University of Arizona College of Medicine - Tucson
Annual Faculty Committee Report

Report from the Admissions Committee, 2022-2023
Submitted by Salma Patel, MD and Tejal Parikh MD, Admissions Office

Members
Faculty: Salma Patel, MD (Chair), Zoe Cohen, MD (Vice Chair), Julie Armin, PhD, Paul Gignac, PhD, Geetha Gopalakrishnan, Susan Hadley, MD, PhD, Patricia Harrison-Monroe, PhD, Jeffrey Lochhead, PhD, Juan Ortiz, MD Jeffrey Pu, MD, PhD, Alejandra Zapien Hidalgo, MD, MPH

Students serving 12/2021 - 12/2022: Hamza Ghannam (MS2), Kenneth Silvestro (MS2), Natalie Demirjian (MS2), Bobbie Anne Alcanzo (MS2), Adam Carl (MS2)

Students serving 12/2022-12/2023: Abhijay Murugesan, MS2, Sydney Phan, MS2, Claire Rosenberger, MS2, James Rozelle, MS2, Lily Younan, MS2,

Ex-Officio Members:
Larissa Gronenberg, MPH, Tejal Parikh, MD

Charge to the Committee
By LCME Standard (Standard 10) as well as by the UACOM-Tucson (UACOM-T) bylaws, the Admissions Committee is a majority faculty committee whose responsibility it is to select the members of the medical student body. The Admissions Committee works in integration with the Admissions Office to ensure the admissions and selection process is collaborative, holistic, and comprehensive, and that the selected students display attributes that align with the mission of the College of Medicine Mission and the ideals the AAMC sets forward for physicians. In addition to the selection of traditional MD applicants, the Admissions Committee oversees and admits students within the MD – PhD Program, the Pre-Medical Admissions Pathway (PMAP), the Honors Early Assurance Program (HEAP) and the Accelerated Pathway to Medical Education (APME) programs. The mission of the committee is to “select a diverse cohort of students who will become the future physicians, physician-leaders, and physician- researchers for Arizona communities and throughout the United States”.

Admissions Process

Screening Process
During the 2022 – 2023 admissions cycle, the Admissions Office received 7050 applications through AMCAS. Of all received applications, 4898 applicants met the minimum standards to secure a secondary application (MCAT 498 and GPA 3.0). In total, 3667 completed secondary applications were received and screened utilizing the admissions team and a dedicated group of secondary application screeners. Secondary applications are supplemental applications that allow applicants to address questions geared towards the colleges mission, and elaborate on their own lived experience.

• AMCAS Applications: 7050
• Resident: 701
• Non-Resident: 6349
• Accepted Applicants: 197
• Resident: 125
• Non-Resident: 72

Under the direction of the Admissions Office, secondary application screeners utilized a COM-T attribute aligned rubric to review and score the secondary applications.

Interview Process
Between August 2022 and March 2023, the Admissions Office invited 533(traditional MD and MD/PhD) applicants for virtual interviews; of which 505 accepted and completed their interviews for traditional MD and MD/Ph.D. During the Multiple-Mini-Interviews (MMI) each applicant participates in a timed interview with six
individual interviewers, who in turn are blinded to the interviewee’s application materials. Each interviewer will complete an evaluation utilizing narrative comments and a numerical score to rate the applicant’s alignment with pre-determined attributes. The collated feedback from the interviewers is presented to the Sub-Committee and the Admissions Committee in the form of the MMI report.

**Sub-Committee Review**
The Admissions Committee consists of five sub-committees, each comprised of two faculty and one student members. The five subcommittees are assigned applicants for sub-committee review. At the Sub-Committee review, each applicant’s AMCAS and secondary applications and their MMI report are reviewed in depth. The members of the Sub-Committees vote on each applicant they are assigned to evaluate, and top applicants are moved to a full committee review for acceptance consideration. A total of 533 completed application and interview packages were reviewed by the members of the subcommittees. Applicants are ranked by the Sub-Committee using a 1-to-5 scale (1=unacceptable, 2=poor, 3=acceptable, 4=excellent, 5=outstanding, with intervals of 0.5). The applicant rank represented the average score among the subcommittee members. Applicants with top subcommittee average scores then advanced to presentation, review, and discussion at full Admissions Committee meetings.

