# **Selecting and Prioritizing Applicant Criteria**

**Purpose:** A critical part of holistic admissions is identifying Experiences, Attributes, and Metrics (EAMs) that are grounded in your mission and promote diversity and inclusion. Developing a shared understanding of how these criteria are prioritized facilitates recruitment, helps orient reviewers and interviewers, and informs the development of evaluation rubrics. This activity will help you to “widen the lens” through which you assess applicants by identifying and ranking the mission-driven EAMs that would add value to your institution.

**Directions:** Choose the two most important criteria within each domain as follows:

1. Review the criteria listed and choose which criteria are the most important when making selection decisions for your school.
2. You can add any criteria that you believe are important in achieving your mission.
3. For each domain, highlight the top two criteria that you believe are most important when making selection decisions for your program. (To clarify: Experiences, Attributes, and Metrics are the domains, so within the Experiences domain, you should select the two criteria you feel are most important when making a selection decision).

## Criteria for Attributes

* Geography
* Gender identity
* Faith
* Problem-solving
* Critical reasoning
* Written communication
* Citizenship or residency status
* Sex
* Age
* Reliability and dependability
* Sexual orientation
* Initiative
* Socioeconomic status
* Compassion
* Teamwork
* Cultural competence
* Service orientation
* Motivation for medical career
* Resilience and adaptability
* First-generation college student
* Personal interests
* Intellectual curiosity
* Maturity
* Languages spoken
* Perspectives
* Leadership
* Values and beliefs

## Criteria for Experiences

* Life experiences
* Community service
* Educational background
* Experience with medically underserved communities
* Research experience
* Experience in medically underserved areas
* Healthcare experience
* Leadership roles
* Distance traveled

## Criteria for Metrics

* MCAT scores
* Cumulative undergraduate GPA
* Undergraduate BCPM GPA
* Grade trends
* Post-baccalaureate GPA