

In a holistic review process, admissions and selection officers evaluate the *whole person*, considering them in the context of the institution's mission and indicators of likely success. The newly updated Experiences, Attributes, Academic Metrics, and Competencies (EAMC) model is a valuable tool to help you integrate Holistic Review into your selection process.

When exploring the model, you'll notice that the applicant is at the center, surrounded by mission-aligned factors and competencies. These core elements are encircled by puzzle pieces representing the applicant's experiences, attributes, and academic metrics, with an outer ring that reflects their life context. Together, these elements create a comprehensive picture of each candidate.

Starting from the center, mission-aligned factors reflect the priorities your institution has identified to achieve its specific mission and goals, such as geography, military experience, or proficiency in a particular language.

Competencies represent the knowledge, skills, and abilities that contribute to successful performance. In medical school admissions, these might include scientific knowledge and critical thinking. In residency selection, competencies like clinical decision-making and procedural skills become even more important.

The inner circle of the EAMC model defines what you're seeking throughout the selection process. The surrounding puzzle pieces – experiences, attributes, and academic metrics – provide evidence of those desired competencies and mission-aligned factors.

Experiences include hands-on activities that shape an applicant's journey and help develop key competencies. For medical school candidates, this might involve leadership roles, research projects, or working to pay for college. For residency applicants, patient care experiences, quality improvement projects, or advocacy work can demonstrate their interests and readiness to grow further in your program.

Attributes encompass the personal qualities and motivations that applicants bring, such as social consciousness, curiosity, and integrity. These characteristics offer insight into how an applicant might engage with patients, face challenges, or contribute to your institution's community.

Academic metrics are the quantitative elements of an applicant's profile, such as GPA and MCAT scores for medical school applicants, or USMLE or COMLEX-USA scores for residency candidates. These metrics provide a view into an applicant's academic readiness.

Lastly, consider the applicant's life context – their family background, financial circumstances, and other life experiences. Understanding this context provides insight into the challenges and opportunities they've faced, offering a deeper perspective on their journey.

In summary, the EAMC model guides institutions to:

- Define their mission and goals.
- Select and define priority competencies and mission-aligned factors.
- Identify the experiences, attributes, and academic metrics that demonstrate these competencies and factors.
- Gather evidence from applications to support decision-making.
- Recognize how the applicant's life context shapes their competencies and achievements.