



WAYNE STATE
School of Medicine

ADMISSIONS POLICIES AND PROCEDURES

PROCEDURE: ADMISSIONS COMMITTEE

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CHARGE OF ADMISSIONS COMMITTEE

Charge of the Admissions Committee in accordance with LCME Standard 10.2 (Final Authority of Admissions Committee*). The final responsibility for accepting students to a medical school rests with a formally constituted admission committee. The selection of individual medical students for admission is not influenced by any political or financial factors. Its authority originates by delegated powers from the School of Medicine Faculty Executive Committee (by-laws of the Faculty: Article IV. Committees, Section II. Standing Committees**).

The Admissions Committee is an oversight and decision-making entity. The major responsibility of the committee is to identify and select applicants who demonstrate the ability to fulfill the purpose of the M.D. /Ph.D. or the M.D/M.P.H. programs at the Wayne State University School of Medicine. The committee ensures the admission process is applied equally and consistently to all applicants. The Committee reviews all applicants in terms of their potential academic success in medical education programs and in terms of their potential contribution to the greater healthcare community.

* <https://lcme.org/publications/#Standards>

** https://facultysenate.med.wayne.edu/pdfs-new/som_faculty_senate_by-laws_feb_2020.pdf

INTRODUCTION

VISION

The Vision of Wayne State University School of Medicine is to graduate a diverse group of physicians and biomedical scientists who will transform the promise of equal health into a reality for all.

MISSION

We will educate a diverse student body in an urban setting and within a culture of inclusion, through high quality education, clinical excellence, pioneering research, local investment in our community and innovative technology, to prepare physician and biomedical scientific leaders to achieve health and wellness for our society.

COMMITMENT

We are privileged to serve our community, state, nation, and the world as innovators in medicine, health, prevention and wellness.

CORE-VALUES OF THE ADMISSIONS COMMITTEE

Preamble: The purpose of this core values statement is to provide a set of principles that are exemplified by interviewers and admissions committee (AC) members in their selection of students that will embody the Wayne State University School of Medicine mission and be reflected in our environment.

AC Core Values Statement: We commit to the recruitment, admission, and success of students who embrace and embody the mission, vision, and values of Wayne State University School of Medicine. Our focus is on erasing disparities and racism in health care through implementing the core values of equity, inclusivity, diversity, mutual respect, and appreciation. Through the creation of a genuine awareness of belonging for everyone, we will ultimately achieve a diverse and empathetic workforce that reflects and elevates the many communities we serve.

At our core we strive to admit students who contribute to and flourish in an environment that supports and promotes: **OUR CORE BREATHES and DELIVERS**

**Opportunities
Understanding
Relationships**

**Caring
Openness
Resilience
Engagement**

**Belonging
Responsibility
Empathy
Appreciation
Tolerance
Humanity
Equity
Sensitivity**

**Diversity
Excellence
Learning
Inclusion
Values
Experiences
Respect
Social accountability**

SUMMARY

Wayne State University School of Medicine (WSUSOM) recognizes that, in training physicians, there are responsibilities to be met. The first is to the medical students, to provide a medical education of the highest quality so that they may become highly effective and competent physicians. Another responsibility is to the future patients of the graduates of the medical school. Graduates should be well trained in all aspects of medicine and able to make appropriate diagnostic and treatment decisions in a manner that recognizes and respects the individual patient's needs, including cultural, financial and social nuances. Each matriculating class will be selected in light of this dual responsibility. Each applicant will be evaluated not only on his or her ability to become a competent physician, but also on his or her potential to contribute to the educational experience of fellow medical students and the advancement of the profession of medicine. The admissions process will evaluate both the individual capabilities of a student, and the overall composition of the matriculating class, with the goal of providing a rich and diverse educational experience for all members of the class. WSUSOM follows the guidelines and policies regarding diversity as put forth by the University. WSUSOM complies with all applicable federal and state laws. WSUSOM defines diversity as the inclusion of individuals with varying backgrounds and perspectives so as to enhance the learning climate and promote innovation, mutual respect and connections with the communities being served. Factors taken into consideration include, but are not limited to, educational background, life experiences, cultural identity, and socioeconomic background. WSUSOM does not discriminate on the basis of race, color, creed, gender, gender identity, national origin, age, familial status, marital status, height, weight, sexual orientation or veteran status.

