Selection Process

School of Medicine
SOM Mission

The School of Medicine strives to offer an excellent, comprehensive and interrelated program of medical education, biomedical research and health care.

Through these programs, the ultimate goal of the School is to provide quality and equitable health care to all citizens of Mississippi, the region and nation.

A core value of this mission is respect for the multiple dimensions of diversity reflected in all people.
Fulfillment of the school's mission requires student, faculty, administration and staff respect for and appreciation of the rich cultural heritage and growing diversity of the citizens of Mississippi, including:

- Demographic attributes: Race, ethnicity, gender, gender identity, sexual orientation, age, educationally or financially disadvantaged background, socioeconomic status, marital and family status, rural, state and national origin, languages spoken, religious and spiritual beliefs, and culture.
SOM Diversity Interests

- Personal attributes - Integrity, communication, skills and abilities, disabilities work habits, interactions with people, desire to learn

- Life experiences - Health care, volunteerism/community service, leadership, research, employment and other significant time commitments
SOM Diversity Interests

Diversity, inclusion and cultural humility enrich the teaching and learning environment; students think more vigorously and imaginatively, enhancing their preparation as citizens and professionals committed to providing all patients, including those from underserved populations, access to quality and equitable health care.
Holistic Review Admissions

• A process aligned with the mission and diversity interests of this medical school.

• A process that recognizes that diversity is multifaceted and a driver of educational excellence
Holistic Review Admissions

• A process that affords each applicant balanced consideration of life experiences, personal attributes and academic metrics.
A process whose goal is to select not only those who can succeed, but those who can fulfill the school’s mission and contribute to the diversity of a medical school that will yield a physician workforce capable of providing equitable health care to all.
# SOM Admissions Process

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<th>Process Step</th>
<th>Timeline</th>
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<td>Applicant submits AMCAS application</td>
<td>June – October 15</td>
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<td>Verified AMCAS application down loads to admissions office</td>
<td>June – November</td>
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<td>Applicant granted access to UMMC Secondary Application</td>
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<td>Metric screen by admissions staff</td>
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<td>Experiences and Attributes scored by Admissions File Review Committee</td>
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<td>MMIs conducted by Admissions Interview Committee</td>
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Process Overview

Admissions File Review Committee
- Experiences
- Attributes

Admissions Staff
- Metrics
- Demographics
- Residence

Admissions Interview Committee
- Personal Competencies

Admissions Executive Committee
Holistic Review
Render Decisions
File Review

- Three members of the Admissions File Review Committee (AFRC) are assigned to each applicant.

- AFRC members’ access to an AMCAS® application is limited to Work/Activities and Essay sections only.
AFRC members read and score activities in each of the following areas of interest:

- Health care
- Volunteer/community service
- Leadership/responsibility
- Research
- Employment
- Other significant time commitments (e.g. athletics and artistic endeavors).
File Review

- Experience scores are based on the
  - number of activities
  - length of time devoted to each activity
  - quality, or lack thereof, of the description of the activity.
File Review

- Based on what was read, the same three AFRC members also score the following personal attributes:
  - Initiative
  - Interaction with diverse people,
  - Motivation for medicine
  - Written communication skills
File Review

- In addition, the admissions staff scores
  - Workload (credit hours taken concurrent with activities described above)
  - Desire to learn (academics beyond minimum degree requirements including single/multiple majors/minors/degrees, and honors college enrollment).
Selection for Interviews

- Criteria for selecting interviewees are established by the SOM Admissions Executive Committee (AEC) and based on a balance of life experiences, personal attributes and academic metrics.

- Grade Point Averages (GPAs) and Medical College Admissions Test (MCAT®) scores comprise the academic metrics considered for admission.
Selection for Interviews

• Criteria may vary slightly from year to year, depending on the number of applications received and the quality of the applicant pool.

• The typical entering class at this medical school has an average science and math GPA of 3.6, overall GPA of 3.7 and an MCAT® sum of 28 (MCAT\textsuperscript{1991} exam, not MCAT\textsuperscript{2015}).
Selection for Interviews

Applicants with minimum metrics (2.8 GPA and 21 MCAT® sum) will automatically have their files reviewed by the AFRC to determine if there is evidence of life experiences and personal attributes that this medical school values and seeks in its students.

Notable deficiencies in either experiences or attributes may result in applicants with high metrics not being invited to interview.
Selection for Interviews

Applicants whose GPA or MCAT® sum are close to but below thresholds listed above, may have their files reviewed by the AFRC to determine if there is compelling evidence of life experiences or personal attributes that this medical school values and seeks in its students.

Notable experiences or attributes may result in applicants with low, but acceptable, metrics being invited to interview.
Members of the Admissions Interview Committee (AIC) undergo training that includes:

- Introduction to the SOM mission and diversity interests
- Overview of the admissions process
- Concept and rationale for using Multiple Mini Interviews (MMIs)
- How to rate applicants during encounters in MMI stations.
Multiple Mini Interviews (MMIs)

- Applicants complete a circuit of 8-12 ten-minute stations, rotating from station to station.
- At each station, candidates will have
  - 2 minutes to read a 'scenario' or question
  - 8 minute interaction with either a rater, actor or another applicant.
Multiple Mini Interviews (MMIs)
The authority to select applicants for admission to the SOM is vested in the Admissions Executive Committee (AEC).

This committee is chaired by the associate dean for medical school admissions and composed of members of the basic science and clinical faculty and community representatives appointed by the dean.
The overall goal of the admissions process is to select applicants who will fulfill the mission and diversity interest of the SOM, succeed in programs of graduate medical education (residency training) and impact favorably health care and the physician workforce in Mississippi.
AEC deliberations include a discussion of:

- Where an applicant was raised and educated
- Financial, educational and socioeconomic advantages and disadvantages;
- An applicant's life experiences and personal attributes including scores assigned by the AFRC;
Admissions Decisions

Committee deliberations include a discussion of:

• Personal attributes reflected in the written application, performance on MMIs rated by members of the AIC and faculty evaluations;

• Academic metrics including trends in GPAs and MCAT® scores.

• Attention is given to applicants who, in the opinion of the AEC, best fulfill the mission and diversity interests of the SOM.
Selection of applicants is made on a competitive basis, without regard to race, color, religion, national origin, age, disability, marital status, gender, sexual orientation or veteran status. Qualified handicapped students will be considered in relation to the technical standards.
Admissions Decisions

Decisions rendered include:

- Acceptance
- Decision postponed (until end of cycle)
- Admission denied
- Alternate (notified at end of cycle)

- Email is used to notify applicants of decisions which are also posted in the Applicant Portal
Post-Application Counseling

• Unsuccessful are notified when they may call the admission office to schedule appointments for post-application.

• Topics will cover applicant strengths and weaknesses and suggestions for improvement.
What’s next?

Find additional details: http://www.umc.edu/som/

Submit specific questions: AdmitMD@umc.edu

For counseling appointments: 601-984-5010