Report Card Data Using Faculty Feedback and Coaching.** *Academic medicine : journal of the Association of American Medical Colleges*
Sebok-Syer, S. S., Shaw, J. M., Sedran, R., Shepherd, L., McConnell, A., Dukelow, A. M., Syer, M. D., Lingard, L.
2022
- **Considering the interdependence of clinical performance: implications for assessment and entrustment.** *Medical education*
Sebok-Syer, S. S., Chahine, S., Watling, C. J., Goldszmidt, M., Cristancho, S., Lingard, L.

2018

- **Using electronic health record data to assess residents' performance in the clinical workplace: The good, the bad, and the unthinkable** *Academic Medicine*
Sebok-Syer, S. S., Goldszmidt, M. A., Watling, C. J., Tamblyn, R., Chahine, S., Venance, S. V., Lingard, L. A.
2018
- **Barriers and mitigating strategies to routine HIV screening in emergency departments: A national qualitative study** *HIV MEDICINE*
Sebok-syer, S. S., Tapper, A. R., Pasao, M. A., Nawy, R. N., Cosman, S., Bennett, C. L.
2025
- **Beyond the Scores: Gendered Interpretations of Emergency Medicine Resident Assessments of Interdependent Performances.** *Perspectives on medical education*
El Galad, A., Sebok-Syer, S. S., Panza, M., Ng, K., Lingard, L.
2025; 14 (1): 504-518
- **Procedural Skills and Emergency Medicine Common Program Requirements: It's Time to Address Skill Decay.** *AEM education and training*
Pokrajac, N., Schertzer, K., Hsu, D., Sebok-Syer, S. S.
2025; 9 (4): e70081
- **Identifying emergency medicine program directors' expectations of competence upon entry into residency: Bridging the distance from the Association of American Medical Colleges Core Entrustable Professional Activities.** *AEM education and training*
Caretta-Weyer, H. A., Park, Y. S., Tekian, A., Sebok-Syer, S. S.
2025; 9 (2): e70024
- **Beyond Individualism and Independence: Exploring Collectivism and Interdependence as Paradigms of Healthcare and Health Professions Education** *PERSPECTIVES ON MEDICAL EDUCATION*
Ahn, E., Sebok-syer, S. S., Maniate, J. M., Endres, K., Cheung, W. J.
2025; 14 (1): 939-955
- **Digital Evidence: Revisiting Assumptions at the Intersection of Technology and Assessment.** *Perspectives on medical education*
Krumm, A. E., Chahine, S., Schuh, A. M., Schumacher, D. J., Zabar, S., George, B. C., Marcotte, K., Sebok-Syer, S. S., Barone, M. A., Smirnova, A.
2024; 13 (1): 553-560
- **"Praise in Public; Criticize in Private": Unwritable Assessment Comments and the Performance Information That Resists Being Written** *ACADEMIC MEDICINE*
Gingerich, A., Lingard, L., Sebok-Syer, S. S., Watling, C. J., Ginsburg, S.
2024; 99 (11): 1240-1246
- **Operative Performance and Autonomy Across Training Years: Does a Preliminary Year Matter?** *Journal of surgical education*
Moreci, R., Marcotte, K. M., Pradarelli, A., Yee, C. C., Gupta, T., Sebok-Syer, S. S., Krumm, A. E., George, B. C.
2024; 82 (1): 103297
- **Critical Steps for Determining Capacity to Refuse Emergency Medical Services Transport: A Modified Delphi Study.** *Prehospital emergency care*
Carrillo, E. A., Ignell, S. P., Wulfovich, S., Vernon, M. J., Sebok-Syer, S. S.
2024: 1-18
- **Alleviating stressfeeding in the emergency department: Elucidating the tensions induced by workplace lactation space issues.** *Journal of the American College of Emergency Physicians open*
Moulton, K. L., Izuno, S. A., Prendergast, N., Battaglioli, N., Sebok-Syer, S. S.
2024; 5 (4): e13226
- **Precision emergency medicine.** *Academic emergency medicine : official journal of the Society for Academic Emergency Medicine*
Strehlow, M., Alvarez, A., Blomkalns, A. L., Caretta-Wyer, H., Gharahbaghian, L., Imler, D., Khan, A., Lee, M., Lobo, V., Newberry, J. A., Riberia, R., Sebok-Syer, S., Shen, et al
2024
- **Better together: A multistakeholder approach to developing specialty-wide entrustable professional activities in emergency medicine.** *AEM education and training*
Caretta-Weyer, H. A., Sebok-Syer, S. S., Morris, A. M., Schnapp, B. H., Fant, A. L., Scott, K. R., Pirotte, M., Gisondi, M. A., Yarris, L. M.

