**Step 1**

Our program mission:

Our core values:

**Step 2** Review the AAMC experiences, attributes, and metrics below.

|  |  |  |
| --- | --- | --- |
| Experiences | Attributes | Metrics |
| * Educational background
* Community service/volunteer experience
* Leadership roles
* Experience with diverse populations
* Research experience
* Life experiences
* Distance traveled
* Professional associations
* Healthcare experience
* Experience living in a medically underserved area

Other:  | * Professional stature
* Cultural competence/humility
* Integrity
* Intellectual curiosity
* Proficiency in language(s) spoken by patient population
* Team-minded / team player
* Leadership
* Interest in the desired specialty

Other:  | * Publications
* Scholarly Presentations
* USMLE Step 1 score or pass
* USMLE Step 2CK score or pass
* USMLE Step 2CS pass on first attempt
* Alpha Omega Alpha
* Gold Humanism Honor Society
* Grants
* Medical school GPA
* Performance/Honors in core clerkships
* MSPE Ranking
* Letters of recommendation

Other:  |
| Interpersonal and Communication Skills (ICS) | Professionalism (P) | Practice-Based Learning and Improvement (PBLI) |
| * Communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds
* Communicate effectively with physicians, other health professionals, and health related agencies
* Work effectively as a member or leader of a health care team or other professional group
* Act in a consultative role to other physicians and health professionals
* Maintain comprehensive, timely, and legible medical records, if applicable.
 | * Compassion, integrity, and respect for others
* Responsiveness to patient needs that supersedes self-interest
* Respect for patient privacy and autonomy
* Accountability to patients, society and the profession
* Sensitivity and responsiveness to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation
 | * Identify strengths, deficiencies, and limits in one’s knowledge and expertise (self-assessment and reflection)
* Set learning and improvement goals
* Identify and perform appropriate learning activities
* Incorporate formative evaluation feedback into daily practice
* Locate, appraise, and assimilate evidence from scientific studies related to their patients’ health problems (evidence-based medicine)
* Use information technology to optimize learning
* Participate in the education of patients, families, students, residents and other health professionals
 |

**Which experiences, attributes and metrics best capture your mission/values? List them below. Designate which part of the application process (Screening (S), Interviewing (I), or Ranking (R)) you could capture this information.**

|  |  |  |
| --- | --- | --- |
| Experiences | Attributes | Metrics |
|  |  |  |

Small group discussion questions

* How does your current process for screening, interviewing and ranking align with your program mission/core values?

* Could you modify your process to better ensure you are recruiting applicants that align with your mission?
* Do you use a standardized screening, interviewing, or ranking tool that all faculty use that capture the program’s mission, core values, and holistic experiences and attributes?
* What are the barriers/limitations?