Holistic Admissions in Action: Case Examples from Dentistry and Medicine

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Overview

- Outcomes over time
- Holistic Admissions Process
- Contextualized in the broader process
  - Pipeline
  - Admissions
  - Student Affairs
Excellence Through Diversity

- Academic medical centers that “welcome and embrace a plurality of backgrounds and identities are more likely to excel on all levels: education, research, and patient care.” (Nivet, AAMC 2012)

- Diversity at academic medical centers:
  - **Patient Care** - Improved access (e.g., Marrast et al. 2013).
  - **Education** - Greater ease with managing diversity, recognition of racism, exposure to different pedagogical approaches, and cognitive complexity (Bowman et al. 2011; Whitla et al. 2003).
National Data on Matriculated Medical Students - AAMC (2016)

- Total URM Students: 13.7%
  - African American: 6.7%
  - Hispanic: 6.6%
  - Native American: 0.27%
Under-Represented in Medicine Students 2006 - 2016

<table>
<thead>
<tr>
<th>Year</th>
<th>Total # of Under-represented in medicine Students</th>
<th>% URM</th>
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<tbody>
<tr>
<td>2006</td>
<td>n = 541 (17%)</td>
<td></td>
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<tr>
<td>2007</td>
<td>n = 566 (16%)</td>
<td></td>
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<tr>
<td>2008</td>
<td>n = 592 (16%)</td>
<td></td>
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<tr>
<td>2009</td>
<td>n = 617 (18%)</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>n = 632 (17%)</td>
<td></td>
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<tr>
<td>2011</td>
<td>n = 578 (21%)</td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>n = 661 (19%)</td>
<td></td>
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<tr>
<td>2013</td>
<td>n = 678 (18%)</td>
<td></td>
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<tr>
<td>2014</td>
<td>n = 700 (17%)</td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>n = 720 (18%)</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>n = 702 (19%)</td>
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Additional College of Medicine Stats

- Ranked by U.S. News & World Report as having the fifth largest number of African-American medical students in the U.S., after HBCUs.
- The Association of American Medical Colleges ranks MUSC COM in the 96th percentile for graduating African-American students.
- Overall, we have a current 98.5% graduation rate
  - This and other indicators of successful medical schools (e.g., match rates, board (NBME Step 1) pass rates) have risen right along with our diversity.
- In 2017
  - 19% of students across all years were URM
  - 19% of graduates were URM
COM Diversity Programs

**Student Pipeline**
- SM3
- A Glimpse in Medicine
- Summer Medicine Academy
- Summer Institute
- PREP
- Other Programs and Outreach

**Student Admissions**
- Mission Driven
- Interview Invitations
- Holistic Review
- Student Ambassadors
- Second Look
- GDA Outreach

**Student Mentorship and Support**
- Student Diversity Transition Forum
- Peer Mentors
- Student Ambassadors
- Student Diversity Transition Forum
- MEMS
- Affiliate Groups

**Residency Programs**

**Faculty Programs**
Admissions Programs

Interview Invitations Criteria

- Rather than
  - top X% of scores
  - or arbitrary cut scores
- What scores are predictive of success?

Holistic Review Criteria

- MCAT – 25%
- GPA – 25%
- Accomplishments - 25%
  - Clinical Experience, Volunteerism, Leadership, LORs
- Interview - 25%
- Subjective – communication skills
Admissions Programs

Added Value

- Added value for certain applicant characteristics (capped)
- For example:
  - research
  - sustained work experience
  - cultural experiences attending to the needs of underserved
  - artistic/athletic achievements
  - overcoming adversity
  - rural backgrounds
Admissions Programs

- **Student Ambassadors**
  - 1st year students assigned to applicants
  - Provide outreach and answer questions
  - All students have a Student Ambassador

- **Second Look**
  - For all students with multiple offers
  - Additional URM reception

- **Other GDA Efforts and Outreach**
  - Interview Day Overviews
  - Interviews
  - Admissions Committee
  - Personal Outreach (e.g., phone calls, emails)
Student Programs

- **Peer Mentors**
  - Upon matriculation, become peer mentors
  - Same race/ethnicity
  - Assist with transition

- **Student Diversity Transition Forum**
  - During orientation week
  - Meet with Peer Mentors, faculty, other resources
Student Programs

- **Mentoring Ensures Medical School success (MEMS)**
  - Monthly roundtable luncheons
  - URM students
  - Divided up by year in school
  - Led by Executive Dean’s Office Administrators
  - Accessing resources, study skills, managing professional and personal issues

- **Affiliate Groups (COM and MUSC-wide)**
  - Student National Medical Association
  - Alliance for Hispanic Health
  - Alliance for Equality (formerly Gay Straight Alliance)
  - Multicultural Student Advisory Board
  - Student Diversity Advisory Counsel
Summary

- Institutional support is critical
  - Strategic planning, measurable goals, sufficient FTE dedicated, financial support to develop and sustain programs.

- Student and faculty involvement is critical
  - Everyone’s responsibility, provide admin support to help develop and sustain programs from students and faculty.

- Evaluate programs regularly
  - Are benchmarks being met?
  - If not, revise programs and re-evaluate.
  - Measure, measure, measure!
Where do we get started?

- Bottom Up AND Top Down
- Strategic planning
- Encourage and support faculty, students and staff
- Working on Diversity and Inclusion is everyone’s responsibility

Be willing to do something different
A medical school has effective policies and practices in place, and engages in ongoing, systematic, and focused recruitment and retention activities, to achieve mission-appropriate diversity outcomes among its students, faculty, senior administrative staff, and other relevant members of its academic community. These activities include the use of programs and/or partnerships aimed at achieving diversity among qualified applicants for medical school admission and the evaluation of program and partnership outcomes.
MUSC Strategic Plans

- MUSC Strategic Plan - Imagine MUSC 2020
  - Goal 2: Diversity and Inclusion

- COM Diversity Plan
  - Culturally-competent and inclusive environment
  - Recruitment, retention, and leadership for URM and female faculty
  - Students, Residents, and Faculty

- Departmental Diversity Plans
  - Written and executed by each Department Chair