

Holistic GME Recruitment Cycle + Enrollment Management

EVALUATING

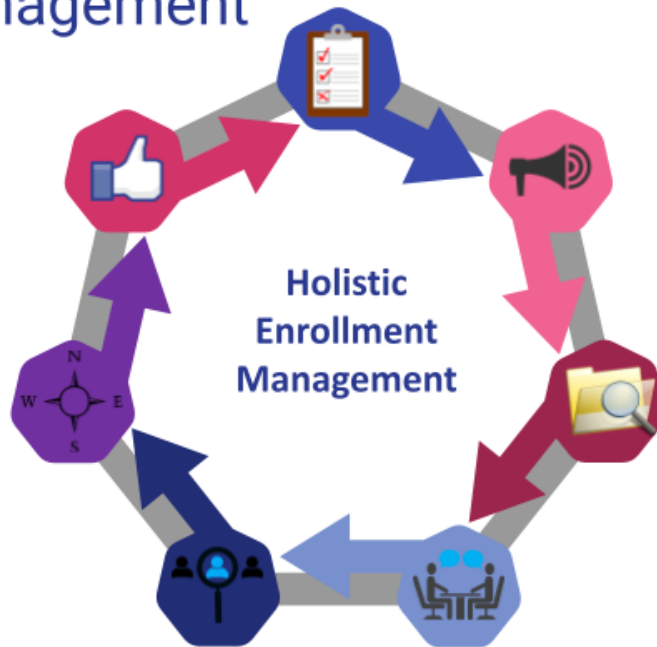
- Assess EACMs of all trainees & check for mission-alignment
- Track individual and program level outcomes
- Determine EACMs that contribute most to mission-aligned trainee performance
- Exit surveys of graduating trainees
- Develop improvement plan for next cycle

ORIENTING

- Consider info about incoming class & how can be used to facilitate support/inclusion
- Make explicit program mission, vision, values
- Focus on inclusion/belonging/epistemic trust
- Solicit feedback from matched trainees re: recruitment process

SELECTING

- Compare matched applicants to total applicants and interviewees re: mission-alignment
- Determine where non-matched interviewees matched
- Provide recruitment committee with above data



PREPARING

- Survey constituents re: mission statement
- Evaluate recruitment committee satisfaction
- Evaluate efficacy of RC training

RECRUITING

- Track # applicants contacted via outreach
- Survey interviewees & matched trainees re: recruitment efforts
- Determine # applicants from mission-aligned programs

SCREENING

- Determine how screening rubric affects # URM invited to interview each year
- Evaluate inter-rater reliability
- Evaluate effect of screening on % of interviewees mission-aligned

INTERVIEWING

- Evaluate inter-rater reliability
- Evaluate scoring rubric to see if identifies mission-aligned applicants
- Survey attendees about Open Houses

Holistic Review Core Principles

1. Applicant selection criteria are broad, clearly linked to program mission and goals, and recognize numerous aspects of diversity as essential to excellence.
2. Selection criteria include experiences, attributes, and competencies as well as academic performance. These criteria are:
 - a. Used to assess applicants' unique backgrounds with the intent of creating a richly diverse interview and selection pool and student body,
 - b. Applied equitably across the entire candidate pool (when possible), and
 - c. Supported by trainee performance data that show that certain experiences, attributes, and/or competencies are linked to that individual's likelihood of success as a resident/fellow.
3. Programs consider each applicant's potential contribution to both the program and the field of medicine, allowing them the flexibility to weigh and balance the range of criteria needed in a residency/fellowship class to achieve their institutional mission and goals.

Holistic Review Strategic Planning

CHALLENGE	STRATEGY	YEAR
		23-24
		24-25
		25-26

Full Worksheet with Examples: <https://tinyurl.com/mu3fjze7>

RECRUITMENT CYCLE STEP	✓	ACTION ITEM	TARGET DATE
Preparing	<input type="checkbox"/>		
Recruiting	<input type="checkbox"/>		
Screening	<input type="checkbox"/>		
Interviewing	<input type="checkbox"/>		
Selecting	<input type="checkbox"/>		
Orienting	<input type="checkbox"/>		
Evaluating	<input type="checkbox"/>		