A Word from the President

Association of American Medical Colleges (AAMC) leadership sets the stage for transformation of medical school admissions process.

Current process not "broken;" but emphasis on cognitive factors (metrics such as MCAT scores and GPA) may work against applicants whose life experiences and personal attributes are valuable but often remain “hidden.”

Holistic Review Project

Key Publications

“Roadmap to Diversity” series:
- Key Legal and Educational Policy Foundations for Medical Schools (2008)
- Integrating Holistic Review Practices into Medical School Admissions Processes (2010)
- Key Concepts for Evaluating the Impact of Medical School Holistic Admissions (2013)

Research shows there is strong reason to believe that bringing this information to bear early in the process would enable admissions committees to change the mix of students in their interview pools and change class composition.
Holistic Review Project

Holistic Review in Admissions Workshop
“Challenging Conventional Thinking and Practice”
- Hosted by 43 medical schools from 2010-2012
- Facilitator-led half-day event
- Participant guide and other tools
- School-specific post-workshop activities

Holistic Review Admissions

Four Core Principals
1. Use broad selection criteria aligned with school’s mission to promote diversity and achieve institutional excellence
2. Selection criteria should balance life experiences, personal attributes and academic metric
3. Give individualized consideration to what each applicant may offer to shape class

Multiple Dimensions of Diversity

Holistic Review Admissions

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2. Selection criteria should balance life experiences, personal attributes and academic metric
3. Give individualized consideration to what each applicant may offer to shape class
4. Consider race/ethnicity in narrowly tailored mission-related context along with other demographics as permitted by law

Holistic Review Admissions

Goal is to select not only those who can succeed, but those who can fulfill the school’s mission and contribute to the diversity of a medical school class that can serve as a driver of educational excellence

One School’s Admissions Process

School of Medicine (SOM) at University of Mississippi Medical Center (UMMC)

UMMC SOM Admissions Process

Admissions process aligned with SOM mission and diversity interests that were approved by Executive Faculty

As the admissions committee sought more information required to conduct holistic review, additional stakeholders were engaged in the process

UMMC SOM Admissions Process

Admissions Staff
- Metrics
- Demographics
- Residence

Admissions File Review Committee
- Experiences
- Attributes

Admissions Staff
- Metrics
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**UMMC SOM Admissions Process**

- **Admissions File Review Committee**
  - Experiences
  - Attributes

- **Admissions Interview Committee**
  - Personal Competencies

**Balanced Consideration**

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<th>Demographics</th>
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<th>Attributes</th>
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**One School’s Outcomes**

School of Medicine (SOM) at University of Texas Health Science Center San Antonio (UTHSCSA)

**UTHSCSA SOM**

Background: Admissions process up to 1996

Over-reliance on GPA and MCAT (a formula); race/ethnicity used in admissions decisions using a separate selection process for Hispanic and African-American applicants (class = 200)

**UTHSCSA SOM**

Impact of the Hopwood decision in 1996

Fifth Circuit Court: Hopwood vs. Univ. Texas “that race could not be used as a consideration in admissions”
Holistic Admissions: Gateway to Diversity

Hispanic and African-American applicants accepted post-Hopwood decision

Conclusion:
It is not simply race/ethnicity that drives holistic admissions, it is the "...balanced consideration of the multiple ways in which applicants may prepare for and demonstrate suitability as medical students and future physicians."*

*Roadmap to Diversity: Integrating Holistic Review Practices into Medical School Admissions Processes (AAMC, 2010)

Holistic Admissions: Gateway to Diversity

An additional dimension of diversity!
Applicants interviewed and accepted at only UTHSCSA SOM

*AAAM Matriculating Student Questionnaire (parent income = family income)
Holistic Admissions: Gateway to Diversity

Another additional dimension of diversity!

Percent Accepted Applicants

<table>
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<th>Socioeconomic Group</th>
<th>UTHSCSA 10M</th>
<th>AAMC 2005*</th>
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*Adapted from Jolly, P. Diversity of U.S. Medical Students by Parental Income. Analysis in Brief (AAMC, January 2008)

Holistic Admissions: Gateway to Diversity

Success continues........

Holistic Review Admissions

What it is not: a process which places emphasis on academic accomplishments at the expense of personal characteristics such as experiences and attributes

What it is: a broad selection criteria aligned with school's mission which balances life experiences, personal attributes and academic metrics to achieve institutional excellence