HOLISTIC ADMISSIONS IN ACTION

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HWCOM AT A GLANCE

✓ South Florida’s first public medical school
✓ Fully accredited
✓ Opened in Fall 2009
✓ Full capacity with 480 students
✓ Curriculum integrates basic sciences and clinical experiences
✓ Distributed learning model with more than 30 clinical affiliates, 11 hospital systems, and the Florida Department of Health
By providing an environment enhanced by **diversity**, clinical innovation, and research, we prepare **socially accountable, community-based** physicians, scientists, and health professionals who are uniquely qualified to **transform** the health of patients and communities.
Our students are immersed in the South Florida community. We integrate medical education, household visits, community engagement, and health care services.
Green Family Foundation

NeighborhoodHELP™

- Service-Learning Program
- Longitudinal Experience
- Interprofessional Collaboration
- Household-Centered Care
- 4 Mobile Health Centers
Diversity is integral to our entire academic enterprise. We believe that blending different life and cultural experiences is important when selecting faculty, staff, and medical students and in educating future physicians.
### DIVERSITY of Student Body

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Out-of-State</td>
<td>19%</td>
</tr>
<tr>
<td>Economically Disadvantaged</td>
<td>20%</td>
</tr>
<tr>
<td>First Generation in College</td>
<td>21%</td>
</tr>
<tr>
<td>Female</td>
<td>51%</td>
</tr>
<tr>
<td>URiM</td>
<td>44%</td>
</tr>
<tr>
<td>Foreign Born</td>
<td>26%</td>
</tr>
<tr>
<td>Countries Represented</td>
<td>40</td>
</tr>
<tr>
<td>Bilingual</td>
<td>50%</td>
</tr>
</tbody>
</table>

*Based on self-reported admissions data*
MEASURES of Academic Success

- HWCOM medical students have scored higher than the national average on the United States Medical Licensing Exam (USMLE) Step 1 and have scored at or higher than the national average on the USMLE Step 2 for ALL FIVE YEARS.

- HWCOM has an aggregate 99% pass rate for USMLE Step 1 and a 98% pass rate for USMLE Step 2.
USMLE Step 1 Mean Scores

<table>
<thead>
<tr>
<th>Year</th>
<th>FIU</th>
<th>National</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>229</td>
<td>227</td>
</tr>
<tr>
<td>2013</td>
<td>234</td>
<td>228</td>
</tr>
<tr>
<td>2014</td>
<td>236</td>
<td>229</td>
</tr>
<tr>
<td>2015</td>
<td>238</td>
<td>229</td>
</tr>
<tr>
<td>2016</td>
<td>239</td>
<td>228</td>
</tr>
</tbody>
</table>
2013 - 2017

98% MATCH RATE

100% early match rate
(Urology, Ophthalmology, Military)

8% matched into highly competitive specialties
(Plastic Surgery, Dermatology, Neurosurgery, Orthopaedic Surgery)

57% matched into primary care residency positions, during a time in which there is a need for primary care physicians

26% matched into a residency position in Florida
A mission and values driven approach with the goal to recruit and eventually matriculate a diverse student body with the experiences, attributes, and metrics that will help our institution achieve its mission and educational goals.

“Right Fit”

This can best be done using holistic review.
Raters are asked to assess the “whole” applicant and to balance the three categories in a way that will help HWCOM achieve its mission and educational goals.

- Academic Achievement and Potential
- Exposure to Clinical Medicine
- Altruism/Humanism
- Research Experience
- Leadership and the ability to work in teams
- Communication and Interpersonal Skills
- Personal qualities such as resilience, integrity, independent thinking, dedication, and empathy
- Enriching qualities and unique experiences
ADMISSIONS Restructuring

✓ Pre-Screeners

✓ Interviews
  ✓ Semi-blind Format
  ✓ Panel Membership
    ✓ Medical Students
  ✓ Unconscious Bias and Microaggression Training

✓ Admissions Committee
  ✓ Membership
    ✓ Dean for Diversity and Inclusion
  ✓ Holistic Review, Unconscious Bias, and Microaggression Training
ADMISSIONS Restructuring

✓ Integration and goal alignment between the HWCOM Offices of Admissions and Recruitment and Diversity and Inclusion

✓ Strategic Plan

✓ Pipeline/Outreach Programs

✓ Recruitment Plan

✓ Evaluation
BENEFITS

✓ Emphasizes multiple factors in selecting applicants for interviews and admission
✓ Prevents using any single admission criterion as the deciding factor for interviewing and selecting applicants
✓ Is a requirement for conducting legally sustainable race/ethnicity-conscious admission policies
✓ Facilitates collection and documentation of evidence supporting the use of various criteria beyond grades and test scores for making selection decisions for admission
✓ Eliminates potential bias
Result in some changes in the composition of our medical school’s applicant pool and student body
Affect average metrics in traditional criteria for medical school admission as our average MCAT score has gone down slightly
May affect our position in commercial rankings
Has required additional resources and more time from staff and faculty
LESSONS LEARNED

Administration is fully committed to our efforts to maintain HWCOM’s diversity.

Increased student diversity as a means to achieving our mission-related goals:

- Academic excellence
- Accessibility
- Enriched educational environment
- Graduate culturally competent physicians
- Enhanced physician workforce