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# **Implementing a Holistic Admissions Process to Achieve Diversity in Medical Education**

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# Overview

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- Rush University Mission
- Statistics
- Stages: Application process
- Essay examples
- Personal markers
- Desired characteristics
- Admissions management
- Challenges/Process Improvements

# Why Holistic Admissions?

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- What goals/outcomes are you trying to achieve?
- Is your Admissions Committee aware of these goals/outcomes?
- What is your institution's Mission statement?
- This is not a "cookie-cutter" approach; one size does not fit all
- Should be tailored to fit your institutional, educational and community needs
- Should be incorporated into your policies, procedures and adopted/endorsed by governing body
- Should be viewed as a value to committee, medical school and institution

# Rush Mission

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The mission of Rush University is to teach, study and provide the highest quality health care, using a unique and multidisciplinary practitioner-teacher model for health sciences education and research, while reflecting the diversity of our communities in its programs, faculty, students and service.

# Admissions Statistics

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**Total # of applications: 6, 475 (2007-08)**

- Illinois residents: 1,420
  - Out-of-state: 4,989
  - All other: 66
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- Total # Seats: 128

# Stages: Application Process

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1. AMCAS verification & screening
2. Moving to file complete (personal contact)
3. Applications “in process”
  - assess & select applicants for interview
  - review responses to specific app. questions
  - review “distance traveled” to prepare
  - review personal markers

# Stages: Application Process

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4. Interview process
  - “Open” – includes AMCAS app., supplemental app. and LORs
  - “Closed” – includes suppl. app. only
5. CoA Voting
6. Admissions Management Team reviews voting results

# Essay Examples: Supplemental Application

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1. Describe two examples of working with people, one of which highlights your leadership skills and one which highlights your problem-solving abilities.

# Essay Examples: Supplemental Application

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2. Describe 1-2 experiences you have had in the last 3 years working with individuals from diverse backgrounds and what you have gained from these experiences.

# Essay Examples: Supplemental Application

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3. Describe one crisis/problem you worked through yourself, or helped someone else work through in the last 3 years.

# Essay Examples: Supplemental Application

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4. Describe the path you took to prepare, both academically and personally, for a career in medicine.

# Getting To Know You: Academics

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- Do you have a bachelor's or higher degree in one of the following health care-related fields?:

***Nursing, Occupational Therapy,  
Pharmacy, Allied Health, Public Health***

# Getting To Know You: Academics

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- Are you or have you ever been enrolled in or completed a post-baccalaureate science program?
- Have you participated in an intensive Summer Premedical Enrichment Program?

# Getting To Know You: Health Care Experience

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**Are you currently or have you been employed in a health care-related field?:**

**Specify:**

- **If yes, complete the following for your most significant health care-related job: Health Care Field:**
- **Job Title:**
- **Name of Employer:**
- **Department:**
- **Full/Part Time:**
- **Hours per week:**
- **Did this job involve your interaction with patients?:**
- **What were your duties?:**

# Getting To Know You: Health Care Experience

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2. During and/or following your undergraduate career have you volunteered in a health care field?:

- If yes, complete the following for up to three volunteer experiences: 2a. Name of Organization:
- Type (hospital, nursing home, hospice, other - please specify):
- (e.g., hospital, nursing home, hospice) *The following dates may be approximate* From: To:
- Total Estimated Hours:
- Did this job involve your interaction with patients?:
- What were your duties?:
- (500 character limit)

# Getting To Know You: Health Care Experience

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3. Separate from the previous 2 questions, have you had any experiences in which you were responsible for the care of others?:

Describe:

# Personal Markers

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**Indicate whether you have skills/accomplishments/honors in any of the following areas: Select all that apply.**

- Skills, accomplishments, honors
- Artistic endeavors – painting, drawing, sculpting, writing, design
- Entrepreneurial
- Athletics
- Performance art
- Publications
- Research
- Other

**For all boxes checked, briefly describe:  
Be Specific:**

# Desired Characteristics

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- Experiences working with individuals from diverse backgrounds
- Experiences involving the care of others
- Participation in summer premedical enrichment program
- Volunteerism
- Languages spoken
- Community service
- Health policy, public health experience/exposure

# Admissions Management Team

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## **“Shaping the Class”:**

- Review of CoA votes and responses
- Is the applicant a “fit” (mission-based) for Rush?
- Are gaps appropriately analyzed by voters?
- Has the path to prepare for a career in medicine been thoroughly assessed?
- Has “distance traveled” by applicant been given appropriate consideration?

# Challenges/Process Improvements

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- Revamping CoA membership
  - Core members with key skills, expertise and commitment
- Collecting and tracking data – comparative analyses of markers, characteristics, etc.
- Ongoing exposure/education to holistic information & data (e.g. “Road to Diversity”, recent JAMA articles)
- Explaining/training Holistic approach to CoA members and interviewers