**Admissions Committee Review**
The Admissions Committee Review is also referred to as a full committee review. Acceptance is granted to students based on the review and scoring by the Admissions Committee. The sub-committee presents their championed applicants to the full committee via verbal presentation of each applicant. The full committee also reviews the interview report and complete AMCAS and secondary application files for each applicant. After a full and comprehensive committee review, each member of the committee assigns a numerical score between 1 and 5 to each applicant (1=unacceptable, 2=poor, 3=acceptable, 4=excellent, 5=outstanding, with intervals of 0.5). This score is used to rank all reviewed applicants. Acceptance is granted in order of ranking of the admissions committee review.

The admissions committee evaluates utilizing a holistic approach that combines desired attributes with academic and clinical experiences and other lived experiences.

The attributes in consideration were developed and refined by the Admissions Committee over the past 7 years, are consistent with AAMC guidelines for holistic applicant evaluation. At the College of Medicine - Tucson the admissions process focuses on the following attributes:

- motivation to pursue medical school
- alignment with commitment to institutional mission
- ability to succeed academically and withstand the rigor of the curriculum
- resiliency
- distance traveled
- service and volunteer experiences
- sufficient clinical exposure to understand the profession
- research experiences
- language spoken in underserved communities in Arizona
- humanistic orientation
- cultural competency
- understanding the importance of diversity
- professionalism

The Admissions Committee offered acceptance to 237 applicants; 118 accepted entry into the Class of 2027 (2 returning students - actual class total: 120).

**Outcomes**
The class of 2027 has an average GPA of 3.78, an average science GPA of 3.70, an average MCAT score of 509. The average age is 24 (range, 21-45), with 35% male students and 58% female students with 7% of
students choosing to not report their gender. Arizona residents comprise 75% of students, while out-of-state residents comprise 25% of the class. Students who are underrepresented in medicine (URM) comprise 29% of the class, while 28% self-identify as disadvantaged, 12% are first generation college students, 16% had a rural upbringing, and 25% identify as re-applicants.

The Admissions team continues to monitor student performance to identify trends for student success and develop programs to better support our students and to advise the Admissions Committee in its decision-making processes. Increased recruitment efforts to grow special pathways and programs, as well as an uptick in competing medical schools in the state reflects in recruitment tactics and trends witnessed. Targeted recruitment efforts are notable in an increase in informational and outreach sessions offered by the admissions team, as well as a refinement and expansion of Revisit Days and Second Look. Efforts focus on highlighting unique learning opportunities and innovative curriculum (Societies, Blocks, Distinction Tracks, Research and Clinical Thinking Course) to appeal to applicants. Additionally, and perhaps most importantly, the ability to provide scholarship assistance continues to be the strongest recruitment tactics, particularly for competitive applicants.
Scholarships
An increase in scholarship funding, implemented and maintained since 2018, helped enhance recruitment which has contributed to funding levels remaining consistent for the talented Class of 2027. Additionally, there was a decrease in renewables due to the projected increase for other commitments (MD-PhD). For the seventh year, the UACOM-T has offered both renewable and non-renewable scholarships, a financial assistance model that allows us to be much more competitive in the recruitment of in-need students who contribute to the diversity and academic excellence of the UACOM-T. For the current academic year, the total amount of scholarships offered was $680,035 (2 merits of $37,788) in recruitment scholarships and $415,668 in PCP Scholarships (11 scholarships of $37,788). There were 14 renewable scholarships and 13 tuition waivers (Merit and PCP) and 22 non-renewable scholarships that have been offered. These total awards were comprised of $269,269 in donor scholarships, $72,150 in tuition waivers and grant awards totaled $201,131.

