Admissions Update on ARAC Recommendations
November 29, 2018

Previous update provided on 12/20/17 and presented at Town Hall Meeting on 02/28/18

General:

The entering class of 2018 reflected a slight decrease in students identifying as belonging to a group that is historically under-represented in medicine, at 10.3% of the class (please see Table 1.) There were more URiM applicants in the E-18 pool (1539 vs 1374 +12%) but fewer completed secondary applications (127 vs. 176 -28%) and there were slightly fewer interviews (101 vs. 107 -7%).

| Table 1. UWSOM Admissions and Matriculation for Entering Classes of 2009-2018 |
|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| URM Students Admitted | 22   | 31   | 44   | 29   | 37   | 27   | 24   | 43   | 50   | 43   | 35      |
| URM Students Matriculated | 13   | 23   | 24   | 13   | 27   | 19   | 17   | 27   | 40   | 28   | 23      |
| % Matriculated       | 59%  | 74%  | 55%  | 45%  | 73%  | 70%  | 71%  | 63%  | 80%  | 65%  | 66%     |

Note. Numbers in red are below the average and numbers in green are above the average.

Recommendations for the Admissions Committee, including EXCOM, composition and training:

- EXCOM make up consists of members of each URiM constituency with the exception of Native Hawaiian/Pacific Islander. (Please see Table 2.)
- Currently there are 3 African Americans on EXCOM.
- Dr. Dan Cabrera continues as the CEDI Liaison for EXCOM. Dr. Cabrera meets with WWAMI URiM applicants who were rejected before interview to provide feedback as to how they might improve their chances for success in their next application.
- Admissions now routinely invites EXCOM to self-report their racial identity(ies) for our internal tracking purposes using standard URiM designations.
- EXCOM are volunteer committee members. Members are encouraged to obtain training and awareness of issues of institutional racism and bias.
  - The People’s Institute Undoing Racism Training has been completed by current Associate Dean for Admissions, Director of Admissions, 5 current EXCOM members and several Assistant Deans, who also serve as interviewers for Admissions.
  - The training will be made available to other EXCOM members
- Implicit bias training module is available to all Admissions Committee members and all are encouraged to view. Other resources regarding bias training are also available to members as well.
• In the E-18 interview year, Dr. Ralina Joseph presented on “Interrupting Microaggressions” as part of the mandatory orientation and in the E-19 interview cycle she presented on “Strategic Ambiguity”.

<table>
<thead>
<tr>
<th>Table 2. URiM Members of the Admissions Committee</th>
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<tr>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>Black/African American</td>
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<tr>
<td>American Indian/Alaska Native</td>
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<tr>
<td>Hispanic/Latinx</td>
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<tr>
<td>Native Hawaiian/Pacific Islander</td>
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<td>Total Admissions Committee= 203</td>
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* 2 of our Latinx committee members also identify as Black/African American, they are not double counted

Numbers in parenthesis indicates the number of current medical students in the committee for that group

Application and Interview Processes:
• Secondary question updated to:
  “How have societal inequities in the U.S. affected you or patients you’ve worked with?”
  The update was in response to EXCOM noting that the original question was long and having multiple parts and many applicants not addressing all parts of the question in the previous E18 cycle.
• Interview Domain updated for E19 cycle and entitled “Social Conscience” which includes questions related to commitment to service/conscientiousness, social determinants of health, and knowledge of health care delivery. A bank of questions is available to all committee members that includes ones addressing SDH and social justice issues.
• During the Seattle interviewee tours we continue to include ethnic historical context including that the UW was built on indigenous land.

Recruitment:
• Admissions “Second Look” event is being reformatted. Final content and programming is still yet to be determined. Any suggestions are welcome for consideration. It will not likely be only for URiM students but there will be intentional efforts to matriculate students we have accepted and we look forward to working directly with CEDI and other groups in this endeavor.
• Dr. Muzquiz, Associate Dean for Admissions has joined the Advisory Committee for SHPEP for the upcoming year which provides a direct connection to this cohort for recruitment.
• Admissions is engaged in the Hispanic/Latinx Admissions Support Program with LMSA members Mary Zuniga and Ari Azani (Mentor Dr. Karen Segerson) aimed at increasing diversity in the UWSOM student population.
  o Interventions designed to occur at the interview level and the Second Look level.
  o This program is student driven but has support from Admissions and CEDI
  o As of 11/28, we invited 32 Hispanic/Latinx applicants to interview and 28 have signed up
• CEDI, Admissions, APAMSA representatives and individual students met on 11/27/18 to discuss the possibility of assigning the designation of URiM to SE Asian student populations. A fruitful discussion ensued and the suggestion was met with support from students, staff, faculty, CEDI and Admissions. Work is ongoing.
• Dr. Muzquiz and Dr. Allen met with Dr. Morales, CEDI and Dr. Jason Deen, Director of Indian Health Pathway for preliminary conversations to consider designating specific seats in each matriculating class for Native American Scholars. Work is ongoing.
• Dr. Muzquiz and Admissions staff continue to be willing work with leaders of the African American roundtable, providing information and exchanging ideas.
• Dr. Muzquiz is active (as availability allows) in the Committee for Minority Faculty
• Increased efforts have been made to recruit from local community colleges including Big Bend, Wenatchee Valley, and Highline.

Financial Support:
• Dr. Muzquiz and the Admissions Team have engaged with UWSOM Financial Aid, UWSOM Advancement team, UWSOM Academic Affairs and CEDI to review and strategize the best use of current available scholarship awards particularly those gifts with intentions for specific URiM groups.
• This groups is also creating an equitable process for waiver awards.
• Dr. Muzquiz is active (as availability allows) on the Committee for Minority Faculty Advancement which now has a scholarship for URiM students.

Continuous Quality Improvement:
• As in E-18, during the E-19 interview season, applicants can submit anonymous feedback about their interview or application process through the interview website. A link to the interview website is provided to them when they are invited to interview. We also send the anonymous feedback form at the end of their interview day via email. This anonymous feedback is separate from our withdrawal survey.
  o Interviewers can also provide anonymous feedback to the Admissions Office. The feedback link is posted on the Admissions Committee Website.
• Any issues reported to the Admissions staff either directly or through the anonymous feedback portal are tracked in an internal incident log. Actions taken in response to the incident are also documented. Cases are presented to the EXCOM at the end-of-season meeting for discussion and continuous quality improvement.
• We continue to survey applicants after they decline our offer of admission. Applicants are informed that the information will be used for continuous quality improvement, and will not be shared with residency programs or residency directors. At the end of the survey, applicants are asked if CEDI can contact them to follow up. Nora Coronado from CEDI calls those who agree to discuss their reasons for declining our admission offer. Feedback thus far has been consistent with the results from the online Admissions survey. Applicants felt that the decision to attend another medical school was difficult and financial aid was ultimately the deciding factor. Both
Admissions and CEDI will continue following up with students after they decline admission to UW SOM. Withdrawal survey information is also shared with EXCOM.

- Admissions staff recently reviewed and revised goals and objectives in accordance with UWSOM strategic planning. The stated goal for Admissions is “UWSOM will admit a diverse class of future physicians to meet the mission of the school” with a goal of building and cultivating a sustainable ecosystem approach to prepare and recruit a diverse applicant pool. This is central to all activities, events, changes, updates and decisions made regarding the Admission process and all collateral work involved.