ASSESSMENT

PURPOSE

Our holistic review approach is an individualized process by which a balanced consideration is given to the multiple ways in which applicants prepare for and demonstrate suitability as medical students and future physicians.

Our balanced consideration includes characteristics associated with:

- Experience
 - Personal Attributes
 - Academic Metrics
- A. Each applicant will be treated with respect, and will be individually assessed for their potential as a physician. Information used to assess individual potential may include:
1. Application form
 2. Letters of recommendation
 3. Personal statement
 4. Supplemental essay and information (i.e. secondary, including course requirements)
 5. Interview with WSUSOM Interviewers
 6. MMI Interview Evaluation
 7. Medical Student Evaluation
- B. Each applicant will be individually assessed for his/her attributes and potential to contribute to the medical school class. Core competencies for entering medical school students as endorsed by the AAMC (GSA/COA) on 12MAY2021 “Core competencies for entering medical students”.
1. Attributes
 - a. *Academic Excellence:* The curriculum at Wayne State University School of Medicine (WSUSOM) is academically rigorous and requires that the applicants demonstrate prior ability to perform well in a challenging academic setting. The undergraduate grade point average and the Medical College Admissions Test scores are two measures that are used to assess the applicant's ability. Other factors which are used in the evaluation may include the rigor of the course load and increasing/decreasing trends in graded coursework.
 - b. *Competency:* We strive to enroll students capable of accumulating the scientific knowledge, diagnostic acumen, technical skills, and interpersonal skills required for the competent care of patients. Assessment of competency will include intellectual competency, technical competency, and communication competency. All applicants must sign the medical school technical standards form (attached).
 - c. *Motivation for Medicine:* Every effort will be made during the admissions process to assess the applicant’s motivation for the practice of medicine. Assessment of motivation for medicine will include, but is not limited to, assessment of the application materials for documented interest in medicine, focused questioning in the interview, and evaluation of MMI responses.

- d. *Altruism*: Altruism, or the devotion to the needs of others, can be assessed through review of the applicant's activities such as participation in community service, or volunteer activities as well as responses to interview questions about the applicant's goals and desires for a life of providing patient care.
 - e. *Integrity*: Honesty and integrity are essential in both the medical education process and the eventual practice of medicine. Applicants should be able to articulate an understanding of the importance of ethical behavior, honesty, of professionalism in medicine. Dishonesty on the application form or in the interview as well as information provided in the letters of evaluation will be considered in assessing integrity as well as responses to MMI scenarios and in interviews.
 - f. *Communication skills*: Potential physicians should demonstrate to the admissions committee an ability to communicate effectively. The personal statement, letters of recommendation, and interview provide opportunities to assess effective communication skills.
2. Potential to Contribute to the Medical School Educational Experience and to the Profession of Medicine

Each year, there will be many more applicants who possess all of the essential attributes to become a competent and effective physician than there are positions available. Many of the applicants will also possess unique attributes that can contribute both to the educational experience of their fellow classmates and eventually to the field of medicine. Although each applicant will present a unique set of academic and other attributes, many will have an approximately equivalent potential to contribute to medicine, albeit in a wide variety of ways. The selection process cannot, therefore, focus solely on the individual, as many applicants will be equally if differently, suited to the practice of medicine. The admission process, following the evaluation and rating of the individual applicant, will seek to build a richly diverse class both to enhance the educational experience of the class itself and to provide for future patient care of the highest quality.