2024; 8 (2): e10974

- **Exploring How House Staff Unions Impact the Program Director-Resident Educational Alliance.** *Academic medicine : journal of the Association of American Medical Colleges*
Krzyzaniak, S. M., Sebok-Syer, S. S., Akhtar, S., Gallahue, F.
2024
- **Patient handoffs and multi-specialty trainee perspectives across an institution: informing recommendations for health systems and an expanded conceptual framework for handoffs.** *BMC medical education*
Williams, S. R., Sebok-Syer, S. S., Caretta-Weyer, H., Katznelson, L., Dohn, A. M., Park, Y. S., Gisondi, M. A., Tekian, A.
2023; 23 (1): 434
- **Developing and authenticating an electronic health record-based report card for assessing residents' clinical performance** *AEM EDUCATION AND TRAINING*
Sebok-Syer, S. S., Dukelow, A. M., Sedran, R., Shepherd, L., McConnell, A., Shaw, J. M., Lingard, L.
2023; 7 (2): e10851
- **The fundamentals of artificial intelligence in medical education research: AMEE Guide No. 156.** *Medical teacher*
Tolsgaard, M. G., Pusic, M. V., Sebok-Syer, S. S., Gin, B., Svendsen, M. B., Syer, M. D., Brydges, R., Cuddy, M. M., Boscardin, C. K.
2023: 1-9
- **Using Resident-Sensitive Quality Measures Derived From Electronic Health Record Data to Assess Residents' Performance in Pediatric Emergency Medicine** *ACADEMIC MEDICINE*
Smirnova, A., Chahine, S., Milani, C., Schuh, A., Sebok-Syer, S. S., Swartz, J. L., Wilhite, J. A., Kalet, A., Durning, S. J., Lombarts, K. H., van der Vleuten, C. P. M., Schumacher, D. J.
2023; 98 (3): 367-375
- **The Inconspicuous Learner Handover: An Exploratory Study of U.S. Emergency Medicine Program Directors' Perceptions of Learner Handovers from Medical School to Residency.** *Teaching and learning in medicine*
Caretta-Weyer, H. A., Park, Y. S., Tekian, A., Sebok-Syer, S. S.
2023: 1-9
- **TRainee Attributable & Automatable Care Evaluations in Real-time (TRACERs): A Scalable Approach for Linking Education to Patient Care.** *Perspectives on medical education*
Burk-Rafel, J., Sebok-Syer, S. S., Santen, S. A., Jiang, J., Caretta-Weyer, H. A., Iturrate, E., Kelleher, M., Warm, E. J., Schumacher, D. J., Kinnear, B.
2023; 12 (1): 149-159
- **Filling the Core EPA 10 assessment void: A framework for individual assessment of Core Entrustable professional activity 10 competencies in medical students.** *AEM education and training*
Miller, D. T., Gibb, W., Caretta-Weyer, H., Ng, K., Sebok-Syer, S. S., Gisondi, M. A.
2022; 6 (6): e10787
- **"Faces on a screen": A qualitative study of the virtual and in-person conference experience.** *AEM education and training*
Gottlieb, M., Sebok-Syer, S. S., Bawden, A., Shah, M., Jordan, J.
2022; 6 (6): e10827
- **The next generation of researchers: One-year outcome data from the SAEM Advanced Research Methodology Evaluation and Design in Medical Education (ARMED MedEd) program** *AEM EDUCATION AND TRAINING*
Gottlieb, M., Chan, T. M., Sebok-Syer, S. S., Krzyzaniak, S., Dubosh, N. M., Santen, S., Caretta-Weyer, H., Yarris, L., Coates, W. C., Emergency Med Hlth Profession
2022; 6 (6)
- **A lasting impact? Exploring the immediate and longitudinal impact of an emergency department service learning help desk program** *AEM EDUCATION AND TRAINING*
Cohen, A., Hu, S., Bellon, M., Wang, N., Sebok-Syer, S. S.
2022; 6 (3)
- **Statistical points and pitfalls: growth modeling** *PERSPECTIVES ON MEDICAL EDUCATION*
Boscardin, C. K., Sebok-Syer, S. S., Pusic, M.
2022; 11 (2): 104-107

