

## Supplemental Digital Appendix 1 Summary of Admission Officers' Responses to 2008 Survey Questions

**Table 1. Did your school use secondary applications in admissions decision making for fall 2008?**

<b>Data used</b>	<b>No.</b>	<b>%</b>
Yes, all applicants were invited to complete a secondary application	56	46.7
Yes, a subset of applicants were invited to complete a secondary application	52	43.3
No, did not use a secondary application	12	10.0

*Note:* n = 120. Schools that invite all applicants to complete a secondary application and those that do not use secondary applications were categorized as using a two-stage process to make admissions decisions.

**Table 2. How were applicants selected to receive secondary applications? (Select all that apply)**

<b>Screening type</b>	<b>No.</b>	<b>%</b>
Other	43	35.8
Admissions staff	43	35.8
Computer-based screening	23	19.2
Admissions committee members	11	9.2

*Note:* n = 120

**Table 3. About how many people reviewed each applicant's information to determine if s/he would receive a secondary application?**

<b>Number of reviewers</b>	<b>No.</b>	<b>%</b>
One	24	51.1
Two	18	38.3
Three or more	5	10.6

*Note:* n = 47

**Table 4. On average, about how much time (per reviewer) did it take to review each applicant's information to determine if s/he would receive a secondary application?**

<b>Amount of time</b>	<b>No.</b>	<b>%</b>
Less than 15 minutes	33	70.2
15 to 29 minutes	11	23.4
30 to 44 minutes	2	4.3
45 to 60 minutes	0	0.0
Greater than 60 minutes	1	2.1

*Note:* n = 47

**Table 5. Did your school use interviews in admissions decision making for fall 2008?**

<b>Data used</b>	<b>No.</b>	<b>%</b>
Yes, all were interviewed	0	0.0
Yes, a subset of applicants were interviewed	120	100.0
No, did not use interviews	0	0.0

*Note:* n = 120

**Table 6. How were applicants selected to interview? (Select all that apply)**

<b>Selection method</b>	<b>n</b>	<b>%</b>
Admissions committee members reviewed application materials	77	64.2
Admissions staff reviewed application materials	67	55.8
Computer-based screening of application data	14	11.7
Other (please specify)	14	11.7

*Note:* n = 120

**Table 7. About how many people reviewed each applicant's information to determine if s/he would interview?**

<b>Number of reviewers</b>	<b>No.</b>	<b>%</b>
One	35	31.0
Two	52	46.0
Three or more	26	23.0

*Note:* n = 113

**Table 8. On average, about how much time (per reviewer) did it take to review each applicant’s information to determine if s/he would interview?**

<b>Time per reviewer</b>	<b>No.</b>	<b>%</b>
Less than 15 minutes	54	47.4
15–29 minutes	45	39.5
30–44 minutes	13	11.4
45–60 minutes	1	0.9
Greater than 60 minutes	1	0.9

*Note:* n = 114

**Table 9. How many interviews were typically conducted with each applicant?**

<b>Number of interviews</b>	<b>No.</b>	<b>%</b>
One	31	25.8
Two	71	59.2
Three	13	10.8
Five or more	5	4.2

*Note:* n = 120

**Table 10. Who conducted the interviews? (Select all that apply)**

<b>Interviewers</b>	<b>No.</b>	<b>%</b>
Faculty or other non-student interviewers who were members of the admissions committee	104	86.7
Medical students	81	67.5
Faculty or other non-student interviewers who were not members of the admissions committee	56	46.7
Other (please specify)	21	17.5
Admissions staff	20	16.7

*Note:* n = 120

**Table 11. On average, about how long was each faculty or other non-student interview?**

<b>Amount of time</b>	<b>No.</b>	<b>%</b>
15 minutes or less	4	3.4
15 to 29 minutes	13	10.9
30 to 44 minutes	57	47.9
45 to 59 minutes	37	31.1
60 minutes or greater	8	6.7

*Note:* n = 119

**Table 12. Which of the following formats best describes the faculty or other non-student interviews?**

<b>Format</b>	<b>No.</b>	<b>%</b>
One-on-one interview	99	83.2
Multiple interviewers at the same time	12	10.1
Other (please specify)	8	6.7

*Note:* n = 119

**Table 13. Which of the following data were available to faculty or to other non-student interviewers before or during the interviews? (Select all that apply)**

<b>Available data</b>	<b>No.</b>	<b>%</b>
Personal statements	96	80.7
Letters of evaluation or recommendations	74	62.2
Undergraduate GPAs	70	58.8
MCAT scores	68	57.1
Transcripts	58	48.7
No information about the applicant was made available to interviewer(s)	16	13.4
Other (please specify)	60	50.4

