

Supplemental Materials

Supplemental Table 1: Percentage of Responding Admissions Officers Who Ask Questions about Personal Characteristics during the Admissions Interview

Personal Characteristics	Percentage of Schools
Motivation for a medical career	98%
Compassion and empathy	96%
Personal maturity	92%
Oral communication	91%
Service orientation	89%
Professionalism	88%
Altruism	83%
Integrity	82%
Leadership	80%
Intellectual curiosity	76%
Teamwork	74%
Cultural competence	72%
Reliability and dependability	70%
Self-discipline	70%
Critical thinking	69%
Adaptability	67%
Verbal reasoning	66%
Work habits	66%
Persistence	65%
Resilience	65%
Logical reasoning	56%
Integrating & applying information	49%
Scientific reasoning	38%
College English	27%
Biology	19%
Zoology	18%

Personal Characteristics	Percentage of Schools
Written communication	17%
Ethics	14%
Organic chemistry	13%
Biochemistry	13%
Quantitative analysis	13%
Inorganic chemistry	12%
Physics	12%
Cell/molecular biology	11%
Reading comp. & speed	10%
Genetics	10%
Writing	9%
Statistics or biostatistics	6%
Research methodology	6%
Foreign language	6%
Psychology	5%
Public health	4%
Sociology	4%
Anthropology	4%
Physiology	3%
Anatomy	3%
Public speaking	3%
Logic	2%
Economics	2%
Calculus	1%
Computer science	<1%

Summary of Responses to Survey Questions

1. How were applicants selected to interview? (Select all that apply.)

	Percentage of Schools
Admissions staff reviewed application materials	56
Admissions committee members reviewed application materials	64
Computer-based screening of application data	12

2. About how many people reviewed each applicant's information to determine if s/he would interview?

	Percentage of Schools
One	31
Two	46
Three or more	23

3. On average, about how much time (per reviewer) did it take to review each applicant's information to determine if s/he would interview?

	Percentage of Schools
Less than 15 minutes	48
15 - 29 minutes	40
30 - 44 minutes	11
45 - 60 minutes	<1
Greater than 60 minutes	<1

4. How many interviews were typically conducted with each applicant?

	Percentage of Schools
One	26
Two	59
Three	11
Four	0
Five or more	4

5. Who conducted the interviews (select all that apply)?

	Percentage of Schools
Faculty, admissions committee members	87
Faculty, not admission committee	47
Students	68
Admissions staff	68
Other	18

6. On average, about how long was each faculty or other non-student interview?

	Percentage of Schools
15 minutes or less	3
15 to 29 minutes	11
30 to 44 minutes	48
45 to 59 minutes	31
60 minutes or greater	7

7. Which of the following formats best describes the faculty or other non-student interviews?

	Percentage of Schools
One-on-one interview	83
Multiple interviewers at the same time	10
Other (please specify):	7

8. Which of the following data were available to non-student interviewers before or during the interview (select all that apply)?

	Percentage of Schools
Undergraduate GPA	59
Transcript	49
MCAT scores	57
Personal statement	81
Letters of evaluation	62
Other	50
None	13

9. Which of the following statements best describes the content of the faculty or other non-student interviews?

	Percentage of Schools
Interviewers had complete discretion regarding interview content	16
Interviewers were provided with general guidance about the content	64
Interviewers were provided with a set of questions and decided which to ask	7
Interviewers were required to ask a standard set of questions	6
Other (please specify):	6

10. How were applicants' responses evaluated during faculty or other non-student interviews (select all that apply)?

	Percentage of Schools
Rated responses to questions with a numeric scale	8
Rated dimensions with a numeric scale	59
Gave an overall rating with a numeric scale	51
Made an overall recommendation (e.g., accept, wait, reject, etc.)	44
Other	18