

Medical School Selection Goals

Admission of students who, on the basis of materials presented during the application process, have demonstrated that they possess:

- The ability to successfully complete the academically rigorous course
- The personal characteristics desired in future physicians
- The potential to fulfill the institution's goals

Dimensions of Admission

- Applicant pool
- Criteria for admission
- Admission committee
- Selection processes
- Outcomes

Applicant Pool 2000/01

	United States	Canada
Applicants	34,859	7,718
Acceptances	17,456 (50%)	1,763 (22.8%)
Age (mode)	22 yr	22 yr
Gender	54% male	46% male
Race		
White	63%	
Asian	20%	
Black, Am. Indian	11%	
Other	6%	
Attrition		0.5%

Criteria for Admission

- Residency
- Age
- Academic
- Qualitative variables
- Other

Academic Criteria

Prior Education

- High School / University
- Required courses
 - Prerequisites
 - Appropriate balance
 - Appropriate rigour
 - Timely completion
- GPA, marks
- MCAT or equivalent assessment of knowledge and cognitive skills

Qualitative Variables

Compelling Personal Characteristics

- What?
- How to measure?
- Influence of nature, nurture, maturation?
- What are the costs of measuring?
- How to avoid fraud?

Albanese et al
Acad Med 2003; 78:313-21

The Interview

Enhancing Reliability

- Structured (to allow assessment of personal qualities of interest in a meaningful manner)
 - inter-rater kappa >0.8
- Training for interviewers
- Debriefing between interviews
- Experienced interviewers
- Panel interview \pm

The Interview

Enhancing Validity

- All of the reliability measures
- Assess it!
- Are predictive of performance in clinical parts of curriculum and overall failure or withdrawal from medical school

Qualitative Variables

Other Measures

- Personal statement and essay
- Letters of support
- Elements of transcript, parent education, finances

Other Criteria/Considerations

- Racial
 - Aboriginal
 - Other minorities
- Socio-economic disadvantages
- Disabled
- Students with particular career preferences and suitability
 - Rural / remote practice
 - Primary care practice
 - Research / academic career

Selection Committees

- Selection and policy
- Governance
- Make up
- Orientation
- Policies
- Rewards / recognition

Selection Process

- Communication / information
- Deadlines
- Application form
- Documents
- Notifications
- Screening / evaluation
- Interviews
- Decisions
- Offers / reserve list

Outcomes

Which admission / selection criteria are most helpful in predicting:

- Academic performance in medical school?
- Clinical performance in medical school?
- Faculty or peer ratings of professionalism and other qualitative behaviours?
- Graduation from medical school?
- Success with post graduate training?
- Skill and humanity in care of individual patients?
- Effective contributions to health of the population?

U-21 Admission Survey

	Sent	Response
Asia		
Beijing	✓	
Fudan	✓	
Hong Kong	✓	✓
Singapore	✓	
Australia/NZ		
Auckland	✓	✓
Melbourne	✓	✓
NSW	✓	✓
Queensland	✓	✓
UK/Europe		
Birmingham	✓	
Edinburgh	✓	✓
Glasgow	✓	✓
Nottingham	✓	
Freiburg	✓	
Lund	✓	
Canada/US		
McGill	✓	✓
UBC	✓	✓
Virginia	✓	

Entry Point and Duration

Entry **Asia** **Aus/NZ** **UK/Europe** **Canada/US**

Post
high school

Post 3-4 yr
university

Other

Duration (yr)

3

4

5

6

7

8

First Year Class

Asia **Aus/NZ** **UK/Europe** **Canada/US**

Positions

Range

Mean

Applications

Range

Mean

Success (%)

Range

Mean

Academic Requirements

Asia Aus/NZ UK/Europe Canada/US

Defined
GPA / mark

Defined
prerequisites

MCAT or
equivalent

Defined
MCAT level

Other

Personal Characteristics

Asia Aus/NZ UK/Europe Canada/US

Assessed?

How?

Personal
essay

Letters of
recommendation

Interview

Other

Interview Format

Asia Aus/NZ UK/Europe Canada/US

Required

If Required

Single interviewer

Number of interviews

1

2

≥ 3

Panel interview

Number of interviews

1

2

≥ 3

Enhancing Reliability and Validity of Interviews

Asia Aus/NZ UK/Europe Canada/US

Any Measures
Taken?

Reliability

Validity

Final Selection

Asia Aus/NZ UK/Europe Canada/US

By Whom?

Single officer

Admission
Committee

Other

Based on

Eligibility only

Eligibility &
academic

Eligibility &
academic &
personal

Special Consideration

Asia Aus/NZ UK/Europe Canada/US

Aboriginal

Other racial
minorities

Socioeconomic

Disabled

Career preference/
suitability

Remote/rural
practice

Primary care
practice

Research/academic
practice