- a. *Future Potential to Underserved Populations of Patients*: "Chronically underserved" may be either geographic (rural, inner-city), or involve specific populations of patients (e.g. financially disadvantaged, minority populations, or uninsured). Applicants who provide evidence, stated or otherwise, that they are inclined to serve in one of these areas may be rated as highly desirable for admissions to the medical school. Assessment would include, but is not limited to, demographic factors, past experiences, and demonstrated interest in practicing in an underserved area or with underserved populations.
- b. *Leadership*: The physician is the leader of the health care team and must be able to effectively direct the diagnosis and treatment course of patients. Previous team leadership experience (for example, advancement in the military, captain of an athletic team, selection for a leadership position in an organized environment), or leadership training experiences will be considered in assessing leadership.
- c. *Life Experiences*: Each physician must care for patients with a wide variety of racial, ethnic, and cultural backgrounds. Experiences with other ethnicities and cultures are deemed valuable, such as involvement with multicultural organizations, community service in multicultural areas, or other unique life experiences.

- d. *Scientific or social research experience*: Advancement of medical knowledge benefits large populations of patients, and applicants with skills in research have the potential to provide such benefits. While involvement in research is not an absolute requirement, it is considered a desirable experience for the admission evaluation.
- e. *Educational background*: Although the practice of medicine is heavily grounded in the sciences, the art of medicine requires an understanding of and appreciation for psychosocial issues such as economics, history and philosophy among others. Students who have undertaken studies in these areas will be assessed for their potential to contribute to the educational experience of the class.
- f. *Socioeconomic Status (SES)*: In order to train future physicians who, have the potential to serve our communities in need, it is important to seek students from a variety of socioeconomic backgrounds.
- g. *Cost/value-based healthcare delivery*: Understanding of the importance of cost and current value-based healthcare delivery.
- h. Potential to acquire and emulate the 15 C's of Character Formation written by Wayne State University School of Medicine.
 - 1. Commitment
 - 2. Confidence
 - 3. Conscientiousness
 - 4. Cultural Sensitivity
 - 5. Character
 - 6. Competence
 - 7. Confidentiality
 - 8. Community Awareness
 - 9. Collegiality
 - 10. Consideration
 - 11. Communication Skills
 - 12. Caring
 - 13. Compassion
 - 14. Courage
 - 15. Compliance

ADMISSIONS PROCEDURES

- A. Processing of applications/eligibility criteria
 - a. Applicants to WSUSOM are required to take the Medical College Admissions Test (MCAT), submit an application through the American Medical College Application Service (AMCAS), must be a US citizen, US permanent resident or a Canadian citizen.
 - b. International students are eligible for admission if they have completed a degree at WSU
- B. Application Reading
 - a. The Application Reader Group consists of individuals (including Alumnus/Faculty and hired

- seasonal staff) who are trained and agree to review applications and complete an evaluation form for each application indicating areas of strengths and weaknesses.
- b. As applicants complete their secondary application, selected applicants will be forwarded to the Application Reader Group.
 - c. Each applicant's file will be reviewed individually and holistically to assess their eligibility and/or academic readiness.
- C. Invitation to Interview
- a. Invitations to interview will be extended to applicants after assessment of their application materials, application reading evaluation, and potential to contribute towards WSUSOM's mission.
 - b. As a courtesy, interviews may be offered to applicants with specific or significant ties to WSUSOM. Other than the opportunity for interview, no special considerations will be offered to these applicants.
- D. Interview process
- a. Invited applicants will interview with an alumni/faculty member, a current medical student, and complete 5 MMI stations
 - b. Interviewers will be provided with guidelines and an orientation to the basics of the interview process, including concepts such as treating the applicant with respect, which qualities are to be evaluated, and which questions or topics are inappropriate for the interview.
 - c. Interviewers will complete a standardized evaluation form for each interviewee that provides a clear definition of qualities to be evaluated.
 - d. Interviewees will be provided an opportunity to evaluate the interview process and provide feedback to the Office of Admissions about the quality of the interview experience.
- E. AC Evaluation process
- a. Then AC will review the complete files of each of the interviewed applicants, including the assessment by the faculty/alumni, MMI, and Medical Student interviewers to provide a rating of the future potential of the interviewee
 - b. There are no quotas in the evaluation process
 - c. Certain Medical School programs have variable numbers of positions available in any given year, depending on funding or numbers of qualified applicants. If fewer than the desired number of individuals is found in any year for these special programs, the remaining spots in the entering class will be filled with standard applicants. All applicants will be assessed with the same processes on Interview Days. The AC reviews and renders an admissions decision on all candidates entering the MD program at Wayne State University School of Medicine.
 - d. The final decision regarding which applicants will be admitted resides with the faculty of WSUSOM and its appointed AC. Every effort will be made to select a class of individuals who, in the aggregate, are capable of addressing the specific different needs of future patients, and the educational environment for their classmates.
- F. Re-Interview Policy
- a. It is the policy of the AC that all re-interviews will be completed at the request of the applicant. The applicant must request the re-interview within 7 days of the completion of the initial interview. The re-interview will consist of all interview types (faculty/alumni interview, MMI interviews, student interview, etc.).
 - b. All prior interview scores will be replaced with the subsequent re-interview scores. Interview scores are confidential and never released to non-members of the AC.

