

Medical School Admission in the Time of COVID-19: Maintaining the Integrity of Holistic Review

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Session Objectives

Understand	Identify	Recognize	Mitigate
Understand impact of COVID-19 on medical school admissions and application process	Identify changes to interview formats and processes	Recognize unintended consequences of COVID-19 on holistic review	Mitigate potential impact on disadvantaged or marginalized populations




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Impact on Application Process

 Premedical education	Virtual classes Pass/fail Online labs
 Restricted access to experiences	Medically-related Community service Research
 Delays	MCAT cancellations and rescheduling AMCAS application data delivery

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Impact on Applicants

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 - ▶ Economic
 - ▶ Job loss
 - ▶ Health insurance impact
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 - ▶ Personal health and wellness
 - ▶ Housing and food insecurity
 - ▶ Stress and well-being
 - ▶ COVID-19 positive (self or loved ones)
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 - ▶ Forced moves/relocation
 - ▶ University closings
 - ▶ Residency policies

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Interviews

Transition to virtual processes <ul style="list-style-type: none"> • Health and safety (applicants, students, faculty, staff, alumni, etc.) • Reduced travel (and expense) • Impact on yields <ul style="list-style-type: none"> • More interviews accepted due to ease of interviewing virtually • Lack of exposure to school and local community 	Restructuring interview day events <ul style="list-style-type: none"> • New tools/technology • Zoom fatigue • Replace in-person experience with online interactions • Developing virtual tours/videos
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Potential Negative Impact on Disadvantaged/Marginalized Populations

- ▶ Private/quiet space to study or interview
- ▶ Access to technology (using phones?)
- ▶ Internet access for coursework/interviews
- ▶ Professional dress
- ▶ Disproportionate impact of COVID-19
- ▶ Loss of accommodations for disabilities
- ▶ Family responsibilities

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Mitigating Unintended Consequences

Application and screening processes

- Added secondary application essays to understand impact
- Balanced consideration of Experiences, Attributes, Academic Metrics
- Evaluate academic performance in context of COVID
- Delayed decision making/extended deadlines

Committee/Interviewer training

- Impact of COVID on applicants and process
- Unconscious bias training
- Peaceful protesting/arrests

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Mitigating Unintended Consequences, cont.

Communication with applicants and pre-health advisors

- Importance of safety
- Relieving anxieties
- Increased communication (touchpoints)
- Modes of communication (webinars, videos, social media)
- School specific changes to admissions policies and deadlines
- Stance on peaceful protesting

Assist applicants in finding resources

- Experiences
- Space
- Internet/technology

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Diversity and Healthcare Workforce

▶ In this time, more than ever...

- ▶ Holistic review
- ▶ Individualized consideration of experiences, attributes and metrics in the context of the applicant's lived experience
- ▶ Setting feasible baseline expectations
- ▶ Focus on competencies rather than time/duration of experiences

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Opportunities (The Positive Side)

- 👤 Applicants may reveal attributes such as resilience and adaptability
- 🏠 Reduced expenses/burden for travel
- 💰 Cost savings for schools (travel, events)
- 👥 Heightened awareness of bias, impact on disadvantaged or marginalized populations
- 📱 Use of new technologies
- 🌟 Engage stakeholders from remote campuses/locations in the process
- 💡 Creative thinking on how we do what we do

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Questions

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