

Northern Ontario School of Medicine



Northern Ontario
School of Medicine

Admissions Update

**“Mii Kwen Daan” – Continuing the Dialogue
Online Aboriginal Workshop
Keeping the Vision
August 1-3, 2006**

www.normed.ca

Northern Ontario School of Medicine



Admission Mandate

It is the intention of the Northern Ontario School of Medicine to maximize the recruitment of students who are from Northern Ontario and/or students who have a strong interest in and aptitude for practicing medicine in northern urban, rural and remote communities.

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Admission Mandate

The selection process favours those who are likely to thrive in the challenging northern rural learning environments including local applicants.

The mandate of the admissions process is to have class profiles which reflect the demographics of Northern Ontario.



Admissions Committee

Responsibility for admission to NOSM delegated to Admissions Committee

Committee comprised of:

- Assistant Dean, Admissions	- Rural/remote Faculty
- Basic, Clinical, & Human Sciences Faculty	- Aboriginal Faculty
- Ontario Medical Association	- Francophone Faculty
- Lakehead University Representative	- Medical Students
- Laurentian University Representative	- Community Members



Aboriginal Admissions Sub-Committee

- **Reviews all Aboriginal admissions stream applications**
- **Makes recommendations to the Admissions Committee**
- **Assists with the Aboriginal recruitment process**



Aboriginal Admissions Sub-Committee

Committee comprised of:

- **Aboriginal Faculty Member (Chair)**
- **Assistant Dean Admissions**
- **NOSM Director of Aboriginal Affairs**
- **Aboriginal Physician**
- **Aboriginal Residents**
- **Educational Organization**
- **Community Member**
- **NOSM Students**



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Admission Process

Admission process reduces many barriers that exist for Northern Students

2 seats designated in each year for Aboriginal students

Aboriginal students may choose to apply to either the General Admissions stream or the Aboriginal Admissions stream



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Admission Process

The following groups are given an advantage in the admissions process:

- Aboriginal applicants,
- Francophone applicants,
- applicants who have spent 5 years or more in Canadian rural, remote or northern urban communities.



Admission Process

In designing the NOSM admissions process it was decided that it was very important that there be one admission process and all applicants be evaluated by the same admissions criteria.



Admission Criteria

- **4 year undergraduate degree***
- **Canadian citizen or permanent resident**
- **Overall weighted GPA of 3.0 on 4.0 scale**
- **No MCAT required**
- **No specific course prerequisites required**
- **Balanced undergraduate education preferred**

***Mature applicants (25 years of age or older) may apply with a 3 year degree**



Pre-Interview Application Scoring

The initial review of applications is based on three components:

- 1) weighted GPA**
- 2) application questionnaire and autobiographical sketch**
- 3) context**



Weighted GPA

- Correlated to performance in medical school**
- First year course grades are not included**
- Year 2 weighted once**
- Year 3 weighted twice**
- Year 4 weighted three times**
- Full load not required each year**
- No absolute prerequisite courses**

Application Questionnaire & Autobiographical Sketch



Scored based on five elements:

- the applicant's involvement in his or her community
- indicated interest in attending NOSM
- preparation for medical education and a career in medicine
- computer literacy
- previous learning experience

Each application is scored separately by two assessors

The assessors consist of faculty members, physicians, medical students and community members

Scoring recognizes disadvantages faced by applicants from smaller rural/remote communities

Context Scoring



Based on an applicant's community or communities of residence while in Canada

Admission mandate seeks to reflect demographics of Northern Ontario in class profiles

Modest advantage is given to some applicants based on this principle

Evidence that ultimate choice of location is related to where physician has lived and trained

Algorithm created to reflect these principles



Admission Interviews

- **Approximately 400 interviewed**
- **Multiple Mini Interview (MMI) format used**
- **Interviews conducted in Sudbury and Thunder Bay**



Pre-interview Preparation

Pre-interview Preparation Workshops have been held for Aboriginal applicants in each application cycle

All self-identified Aboriginal applicants were invited to attend



Final Admission Rankings

- **Post interview rankings created from pre-interview and interview scores**
- **Selection subcommittee reviews final rank list and recommends 56 offers of admission and waitlist to Admission Committee**
- **Aboriginal representation on selection subcommittee**



Admissions Activities

- Aboriginal & General Application Workshops**
- Aboriginal Pre-Interview Workshop**
- Participation in planning and recruiting for Mini Medical School for Aboriginal & Francophone students**
- Recruitment & Career Fairs**
- Support and providing information for others representing NOSM**

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Pre-Application Information Sessions for Potential Aboriginal Applicants

Thunder Bay
August 23, 2006
3:00pm

Sudbury
August 29, 2006
3:00pm

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Self-identified Aboriginal Applicants

	2005	2006
Total applications	43	40
Interviewed	32 (8%)	22 (6%)
Offered admission	7	4
Accepted offers	6 (10.7%)	3 (5.4%)
Aboriginal Success Rate Post-interview	22%	18%
General Stream Success Rate Post-interview	13%	14%

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