**Holistic Considerations for Medical School Admissions Officer and Admissions**

**Committee Concerning Intersections of COVID-19, Racism, and Inequality**

***Interview Reflection: Metrics***

**INTERVIEW SUMMARY**

In a holistic review process, schools look at a potential medical student’s Experiences, Attributes, and Metrics (EAMs)

to widen the lens through which we assess applicants in support of school mission and to further leverage the

benefits of diversity, equity, and inclusion. For the upcoming admissions cycle, and cycles to come, admissions

officers must consider the downstream effects of the intersection of intersections of COVID-19, racism, and inequality

on applicants’ abilities to meet criteria for admission that is beyond their control.

In this interview, Dr. Christina Grabowski, Associate Dean for Admissions and Enrollment Managementat The

University of Alabama at Birmingham (UAB) School of Medicine discusses how her institution is evaluating metrics in

light of the disruptions caused by COVID-19. Some of the changes Christina discusses during the interview include:

* Letting applicants know that “the early bird does not get the worm” for this admission cycle to alleviate stress about late applications not receiving full consideration for interviews
* Managing the interview invitation process to ensure applicants who are good mission matches for UAB receive full consideration regardless of when they submit their application
* Accepting later test dates for the MCAT if testing extends past September
* Posting [information for applicants](https://www.uab.edu/medicine/home/admissions/updates) about COVID related changes to the admissions process on the UAB website
* Incorporating information about Intersections of COVID-19, Racism, and Inequality into admissions committee training
* Accepting pass/fail grades for all courses including pre-requisite courses

# **NOTES**Record any important takeaways from the video below.

|  |  |
| --- | --- |
| Topic | Notes |
| Institutional Characteristics | Click or tap here to enter text. |
| Evaluation of Metrics in Previous Cycle | Click or tap here to enter text. |
| Compensating for Possible Delays in MCAT Scores and Increased Score Age | Click or tap here to enter text. |
| Addressing an Increase in Pass/Fail Grades | Click or tap here to enter text. |
| Considerations for Evaluating Metrics This Cycle | Click or tap here to enter text. |

**NEXT STEPS**

Reflect on the ideas you generated and use the chart below to map out next steps for those ideas.

| **Action Item**  **(What)** | **Desired Outcome**  **(Why)** | **Timeline for Completing Action**  **(When)** | **Parties Responsible for Completing Action**  **(Who)** |
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