- c. To request the re-interview the applicant should email MAdmissions@wayne.edu. All requests must be in writing.
- G. Evaluation of Admissions Policies, Procedures and Activities
- a. Annually the AC will perform a review and update the policies and procedures. The Associate Dean for Admissions will report the outcome of this review to the Executive Committee Faculty Senate for ratification and approval.
 - b. These Admission policies shall be reviewed and approved by the Faculty Senate of the Medical School.

ADMISSIONS COMMITTEE AND ADMISSIONS INTERVIEWERS

A. Purpose

1. The AC is the body that is responsible for the assessment of the individual applicant in the pool of all of the applicants. In addition to a review of the files and interview comments of each of the interviewed applicants, the AC has the final decision-making authority and takes one of the following actions on each interviewed applicant. 1) Approved to Offer Admission 2) Reject Applicant 3) Move Applicant to Alternate List 4) Rescind Admission Offer.
2. Admissions Interviewers: The Admissions Interviewers are the body of the medical school that is responsible for the assessment of an individual applicant, both via review of the applicant's file and the face-to-face faculty/alumni interview. Admissions Interviewers is a sub-committee of the AC.

B. Responsibilities

1. AC

- The AC will admit suitable candidates and reject unsuitable candidates. The AC will provide an approximate rating of the desirability of each applicant among the pool of all applicants.
- The AC will advise the Associate Dean for Admissions on appropriate policies and procedures for the evaluation and admissions of applicants to the Medical School.
- On occasion, the AC will review requests for waivers of existing requirements and make recommendations regarding the action on such requests to the Associate Dean for Admissions.

2. Admissions Interviewer

- Admissions Interviewers will conduct the faculty/alumni interview and provide an assessment of the attributes of each interviewed applicant to the AC using the standard interview evaluation form.

3. Medical Student Interviewer

- Each medical student interview is a 35-minute session using a standard interview evaluation form. Medical students only have access to the following portions of the AMCAS application: Applicant personal comments and experiences.

C. Structure and Membership

1. *The AC*

- The AC shall consist of the Associate Dean for Admissions, the Vice Dean for Medical Education, the Vice Dean for Diversity and Inclusion, Director of Enrollment Management, Director of Diversity and Inclusion, and a minimum of 10 faculty members.
- Recommendations for the AC will come from the leadership of the Medical School and be forwarded to the Associate Dean for Admissions. Nominees should be current or former admissions interviewers and be well versed in the policies and procedures of the AC.
- Nominees will be reviewed and selected by the Vice Dean for Medical Education, Vice Dean for Diversity and Inclusion, and the Associate Dean for Admissions and submitted to the Executive Committee of the WSUSOM Faculty Senate for a vote and approval.
- If a vacancy on the AC occurs, the same process will be followed.
- Each member shall serve three-year, renewable, terms of service requiring re-nomination subject to annual review by the Associate Dean for Admissions.
- A quorum shall be constituted when a minimum of 50 % plus one voting faculty member are present for AC business.
- Deans, Director of Diversity and Inclusion, Director of Enrollment Management, and members of the Admissions Office shall serve as *ex officio*, non-voting, members of the AC.