*Note:* n = 119

**Table 14. Which of the following statements best describes the content of the faculty or other non-student interview?**

<b>Interview content</b>	<b>No.</b>	<b>%</b>
Interviewers had complete discretion regarding interview content and questions	19	16.1
Interviewers were provided with general guidance about the content of the interview (e.g., list of topics to cover)	77	65.2
Interviewers were provided with a set of questions and decided which questions to ask each candidate	8	6.8
Interviewers were required to ask a standard set of questions of all applicants	7	5.9
Other (please specify)	7	5.9

*Note:* n = 118

**Table 15. How were applicants' responses evaluated during faculty or other non-student interviews? (Select all that apply)**

<b>Interview scoring</b>	<b>No.</b>	<b>%</b>
Interviewers rated applicants on several broad dimensions (e.g., personal maturity) using a numeric scale	70	59.0
Interviewers gave applicants one overall rating using a numeric scale	61	50.0
Interviewers made an overall admissions recommendation (e.g., accept, wait list, or reject)	52	44.0
Interviewers rated applicant responses to each question using a numeric scale	10	4.7
Other (please specify):	60	50.4

Note: n = 119

**Table 16. On average, about how long was each interview conducted by current medical students?**

<b>Amount of time</b>	<b>No.</b>	<b>%</b>
Less than 15 minutes	5	6.2
15 to 29 minutes	7	8.6
30 to 44 minutes	40	49.4
45 to 59 minutes	28	34.6
Greater than 60 minutes	1	1.2

Note: n = 81

**Table 17. Which of the following formats best describes interviews conducted by current medical students?**

<b>Interview format</b>	<b>No.</b>	<b>%</b>
One-on-one interview	65	80.2
Multiple interviewers at the same time	8	9.9
Other (please specify)	8	9.9

Note: n = 81

**Table 18. You indicated that the interviews conducted by medical students included multiple interviewers. Which of the following best describes these interviewers?**

<b>Types of interviewers</b>	<b>No.</b>	<b>%</b>
Student interviewers and faculty or other non-students	8	100.0
Student interviewers only	0	0.0

Note: n = 8. Respondents were branched to this item if they use multiple interviewers and at least one is conducted by a current medical student.

**Table 19. Which of the following data were available to current medical student interviewers before or during the interviews? (Select all that apply)**

<b>Available data</b>	<b>No.</b>	<b>%</b>
Personal statements	61	75.3
Letters of evaluation or recommendations	44	54.3
Undergraduate GPAs	39	48.1
MCAT scores	36	44.4
Transcripts	34	42.0
No information about the applicant was made available to interviewer(s)	12	4.4
Other (please specify)	44	54.3

*Note:* n = 120

**Table 20. Which of the following statements best describes the content of the interviews conducted by current medical students?**

<b>Interview content</b>	<b>No.</b>	<b>%</b>
Interviewers were provided with general guidance about the content of the interview (e.g., list of topics to cover)	56	69.1
Interviewers had complete discretion regarding interview content and questions	13	16.0
Interviewers were provided with a set of questions and decided which questions to ask each candidate	5	6.2
Interviewers were required to ask standard questions of all applicants	5	6.2
Other (please specify)	2	2.5

*Note:* n = 81

**Table 21. How were applicants' responses evaluated during the interviews conducted by current medical students? (Select all that apply)**

<b>Interview scoring</b>	<b>No.</b>	<b>%</b>
Interviewers rated applicant responses to each question using a numeric scale	6	7.4
Interviewers gave applicants an overall rating using a numeric scale	46	56.8
Interviewers rated applicants on several broad dimensions (e.g., personal maturity) using a numeric scale	42	51.9
Interviewers made an overall admissions recommendation (e.g., accept, wait list, or reject)	32	39.5
Other (please specify)	13	16.0

*Note:* n = 81

**Table 22. Which sources of information [during the interview] did your school use as evidence of an applicant's premedical preparation in these science disciplines?**

