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

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

**Group Discussion Guide: *Multiple Mini Interviews (MMI)***

**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. Leila Harrison, Senior Associate Dean for Admissions and Student Affairs at Washington State

University’s Elson S. Floyd College of Medicine discusses how her team is using AAMC’s Video Interview Tool

for Admissions [(VITA)](https://students-residents.aamc.org/applying-medical-school/faq/aamc-video-interview-tool-admissions-interview-faq/) to conduct their [Multiple Mini Interview](https://medicine.wsu.edu/md-program/overview-applying-to-medical-school/checklist/) (MMI) process and partnering with their Student

National Medical Association (SNMA) student organization to help applicants prepare for the new format.

# **DISCUSSION QUESTIONS** Reflect on the following questions with your group after listening to the interview.

| DISCUSSION QUESTIONS | IDEAS |
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| What were the key takeaways from this interview? | Click or tap here to enter text. |
| What are potential technical issues our team may face when transitioning to virtual interviews and how can our IT department help us address those issues? | Click or tap here to enter text. |
| How might our interview process change to accommodate a virtual format? (e.g., length of interview, timing of interview, etc.) | Click or tap here to enter text. |
| How can we ensure an equitable interview experience for applicants who have limited access to Wi-Fi and/or adequate device support? | Click or tap here to enter text. |
| How can we reduce applicant anxiety about engaging in a new interview format? | Click or tap here to enter text. |
| What partnerships could we establish to help applicants prepare for virtual interviews? | Click or tap here to enter text. |
| Who are the stakeholders we will need to engage to secure buy-in for any changes related to our interview process? | Click or tap here to enter text. |
| What research can we provide our stakeholders to secure buy-in for changes to our interview process? | Click or tap here to enter text. |
| How can we reduce the risk of conscious or unconscious bias during a virtual interview? | Click or tap here to enter text. |
| How can we demonstrate transparency with applicants and premed advisers about changes to our interview process? | Click or tap here to enter text. |
| What are some next steps we may want to pursue based on our discussion today? | Click or tap here to enter text. |