- **Who's on your team? Specialty identity and inter-physician conflict during admissions** *MEDICAL EDUCATION*
Schrepel, C., Amick, A. E., Bann, M., Watsjold, B., Jauregui, J., Ilgen, J. S., Sebok-Syer, S. S.
2022; 56 (6): 625-633
- **Assessment of Entrustable Professional Activities Using a Web-Based Simulation Platform During Transition to Emergency Medicine Residency: Mixed Methods Pilot Study.** *JMIR medical education*
Peng, C. R., Schertzer, K. A., Caretta-Weyer, H. A., Sebok-Syer, S. S., Lu, W., Tansomboon, C., Gisondi, M. A.
2021; 7 (4): e32356
- **Defining and Adopting Clinical Performance Measures in Graduate Medical Education: Where Are We Now and Where Are We Going?** *Academic medicine : journal of the Association of American Medical Colleges*
Smirnova, A., Sebok-Syer, S. S., Chahine, S., Kalet, A. L., Tamblyn, R., Lombarts, K. M., van der Vleuten, C. P., Schumacher, D. J.
2019
- **The Birth of a Return to Work Policy for New Resident Parents in Emergency Medicine.** *Academic emergency medicine : official journal of the Society for Academic Emergency Medicine*
Gordon, A. J., Sebok-Syer, S., Dohn, A. M., Smith-Coggins, R., Wang, N. E., Williams, S. R., Gisondi, M. A.
2019
- **Examining Differential Rater Functioning using a Between-Subgroup Outfit Approach** *Journal of Educational Measurement*
Wind, S. A., Sebok-Syer, S. S.
2019
- **You want me to assess what? Faculty perceptions of assessing residents from outside their specialty** *Academic Medicine*
Burm, S., Sebok-Syer, S. S., Lingard, L., VanHooren, T., Chahine, S., Goldszmidt, M., Watling, C. J.
2019
- **A Call to Investigate the Relationship Between Education and Health Outcomes Using Big Data** *ACADEMIC MEDICINE*
Chahine, S., Kulasegaram, K., Wright, S., Monteiro, S., Grierson, L. E. M., Barber, C., Sebok-Syer, S. S., McConnell, M., Yen, W., De Champlain, A., Touchie, C.
2018; 93 (6): 829-32
- **Learning Analytics in Medical Education Assessment: The Past, the Present, and the Future.** *AEM education and training*
Chan, T., Sebok-Syer, S., Thoma, B., Wise, A., Sherbino, J., Pusic, M.
2018; 2 (2): 178-187
- **Using electronic health record data to assess emergency medicine trainees independent and interdependent performance: a qualitative perspective on measuring what matters.** *Canadian Journal of Emergency Medicine*
Shepherd, L., Sebok-Syer, S. S., Lingard, L., McConnell, A., Sedran, R., Dukelow, A.
2018; 20
- **Reliability and validity evidence for the quality of assessment for learning (QuAL) score** *Academic Emergency Medicine*
Chan, T. M., Sebok-Syer, S. S., Sampson, C., Monterio, S.
2018
- **Quality Evaluation Scores are no more Reliable than Gestalt in Evaluating the Quality of Emergency Medicine Blogs: A METRIQ Study** *TEACHING AND LEARNING IN MEDICINE*
Thoma, B., Sebok-Syer, S. S., Colmers-Gray, I., Sherbino, J., Ankel, F., Trueger, N., Grock, A., Siemens, M., Paddock, M., Purdy, E., Milne, W., Chan, T. M., METRIQ Study Collaborators
2018; 30 (3): 294-302
- **Mixed Messages or Miscommunication? Investigating the Relationship Between Assessors' Workplace-Based Assessment Scores and Written Comments** *ACADEMIC MEDICINE*
Sebok-Syer, S. S., Klinger, D. A., Sherbino, J., Chan, T. M.
2017; 92 (12): 1774-79
- **Comparison of Simulation-based Resuscitation Performance Assessments With In-training Evaluation Reports in Emergency Medicine Residents: A Canadian Multicenter Study.** *AEM education and training*
Hall, A. K., Damon Dagnone, J., Moore, S., Woolfrey, K. G., Ross, J. A., McNeil, G., Hagel, C., Davison, C., Sebok-Syer, S. S.
2017; 1 (4): 293-300

