# Admissions and Learner Recruitment: Pathways to Medicine



Dr. Owen Prowse

**Assistant Dean Admissions** 





# Today

- Admissions mandate
- Admissions structure
- Admissions process
- Action on prior recommendations
- How are we doing?
- Collective voices SGS





#### **NOSM** admissions mandate

- To have class profiles which reflect the demographics of Northern Ontario
- Selection process for NOSM's undergraduate program will favor those who are likely to succeed in northern and rural learning environments
- This includes and Aboriginal and Francophone applicants and applicants from Northern Ontario, rural and remote areas in the rest of Canada





#### **Admissions Committee**

Responsibility for admission to NOSM delegated to Admissions Committee

#### Committee comprised of:

Asst. Dean Admissions	Basic, Clinical & Human Sciences Faculty
Lakehead University Representative	Laurentian University Representative
Community members	Aboriginal Faculty
Francophone Faculty	Medical Learners





# 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
- Community Member
- NOSM Students





## **Admission Process**

- Admission process reduces many barriers that exist for Northern Students
- 2 seats designated in each year for Aboriginal students (the minimum)
- Aboriginal students may choose to apply to either the General Admissions stream or the Aboriginal Admissions stream





## **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 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 (landed immigrant) status
- A minimum GPA (Grade Point Average) 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





# **Pre-interview Application Scoring**

The initial review of applications is based on three components:

- 1. GPA (grade point average)
- 2. Application questionnaire and autobiographical sketch
- 3. Context scoring





#### **GPA**

- The GPA is calculated using all of the grades of undergraduate courses that are to apply to the degree awarded
- NOSM accepts applications from students who have pursued their undergraduate studies on a full-time basis, part-time basis or with a combination of full-time and part-time studies





# Application Questionnaire and Autobiographical Sketch

#### Scored based on:

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





# Application Questionnaire and Autobiographical Sketch

- We are looking for a concrete, demonstrated interest in living and working in Northern Ontario, and/or other rural, remote or northern urban communities
- Volunteer experience, work experience, extracurricular activities and research are all areas one can demonstrate this interest





# Application Questionnaire and Autobiographical Sketch

- Each application is scored separately by two assessors
- The assessors consist of faculty members, physicians, medical students and community members and stakeholders
- Scoring recognizes disadvantages faced by applicants from smaller rural/remote communities





# **Context Scoring**

- Admission mandate seeks to reflect demographics of Northern Ontario in class profiles
- Objective mechanism created to reflect these principles
- Based on an applicant's community or communities of residence while in Canada
- A real advantage is given to some applicants based on this principle
- Based on evidence that ultimate choice of location is related to where physician has lived and trained





# **Context Scoring**

- Has gone through a quality improvement process through the years to improve its function
- Results (92% Northern Ontario, 8% rural/remote Canada, 22% Francophone, 7% Aboriginal, GPA 3.7)
- Use of context scoring incorporating exposure to rural and remote areas along with Aboriginal and Francophone backgrounds has proven to be an effective tool to address our social accountability mandate through the admissions process. This has helped guide selection of an academically strong medical school class that is better suited to practice in Northern Ontario.





# Admissions interview

- Based on the above three elements – a candidate is ranked and an invitation to interview at NOSM is extended
- Approximately 300 are invited each year for an interview (out of 2000+ applicants)





# Admissions interview

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





# Aboriginal MMI Workshop

- Pre-interview Preparation Workshops have been held for Aboriginal applicants in each application cycle
- All self-identified Aboriginal applicants are invited to attend





# Final Admission Rankings

- Post interview rankings created from preinterview and interview scores (50/50)
- Selection subcommittee reviews final rank list and recommends 64 offers of admission and waitlist to Admissions Committee
- Aboriginal representation on Selection Subcommittee





## Action on Recommendations

How has Admissions and Learner Recruitment addressed the recommendations?





### **Recommendation:**

#### Enhance NOSM recruitment tool kit

- Recruitment working group is working to develop better and new tools
- Whole school brochure
- Ambassador Project
- Social Media
- Youth Newsletter
- Youth focus group







# Recruitment Working Group

This group is chaired by the Director of Admissions and Learner Recruitment and is made up of representatives from all the programs at NOSM that are recruiting and their supporting units:

Health Sciences (Dietetics and PA program), Post Graduate, Electives, UME, Aboriginal Affairs, Francophone Affairs, Communications













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#### Thank you.....

It was such a pleasure to meet you all at Camp. We hope that you learned lots and perhaps even made a few new freinds. You can expect to receive this newsletter every couple of months - It's our way of keeping you informed of what is going on at NOSM and to encourage you to keep considering a future in Health Science or Medicine.

#### HEALTH SCIENCES SUMMER CAMP

NOSM is committed to providing information to rural, remote, Aboriginal and Francophone youth about health careers. NOSM's Health Sciences Summer Camp provides students with a unique opportunity to learn about health-care professions.