2. *Admissions Interviewers*

- Membership will be sufficient to interview the 1200-1500 applicants interviewed each year. Members may be current or retired faculty members, attending physicians, residents, officers, medical students, physicians from affiliated institutions, alumni, or staff of the WSUSOM.
- Membership is for four years, renewable terms. Each interviewer is expected to participate in a minimum of five interview day sessions during each year. This is subject to change based on the number of participants and the number of interviews expected.
- Nominations for the Admissions Interviewers will be solicited from Departmental Chairs, current members of the AC, the leadership of the medical school, the leadership of affiliated health systems, and the faculty at large.
- Individuals selected to join the Admissions Interviewers will be provided with specific instructions and guidelines regarding the policies and procedures of the AC and the interview process. In addition, each new member of the Admissions Interviewers will observe a limited

number of interviews with an experienced faculty committee member.

- Admissions Interviewers whose actions are not in accordance with the Admissions Policies and Procedures will be counseled by the Associate Dean for Admissions or the Director of Enrollment Management and may be removed from the roster by the Associate Dean for Admissions if necessary.

3. Medical Student Interviewer

- The student senate solicits applications from the M1 class for medical student interviewers to a 4-year term per their by-laws.

D. AC Voting Rules

a. In-person or Virtual

- i. The AC uses a two-thirds vote. The method of voting is a rising vote using a show of hands or verbal articulation during the in-person, phone, or virtual conference medium.
- ii. A motion passes based upon a two-thirds majority of all voting members present who are eligible to vote on that motion. When a voting member present recuses themselves, the voting member does not count as a participant in the current motion being voted on. A recusal counts as a non-vote for the motion up for a vote.
- iii. Abstentions count as a vote to abstain. Thus, the determination of eligible voting members includes a yes, nays, and abstentions from all voting members present and participating in the vote.
- iv. In the case where the number of votes required for a motion to pass when calculating the two-thirds is a decimal, the standard rounding rules are used.

b. Voting by email

- i. Action without a meeting of the AC can include an offer of admission to the school, alternate list or other committee business.
- ii. All communications will be sent from the Chair of the AC or his/her designee.
- iii. The sender of the email messages will include his/her name at the end of the message.
- iv. Any member who has voting rights can make a motion, the second should be made within 72 hours. The motion should be approved by a 2/3 vote within the timeline designated by the committee chair.
- v. Only one motion can be debated during the timeline.
- vi. Amendments to the motion being debated can be made at any time during the designated debate period set forth by the committee chair.
- vii. A second to the amendment should be made within 72 hours.
- viii. The committee chair opens the seconded amendment for debate and reissues a new timeline for the 2/3 vote if necessary.

- A. The schedule of interview days will be available to the Admissions Interviewers members at the beginning of the interview cycle. Members will select days for participation as determined by the number of applicant interviews, admissions interviewer availability, and interview days.
- B. Each invited applicant will typically have one 30-35-minute one-on-one interview with a faculty/alumni member, five MMI stations, and a 30-35-minute medical student interview. A lunch and tour with current medical students will be provided if in-person interview days are offered (Due to COVID restraints [2020-pres], interviews have been virtual).
- C. If in-person interviews are resumed, Interviewers will be encouraged to meet with other Admissions Interviewers for lunch following the final interview. This provides an opportunity to discuss common experiences with interviewees.
- D. The AC will meet as necessary to review and evaluate each interviewed applicant. This summative evaluation represents a comparative assessment of the entire application and not just the interview evaluation. The AC will engage in an open discussion of the applicant's merits, deficiencies, and essential/unique attributes as listed in section B1 of this document.
- E. Based on the decisions of the AC, the Office of Admissions will make sufficient admission offers by March 15 of each year to fill the entering class in accordance with AMCAS guidelines. Admission offers will continue, as needed, to complete the incoming M1 class.