ARAC FAQ Sheet: Admissions

In 2017 ARAC created a report that outlined its recommendations for areas of Admissions, Curriculum, and Student Support. (The full ARAC report can be found on the CEDI website.) The committee focused on prioritizing the recommendations as the committee recognized all of the work cannot be done instantaneously. This FAQ highlights these key recommendations regarding Admissions, what actions have been taken, additional actions that have been taken and the remaining recommendations that were not felt by the committee to be the top priorities.

The recommendations regarding Admissions fall into 6 areas:

1) Admissions Committee Structure and Composition
2) Recommendations for application process
3) Recommendations for interviewing and recruitment
4) Recommendations for financial support of URiM applicants
5) Recommendations for continuous quality improvement
6) Other recommendations

The following were the recommendations prioritized by the ARAC as most important to address in the short term of 6-12 months following the submission of the ARAC report.

1) Admissions Committee Structure and Composition:

1a. **Have CEDI staff or faculty representation at all Admissions Executive Committee (EXCOM) meetings immediately.**
   Response: This has been done. Daniel 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.

1b. **Require EXCOM members to take Undoing Institutional Racism (UIR) training from the People’s Institute within the next 1 year for current members and at appointment for subsequent members (2-day training). (For the 2018-2019 cycle)**
   Response: This has not been required of the EXCOM members but 5 of the 20 EXCOM members have taken the UIR training. The training will be made available to other EXCOM members. Additionally, the Associate Dean for Admissions, Director of Admissions, and several Assistant Deans, who also serve as interviewers for Admissions have received the training.

1c. **Offer UIR training to any Admissions Committee member who is interested.**
   Response: Implicit bias training module is available to all Admissions Committee members and all are encouraged to view.
2) **Recommendations for application process:**

2a. **Add questions to secondary application related to equity, racism, and social determinants of health. Use responses to these questions as a filter to recruit students committed to anti-racism. (For the 2018-2019 cycle)**

Response: Secondary question was added and 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.

3) **Recommendations for interviewing and recruitment:**

The ARAC did not prioritize any of the recommendations in this area. However, several actions have been taken in this area:

a) The Second Look event is being reformatted,

b) 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.

c) Admissions is engaged in the Hispanic/Latinx Admissions Support Program with LMSA members aimed at increasing diversity in the UWSOM student population.

d) 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. The next meeting is scheduled for 5/13/19.

e) Dr. Muzquiz, Associate Dean for Admissions is part of the Pacific Northwest Consortium for increasing AI/AN medical students.

4) **Recommendations for financial support of URiM applicants**

4a. **Prioritize scholarship development for under-represented in medicine (URiM) students**

Response: 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 group is also creating an equitable process for waiver awards.

The Committee for Minority Faculty Advancement (CMFA) continues to support a scholarship program for URiM students.

5) **Recommendations for continuous quality improvement:**

5a. **Review screening process for rejected applicants with focus on URiM applicants to determine what factors resulted in their being screened out of the admissions process to identify any themes which could be addressed.**

Response: Admissions routinely does a numerical analysis (e.g. # of applicants screened out at each stage). Efforts are made to periodically conduct a qualitative analysis focusing on specific groups.
Additionally, as part of the QI process for applicants who screen in but later decline admission a survey is conducted of those who voluntarily agree to a post interview survey from CEDI. Results continue to provide information indicating that the decision to attend another medical school was difficult and that financial aid continues to be the deciding factor.

6) Other Recommendations;

6a) Select one ARAC committee member (student) to be a part the Assistant Dean of Admission Search Committee
Response: ARAC selected a student who then served on the search committee leading to the appointment of Dr. Muzquiz as the associate Dean for Admissions.

Additional Actions taken:

There are currently 3 African Americans on the EXCOM and all URiM categories have at least one EXCOM member of that group except for Native Hawaiian/Pacific Islander.

All Admission Committee members are invited to shared their racial identities using the same URiM categories as used for students.

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”.

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 include questions addressing social determinants of health 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.

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. Any issue reported to the Admissions staff either directly or through the anonymous feedback portal is 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.