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

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

***Interview Reflection: Secondary Applications***

**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 changes her institution is making to their

secondary application in response to disruptions caused by COVID-19 including:

* Adding narrative questions to the secondary application to explore the impact of COVID on applicants
* Encouraging screeners to focus on competencies rather than hours when evaluating applicants’ healthcare, service and research experiences
* Posting secondary application questions on the UAB admissions webpage to allow applicants’ ample time to prepare for the secondary application if their MCAT scores are delayed
* Ensuring admissions committee training includes information on the intersections of COVID-19, racism, and inequality to reduce bias in the screening and selection of applicants

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

|  |  |
| --- | --- |
| Topic  | Notes  |
| Institutional Characteristics  | Click or tap here to enter text. |
| Process for Secondary Application in Previous Cycle  | Click or tap here to enter text. |
| Changes to Secondary Application Process  | Click or tap here to enter text. |
| Considerations for Implementing Changes to Secondary Application  | 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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