MD/PhD Admissions
The MD/PhD program is designed to train students planning careers in academic medicine or biomedical research. Through the collaborative efforts of the College of Medicine and the Graduate College, research intensive training is pursued through one of a number of biomedical science departments and interdisciplinary programs Five have accepted our offer; their overall average GPA is 3.74, their average (BCPM/science GPA is 3.67 and combined MCAT score average is 510. These 5 students are included in the total of 120 members of the class of 2027.

Pre-Medical Admissions Pathway (P-MAP)
Currently, in its tenth year, the P-MAP program was developed by the Admissions Office and the Office of Diversity, Equity, and Inclusion to identify, recruit, and support students who are Arizona residents, who have faced socioeconomic disadvantages, are first-generation college attendees, grew up in a rural or US/Mexico border region, and/or are enrolled members in Federally recognized American Indian tribes. Applicants should demonstrate principles of cultural competence in healthcare, demonstrate attributes such as altruism and social accountability, be fluent in English, and may be conversant in languages commonly spoken in Arizona (e.g., Spanish and Navajo). Ideal applicants demonstrate intellect, aptitude, and drive, along with an understanding of having fewer opportunities, educational inequities, and language obstacles, they offer personal perspectives to enhance humanism in medicine. The Pre-Medical Admissions Pathway (P-MAP) Program is a 13-month, full-time, intensive medical school preparation program designed to prepare Arizona students to succeed in the rigors of medical school at the College of Medicine-Tucson. The program includes coursework toward a Master of Science degree in Cellular and Molecular Medicine, professional and clinical development, success seminars, and a "Conditional” admission to the University of Arizona, College of Medicine-Tucson MD program. Those who successfully complete all P-MAP program requirements will receive admission to the UA College of Medicine-Tucson. The Admissions Committee Selected 10 applicants to join Cohort 10 who matriculated in May 2023. Cohort10 has 10 members (6 females, 4 males), UG-GPA of 3.39, G-GPA of 3.855, and MCAT average of 499.9.

Honors Early Assurance Program (HEAP) or Honors MedCats
The Honors College Early Assurance Program (HEAP) allows the university’s most academically talented students to gain early admission into the University of Arizona’s College of Medicine-Tucson at the end of their Junior Year. The goal of the program is to introduce a cohort of ten UA Honors students to the UA COM-Tucson’s integrated sciences and systems curriculum, interactive medical problem solving and professional learning communities. The cohort will follow an academic plan to complete all medical school prerequisite coursework as well as individual learning modules to provide an early start to the content found in the Medical School curriculum. HEAP will incentivize our top undergraduate students to stay and study medicine in Arizona which may enhance retention of these future physicians to practice in the state. In April 2023, we accepted our third class
of HEAP students. Cohort 4 has 10 members (5 females, 5 males), GPA average of 3.96 and MCAT average of 515.

**Accelerated Pathway to Medical Education (APME)**

The APME program is a 7-year program and offers a unique educational experience for talented students anticipating a career in medicine or medical science. This cohort will complete three years of undergraduate studies including all medical school prerequisite coursework with reserved placement in the MD program. The APME fosters flexibility and creativity in undergraduate education while reducing the pressures related to gaining acceptance to medical school. Students are encouraged to take advantage of the reduced pressure by exploring and challenging themselves personally and professionally to prepare a solid foundation for success in medical school and for leadership roles in their careers in medicine.

Students apply to the APME program in their senior year of High School. We conduct a similar holistic review for applicants to the APME program and the attributes we look for in applicants to the program align with our MD Admissions. The purpose of the APME program is to recruit highly talented students from across the United States to study medicine in Arizona with the goal of retaining these future physicians to practice in the state either through the APME program or our other various pipeline programs. In April 2023, we accepted our second cohort of 5 APME students. Cohort 2 has 3 females and 2 males with an average High School GPA of 4.0.