The AAMC Admissions Initiative: How are we moving forward?

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What is the AAMC Admissions Initiative?

Our goal: to support medical schools as they work to identify and select the applicants that are the best fit for their institutions in the most informed and efficient manner possible.

How we achieve this goal changes over time as:
- Medical schools evolve, and their understanding of what makes the best fit evolves as well;
- Technological advances enable us to improve their measurement tools;
- Innovations emerge to provide solutions that were previously unavailable.

What is Holistic Review?

…a flexible, individualized way of assessing an applicant’s capabilities, by which balanced consideration is given to experiences attributes, and academic metrics (EAM) and, when considered in combination, how the individual might contribute value as a medical student and future physician.

Current AI Projects

1. Holistic Review
2. AMCAS
3. MCAT2015 exam
4. Pre-requisites
5. Competencies
7. Situational Judgment Test (SJT)
Although academic credentials have an important place in medical school admissions…medical schools are moving toward a broader view of medical school readiness that emphasizes the competencies that applicants have demonstrated in addition to their academic credentials.

Darrell G. Kirch, M. D.
JAMA 2012, Vol. 308

How are we enhancing the Holistic Review Project to help move us forward?

Holistic Review in Admissions: Challenging Conventional Thinking and Practice Workshop

- Provides a framework for schools to think critically about their entire admission process in the context of its mission and educational goals
- Participant revelations and insights directly inform the development of action and implementation plans

Current state of admissions

- 2013 AAMC Admissions Survey designed to collect information about:
  - The full admissions process each school is using to select students for their 2013 entering class
  - General admissions-related policies, processes, and practices
- 134/140 schools responded to survey (95.7%)

What are the decision points in the Admissions Process?

- 86% of schools send applicants who complete a secondary application to a third stage process to admit students.
- Use a 2-stage process to admit students

What information is important at each stage?

- Experiences
- Attributes
- Academic Metrics
What information is important at each stage?

Two-stage Schools

<table>
<thead>
<tr>
<th>Admissions Factors</th>
<th>Decision to Interview (x &gt; 71)</th>
<th>Decision to Offer (x &gt; 71)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experiences</td>
<td>20.8%</td>
<td>25.3%</td>
</tr>
<tr>
<td>Attributes</td>
<td>41.0%</td>
<td>44.3%</td>
</tr>
<tr>
<td>Academic Metrics</td>
<td>58.0%</td>
<td>55.4%</td>
</tr>
</tbody>
</table>

Characteristic                  p value

- Public or Private              .91
- Region (NE, S, C, W)           .09
- Size of Applicant Pool         .69
- 2- or 3-stage process          .07
- Hosted Workshop 2010-12        .02

How are we enhancing the Holistic Review Project to help move us forward?

Roadmap to Excellence: Key Concepts for Evaluating the Impact of Medical School Holistic Admissions

AMCAS

How are we enhancing AMCAS to help move us forward?

- **Enhanced Demographic Information**
  - More nuanced race and ethnicity categories
  - Tools to identify applicants who may come from a socioeconomically disadvantaged background

- **Experiences & Work Activities**
  - Identification of most meaningful experiences
  - New categories to more easily identify applicants with physician shadowing, military, and paid clinical employment experiences

MCAT 2015
How are we enhancing MCAT\textsuperscript{2015} exam to help move us forward?

- Covers newly-defined competencies in science, thinking and reasoning
- Asks examinees to use scientific inquiry, research methods, and statistics skills to solve scientific problems
- Tests competencies from psychology and sociology that lay the foundation for learning in medical school about the behavioral and socio-cultural determinants of health
- Tests critical analysis and reasoning skills using passages from cultural studies, population health, ethics, and other disciplines

May 2013 issue of \textit{Academic Medicine}

- Redesigning the MCAT Exam: Balancing Multiple Perspectives
- The MCAT Exam: Comparing the 1991 and 2015 Exams
- The Changing World of Medical School Admissions: An Overview of the 21st Century Medical School Admissions Process
- Assessing Medical School Applicants’ Personal Characteristics and Experiences: How Are We Doing and How Can We Do It Better?
- The Predictive Validity of the MCAT Exam in Relation to Academic Performance Throughout Medical School
- Group Differences on the MCAT Exam: Do They Reflect Test Bias?

Core competencies for entering medical students

What is a competency?

- Observable behavior that combines knowledge, skills, values, and attitudes related to a specific activity

How did we create the competencies?
What are the core competencies for entering medical students?

- Critical Thinking
- Quantitative Reasoning
- Scientific Inquiry
- Written Communication
- Interpersonal
  - Service Orientation
  - Social Skills
  - Cultural Competence
  - Teamwork
  - Oral Communication
- Intrapersonal
  - Ethical Responsibility to Self & Others
  - Reliability & Dependability
  - Resilience & Adaptability
  - Capacity for Improvement
- Thinking & Reasoning
  - Critical Thinking
  - Quantitative Reasoning
  - Scientific Inquiry
  - Written Communication
- Science
  - Living Systems
  - Human Behavior

What new tools are we developing to move us forward in assessing the core competencies?

- Letters of Evaluation Guidelines
  - Created by Letters of Evaluation Working Group:
    - Comprised of Pre-health Advisors, Admissions Officers, and AI Core Team
    - Reviewed by NAAHP and GSA communities
    - Endorsed by COA
  - Delivered at spring 2013 regional NAAHP meetings
  - Includes the 15 entering competencies

- Situational Judgment Test (SJT)
  - Standardized instrument used to measure interpersonal/intrapersonal competencies
  - Presents scenarios and requires applicants to describe how s/he would respond
  - Used in medical school admissions in Canada, Belgium, and Israel

What's on an SJT?

- Scenarios
  - Might be written, actors, or avatars
  - 5-7 possible “solutions” for each scenario
  - Applicant must rate each solution
  - No “best” or “worst” response
  - content should not require medical knowledge
  - web deliverable
**Situational Judgment Test (SJT)**

- Currently under investigation
- Initiating research in order to explore:
  - Predictive validity
  - Incremental validity
  - Coaching/faking

**Admissions Initiative Website**

[https://www.aamc.org/ai](https://www.aamc.org/ai)

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**Before the Court Acts: Preparing for the Fisher Decision**

Focus: To ensure key stakeholders

1. are aware of the potential consequences of the Court's upcoming decision on race-conscious admissions practices
2. are prepared to take strategic, thoughtful action before and upon the Court’s decision

Available now.....