- **Individual Gestalt Is Unreliable for the Evaluation of Quality in Medical Education Blogs: A METRIQ Study** *ANNALS OF EMERGENCY MEDICINE*
Thoma, B., Sebok-Syer, S. S., Krishnan, K., Siemens, M., Trueger, N., Colmers-Gray, I., Woods, R., Petrusa, E., Chan, T., METRIQ Study Collaborators
2017; 70 (3): 394–401
- **Hawks, Doves and Rasch decisions: Understanding the influence of different cycles of an OSCE on students' scores using Many Facet Rasch Modeling** *MEDICAL TEACHER*
Yeates, P., Sebok-Syer, S. S.
2017; 39 (1): 92–99
- **“It’s Complicated”: Understanding the Relationships Between Checklists, Rating Scales, and Written Comments in Workplace-Based Assessments** *Academic Medicine*
Sebok-Syer, S. S., Klinger, D. A., Sherbino, J., Chan, T. M.
2016; 91 (11)
- **Competency-based simulation assessment of resuscitation skills in emergency medicine postgraduate trainees – A Canadian multi-centered study** *Canadian Medical Education Journal*
Dagnone, J. D., Hall, A. K., Sebok-Syer, S. S., Klinger, D., Woolfrey, K., Davison, C., Ross, J., McNeil, G., Moore, S.
2016; 7 (1)
- **Seeing Things Differently or Seeing Different Things? Exploring Raters' Associations of Noncognitive Attributes** *ACADEMIC MEDICINE*
Sebok, S. S., Syer, M. D.
2015; 90 (11): S50–S55
- **Examiners and content and site: Oh My! A national organization's investigation of score variation in large-scale performance assessments** *ADVANCES IN HEALTH SCIENCES EDUCATION*
Sebok, S. S., Roy, M., Klinger, D. A., De Champlain, A. F.
2015; 20 (3): 581–94
- **Cross-national trends in perceived school pressure by gender and age from 1994 to 2010** *EUROPEAN JOURNAL OF PUBLIC HEALTH*
Klinger, D. A., Freeman, J. G., Bilz, L., Liiv, K., Ramelow, D., Sebok, S. S., Samdal, O., Duer, W., Rasmussen, M.
2015; 25: 51–56
- **Development and testing of an objective structured clinical exam (OSCE) to assess socio-cultural dimensions of patient safety competency** *BMJ QUALITY & SAFETY*
Ginsburg, L. R., Tregunno, D., Norton, P. G., Smee, S., de Vries, I., Sebok, S. S., VanDenKerkhof, E. G., Luctkar-Flude, M., Medves, J.
2015; 24 (3): 188–94
- **Examiners and content and site: Oh my! A national organization's investigation of variation in performance-based assessments** *Advances in Health Sciences Education*,
Sebok-Syer, S. S., Roy, M., Klinger, D. A., De Champlain, A. F.
2015; 20 (3)
- **Psychometric properties of the multiple mini-interview used for medical admissions: findings from generalizability and Rasch analyses** *ADVANCES IN HEALTH SCIENCES EDUCATION*
Sebok, S. S., Luu, K., Klinger, D. A.
2014; 19 (1): 71–84
- **Assessment of a master of education counselling application selection process using rasch analysis and generalizability theory** *Canadian Journal of Counselling and Psychotherapy*
Sebok-Syer, S. S., MacMillan, P. D.
2014; 48 (2)
- **Understanding the complexities of validity using reflective practice** *REFLECTIVE PRACTICE*
Sebok, S.
2014; 15 (4): 445–55
- **Survey of northern informal and formal mental health practitioners** *INTERNATIONAL JOURNAL OF CIRCUMPOLAR HEALTH*
O'Neill, L., George, S., Sebok, S.
2013; 72: 135–41

- **Reflections on using data visualization techniques to engage stakeholders** *Queen's University Graduate Student Symposium Proceedings*
Lam, C. Y., Ma, J., Sebok, S., Chapman, A. E., Mei, Y.
2012

PRESENTATIONS

- If competence is collective, where does that leave assessment?: Struggles toward a new way of seeing - Bayfield Meeting 2018 (June 25, 2018)
- Health Care is a Team Sport: Moving Beyond Individual Competence to Collective Competence - CAP-ACP 2018 Annual Meeting (July 10, 2018)