<b>Attribute</b>	<b>No.</b>	<b>%</b>
Motivation for a medical career*	116	98
Compassion and empathy*	114	96
Personal maturity*	109	92
Oral communication <sup>†</sup>	106	91
Service orientation*	106	89
Professionalism*	105	88
Altruism*	99	83
Integrity*	97	82
Leadership*	95	80
Intellectual curiosity*	90	76
Teamwork*	88	74
Cultural competence*	86	72
Reliability and dependability*	83	70
Self-discipline*	83	70
Critical thinking <sup>†</sup>	81	69
Adaptability*	80	67
Verbal reasoning <sup>†</sup>	77	66
Work habits*	78	66
Persistence*	77	65
Resilience*	77	65
Logical reasoning <sup>†</sup>	65	56
Integrating & applying information <sup>†</sup>	57	49
Scientific reasoning <sup>†</sup>	44	38
College English <sup>‡</sup>	30	27
Biology <sup>‡</sup>	21	19
Zoology <sup>‡</sup>	20	18
Written communication <sup>†</sup>	20	17
Ethics <sup>‡</sup>	16	14
Organic Chemistry <sup>‡</sup>	15	13
Biochemistry <sup>‡</sup>	15	13
Quantitative analysis <sup>‡</sup>	15	13
Inorganic Chemistry <sup>‡</sup>	14	12
Physics <sup>‡</sup>	13	12
Cell/Molecular Biology <sup>‡</sup>	12	11

(Table 22 continues)

<b>Attribute</b>	<b>No.</b>	<b>%</b>
<i>(Table 22 continued)</i>		
Reading comprehension & reading speed <sup>‡</sup>	12	10
Genetics <sup>‡</sup>	11	10
Writing <sup>‡</sup>	10	9
Statistics or Biostatistics <sup>‡</sup>	7	6
Research Methodology <sup>‡</sup>	7	6
Foreign Language <sup>‡</sup>	7	6
Psychology <sup>‡</sup>	6	5
Public Health	5	4
Sociology <sup>‡</sup>	4	4
Anthropology <sup>‡</sup>	4	4
Physiology <sup>‡</sup>	3	3
Anatomy <sup>‡</sup>	3	3
Public Speaking <sup>‡</sup>	3	3
Logic <sup>‡</sup>	2	2
Economics <sup>‡</sup>	2	2
Calculus <sup>‡</sup>	1	1
Computer Science <sup>‡</sup>	1	<1

\*n = 119; analysis based only on those schools that consider each applicants' personal characteristic in the admissions process.

<sup>†</sup>n = 117; analysis based on schools that consider each applicants' skill in the admissions process.

<sup>‡</sup>n = 113; analysis based on schools that consider each applicants' knowledge of each premedical discipline in the admissions process.

**Table 23. How did your school use GPA data in selecting students for the fall 2008 entering class? (Select all that apply)**

<b>Use of GPA data</b>	<b>No.</b>	<b>%</b>
To help identify the most academically capable individuals in this school's applicant pool	101	84.2
To help identify applicants with the minimum academic skills required to be successful in medical school	92	76.7
To help provide a context for interpreting MCAT scores	68	56.7
To help identify perspective medical students who may need additional academic support	36	30.0
Other (please specify)	1	0.8

Note: n = 120



**Table 24. Which of the following medical student outcomes does your school use GPA data to predict? (Select all that apply)**

<b>Medical student outcomes</b>	<b>No.</b>	<b>%</b>
Performance in basic science courses	92	76.7
USMLE Step 1 scores	52	43.3
Academic distinction	20	16.7
Performance in clinical clerkships and electives	19	15.8
USMLE Step 2 - Clinical Knowledge scores	14	11.7
Time to graduation	12	10.0
USMLE Step 2 - Clinical Skills scores	6	5.0
USMLE Step 3 scores	4	3.3

*Note:* n = 120

**Table 25. How did your school use MCAT data in selecting students for the fall 2008 entering class? (Select all that apply)**

<b>Use of MCAT data</b>	<b>No.</b>	<b>%</b>
To help identify the most academically capable individuals in this school's applicant pool	93	77.5
To help identify applicants with the minimum academic skills required to be successful in medical school	93	77.5
To help interpret grades from unfamiliar undergraduate institutions	85	70.8
To help identify prospective medical students who may need additional academic support	48	40.0
To help identify non-native English speaking applicants with adequate reading comprehension skills and speed	42	35.0
Other (please specify):	5	4.2
None of the above	1	0.8

*Note:* n = 120

**Table 26. Which of the following medical student outcomes does your school use MCAT data to predict? (Select all that apply)**

<b>Use of MCAT data</b>	<b>No.</b>	<b>%</b>
USMLE Step 1 scores	92	76.7
Performance in basic science courses	82	68.3
USMLE Step 2 - Clinical Knowledge scores	33	27.5
Performance in clinical clerkships and electives	22	18.3
Academic distinction	20	16.7
USMLE Step 3 scores	13	10.8
Time to graduation	13	10.8
USMLE Step 2 - Clinical Skills scores	12	10.0

*Note. n = 120*