Attending: Jessica Backer, Pamela Bradigan, Coranita Burt, Quinn Capers, Dan Clinchot, Carla Granger, Carol Hasbrouck, Andy Hudson, Kathleen Kemp, Lawrence Kirschner, Cynthia Ledford, Randall Longenecker, Joanne Lynn, Bryan Martin, Leon McDougle, Robert Ruberg, Howard Werman

Report on 2010-2011 Admissions Cycle and Summary of Entering Class of 2012 – Dr. Quinn Capers

- Dr. Capers reviewed the admissions committee’s vision statement
- 4,540 applications were received for the entering class of 2011, which is the largest number the COM has had for several years
  - 7% increase applications (the national average is 4%)
  - Approximately 1 in 5 students who applied were granted interviews
  - Total applicants interviewed: 998
  - Total acceptance: 509
  - Total class size: 264
    - Underrepresented minorities in Medicine: 37
    - Males: 144
    - Females: 120
- Target class size was 220, but the entering class of 2011 is 264 (plus repeaters)
  - “A victim of our own success”
  - Two factors are responsible for this “supersized” class:
    - Increased yield (percentage of accepted students who decided to matriculate) from 47% to 52%
    - Accounting error – misunderstanding related to the gross vs. net number of students accepted, which resulted in a higher number of acceptances
      - Safeguards have been put in place to keep this from happening again
- The entering class of 2011 is the most diverse class yet
- Colleges represented in the class include (in descending order): OSU, UCLA, BYU, University of Michigan, University of California-Berkeley, Notre Dame, Duke University, Case Western, Washington University-St. Louis, Miami University of Ohio, Harvard University (11 Harvard grads in the entering class of 2011)
- Trends in applications:
  - 3:1 ratio of Ohio residents/non-Ohio residents
  - 1500 Ohio residents apply to medical school each year, but only 1000 apply to Ohio State – why don’t the other 500 apply to Ohio State?
  - Applications from women and underrepresented minorities are at an all time high
  - Women make up 40% of the application pool
- Trends in acceptances:
  - The goal is have a 50/50 split of Ohio residents and non-residents
Students have a slightly better chance of being accepted if they are an Ohio resident.

MCAT scores have increased gradually.

OSU has the 25th highest MCAT average.

The COM is attracting and keeping top notch students.

The percentage of the 2011 Med 1 class that attended a USNWR Top 20 school is 25%.

Significant jump from 2010, when the percentage was 16%.

One in five “unanimous 1s” will matriculate.

“unanimous 1” – every member of the admissions committee gave the candidate the highest possible score by secret ballot.

How recruiting successes were achieved:

Aggressive recruiting and marketing.

Personal notification of interview and acceptance decisions.

Candidates reported that “no other med schools do that”.

Rapid notifications of admissions decisions (last cycle was five days).

Second Look Weekend.

Took advantage of our “rock stars” and let students meet with them personally.

Office staff (“admissions ladies”) are pleasant and received consistently good reviews from candidates.

New for 2011-2012 admissions cycle:

Holistic review – project focused on the application and admissions process (outreach, retention, financial aid, recruitment) to develop tools and resources medical schools can adopt to sustain medical student diversity.

Very competitive on-site workshop from the AAMC.

Applicants are measured by experiences, attributes and metrics.

Best Practices in Medical School Admissions Task Force led by Dr. Werman.

Commissioned in October 2010.

Visited aspirational peers including UC and Vanderbilt.

Created report advising modifications to the COM’s processes.

“Blinded interviews” – interviewers are blind to the applicant’s MCAT score and GPA.

Results in a more diverse class.

Separation of interview from deliberation process to minimize bias as much as possible.

Short term and midterm goals:

Continue gains in diversity.

Matriculate a class that is 50% female.

Matriculate a class that with 15% or more underrepresented minority students.

Increase metrics – it is possible to increase diversity without sacrificing quality.

Compete with top medical schools for the best and brightest students.

Become the “medical school of choice” in Ohio.

Largest competitor is Case Western.

Discussion and questions:
Is Case Western our largest competitor because of the scholarship money they are able to offer?
- Money is part of it – OSU COM’s bucket of scholarship money is limited
- Case Western is very prestigious and outranks OSU in USNWR
- The Lerner college is separate from the Cleveland Clinic – we don’t know how many we lose to the Cleveland Clinic

Goal re: Ohio resident and non-resident students
- 50/50 is ideal, and we will be watching this number closely
- The goal of becoming a top 25 may cause the COM to skew more towards out of state students
- If the COM drops below 50%, it may attract the attention of alumni and the legislature
- Community hospitals have already noticed – they don’t want to invest in training students who won’t stay in their system and in Ohio
- OSU has the lowest percentage of students who stay in our system or in Ohio following medical school
- Where do non-Ohio residents go after medical school?
- More family physicians on the admissions committee
- Encourage more students to go into Family Medicine
- How do we see ourselves? Who are we?

**Foundation for the Future – Dr. Leon McDougle**
- Increased diversity segues into Foundation for the Future, which puts OSU COM on the leading edge of faculty development as it pertains to diversity
- See pyramid – create synergy to get a better view of what we are doing and put in focus what we want to create
- This fits into national trends related to changing populations, demographics, critical mass of academic leadership and focus on the value of diversity in academic faculty
- Entry ways and support systems for students in the COM, SAMP and biomedical sciences
  - Consistent with new efforts to utilize resources and create leaders in medicine and biomedical sciences
- Dr. Lockwood has been very supportive of this idea
- “Farm system” – we want to include as many people who may be able to ascend in the ranks of the period, but it is tough to come in the middle
  - Integrate from the bottom up
  - Other schools may pick off some of our stars, but we need a structure in place to attract stars from other schools
- Network of Underrepresented Resident and Fellows (Minority House Staff Association)
  - One of the first of three such organizations, the first being at Washington University (Northwestern also has a similar organization)
  - A lot of area for growth
  - Prepared underrepresented minorities for leadership roles
  - Right now the group is mostly African American, but the COM wants to include more LGBT and Latino residents
- Where do we go from here?
Objective: add one new entry portal and one new support system every year

Look for holes in the system
- No support system for high school students and the only entry portal is MD Camp
- No entry portals for residents – Boston Medical Center has a specific program to attract underrepresented minorities to their residency programs

NIH and NMA – send in applicants from senior residents and fellows
- Three day conference with intensive networking and workshops on developing a career in medicine and research

What’s the difference between support and marketing?
- It doesn’t matter – some programs can both attract and support
- The distinction between support systems and entry portals is arbitrary

Opportunities for expansion and collaboration with metro schools:
- More robust programming
- Partnering with Columbus high schools for STEM programs
- Involve SAMP more in STEM
- Expansion of the CSEAC – makes things more visual and real for high school students without being in a clinical setting
- Bodies program and other courses
- Collaboration between Battelle and OSU
- Accelerated program – finish high school in two years and then enroll in college classes
- Ease the transition from high school to college to avoid the large drop off between those stages
- Provide enrichment activities and internships

Unofficial entry portals:
- Eastmoor High School students have visited the CSEAC
- Blueprint College for Underrepresented minorities comes in every year
- Labs in Life program at COSI – SAMP is involved in PT and OT
- Allergy and immunology studies at COSI
- Grant looking at STEM education for kids in the COSI age group made it through the first review

Please email Dr. McDougle with any additional ideas
Dr. McDougle will provide periodic updates (approximately every six months) to the CELT

Dr. Ruberg adjourned the meeting at 11:00 a.m.