Fun camp activities are planned which allow you to explore Aboriginal and Francophone







### **Recommendation:**

Develop an applicant-tracking system to support and inform focused recruitment efforts

- Simple database has been created
- Data collection cards developed
- Committee created to gather requirements to purchase a Communication Management System that will serve all of NOSM





## Recommendation:

Process to encourage increased numbers of suitable Aboriginal candidates

- Summer Science Camp
- Pre-application sessions held in both the East and West campuses
- New Recruitment Officer to work with Aboriginal Affairs on youth recruitment
- Researching what programs our Australian partners find successful in preparing Aboriginal students for successful study at the university level





# Science Summer Camp

2014 – July 7-11, 2014

<u>Sudbury camp</u>: 57 applications received, 35 admitted (3 Aboriginal, 15 Francophone) 19 participants from Sudbury and 16 from 9 communities: Chapleau, Hearst, Haileybury, Iroquois Falls, North Bay, Kapuskasing, Warren, Espanola and Huntsville.

Thunder Bay camp: 44 applications received, 26 admitted (7 Aboriginal, 3 Francophone, 1 of both Aboriginal/Francophone heritage) 16 participants from Thunder Bay and 10 from 8 communities: Dryden, Manitouwadge, Ear Falls, Atikokan, Iroquois Falls, Marathon, Moose Factory and Grand Council Treaty 3.





#### **Recommendation:**

#### Enhance admissions criteria

- Aboriginal Admissions Sub-Committee
  Reviewed Aboriginal Document requirements
  and made recommendations that were
  implemented
- Aboriginal MMI workshop expanded scope
- Centre for Rural and Northern Health Research (CRaNHR) Admissions Study





Year	# Aborg. Applied to NOSM	# Aborg. Applied to All	% of total Aborg. Applicant	Total # applicants to NOSM	Total # Candidates who applied to
		Ontario	pool to		Medical Schools
		Medical Schools	NOSM		in ON
2005	43	57	75%	2098	4,863
2006	40	54	74%	2050	5,577
2007	44	59	75%	2274	5,874
2008	38	53	72%	1892	5,611
2009	34	49	69%	1845	5,815
2010	32	50	64%	1748	5,412
2011	43	57	75%	1756	5,297
2012	45	60	75%	1932	5,662
2013	45	65	69%	1977	5,982
2014	61	79	<b>77</b> %	2115	6,566





# Aboriginal Affairs and Admissions working together:

- Admissions and Aboriginal Admissions Sub-Committee
- Learner Recruitment and ARG
- Utilization of Role Models
- Enhance role of NOSM learners in recruitment efforts
- Collaborate with community and agency partners to increase academic preparedness of Aboriginal students





# How can I get involved?

- People can get involved in the application process by being an assessor – reading and scoring the autobiographical sketch and/or being an MMI interviewer
- If interested contact anyone on the admissions team or email us at <u>admissions@nosm.ca or</u> call toll free # 1-800-461-8777 ext. 7463
- We always need help in both areas





# **Entering Class of 2014**

- A total of 2,115 applications were received.
- 317 applicants were interviewed.
- There are 64 places in the class.
- The average GPA of the members of the class was 3.83 (on a 4.0 scale).
- The average age of the members of the class is 25 years.
- There are 38 females (59%) and 26 males (41%) in the class.
- There are 3 self-identified Aboriginal students (5%) in the class.
- There are 12 self-identified Francophone students (19%) in the class.
- 59 students in the class (92%) are from Northern Ontario.
- 5 members of the class (8%) are from rural and remote areas in the rest of Canada.
- In the class there are 11 students who have a Master's degree.





### **Current Criteria for Aboriginal Admission Stream**

Persons of indigenous ancestry, First Nations, Inuit or Métis, as recognized in the Constitution Act 1982, may voluntarily identify themselves as such.

All self-identified Aboriginal applicants are considered under the General Admissions Stream, unless they choose the Aboriginal Admissions Stream.

The Northern Ontario School of Medicine designates two seats in each year for Aboriginal students as an indication of our commitment to recruiting Aboriginal students; however, this is a minimum, not the total number of Aboriginal students whom the School will admit.





### **Current Criteria for Aboriginal Admission Stream**

Applicants who wish to be considered in the Aboriginal Admission Stream are required to:

- · Write a letter that declares their Aboriginal ancestry and give specific information about their First Nation, Treaty community or organizational affiliation. The letter should include:
- ✓ Why each would like to be considered as a candidate in the Aboriginal Admissions Stream
- ✓ details about their cultural and personal background
- ✓ examples of how each is culturally connected to his/her
   (a) Aboriginal community or (b) community





### **Current Criteria for Aboriginal Admission Stream**

- Provide a letter of recommendation from their First Nations, Band Council, Tribal Council, and Treaty, community or organizational affiliation.
   (Asked to choose someone who knows the candidate well and can comment on his/her character and suitability for medicine)
- Provide proof of Aboriginal ancestry





# Before we begin...

When a prospective Aboriginal applicant shows interest – what happens?





# What happens next...

- 1. We answer their admission questions and in particular in relation to the Aboriginal Admissions stream and required documentation. In the conversation, we ensure that we highlight the MMI workshop, the Elders programs and we offer to put them in contact with Aboriginal Affairs should they have questions about what supports are available at the school. This is where the Aboriginal Support workers would take over and begin a relationship with the applicant
- 2. When we send out offers to interview there is a special letter of invitation to the Aboriginal Applicants from Aboriginal Affairs to the MMI Workshop
- 3. When we send out Offers of Admission, there is a special letter from Aboriginal Affairs welcoming the Aboriginal learners and letting them know what supports they can expect



