**Step 1**

Our program mission:

Our core values:

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

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| --- | --- | --- |
| 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.**

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| 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?