Medical School Admissions Initiative (Resource: AAMC)

Medical schools are dedicated to achieving a system of medical education that prepares physicians and scientists to meet the nation’s evolving health needs, while reducing application barriers and encouraging students from a wide variety of disciplines, majors, and backgrounds to apply to become the next generation of doctors.

Beginning the transition to competency-based medical education (CBME) is one example of this dedication. As the gateway to medical school, the admissions processes and related practices must evolve with changing medical education requirements. While a complete transition to competency-based admissions (CBA) is the long-term goal, there are several short- and mid-term objectives that will facilitate this transition. CBA is an approach to admissions that employs processes intended to determine each applicant’s ability to demonstrate a core set of entry-level competencies needed to succeed in medical school, residency and in practice.

These competencies include:

**Interpersonal Competencies**

*Service orientation*
Demonstrates a desire to help others and sensitivity to others’ needs and feelings; demonstrates a desire to alleviate others’ distress; recognizes and acts on his/her responsibilities to society, locally, nationally, and globally.

*Socia skils*
Demonstrates awareness of others’ needs, goals, feelings, and the ways social and behavioral cues affect peoples’ interactions and behaviors; adjusts behaviors appropriately in response to these cues; and treats others with respect.

*Cultural competence*
Demonstrates knowledge of social and cultural factors that affect interactions and behaviors; shows and appreciation and respect for multiple dimensions of diversity; recognizes and acts on the obligation to inform one’s own judgment; engages diverse and competing perspectives as a resource for learning, citizenship, and work; recognizes and appropriately addresses bias in themselves and others; interacts effectively with people from diverse backgrounds.

*Team work*
Works collaboratively with others to achieve shared goals; shares information & knowledge with others and provides feedback; puts team goals ahead of individual goals.

*Oral communication*
Effectively conveys information to others using spoken words and sentences; listens effectively; recognizes potential communication barriers and adjusts approach or clarifies information as needed.
Intrapersonal Competencies

*Ethical Responsibility to Self and Others*
Behaves in an honest and ethical manner; cultivates personal and academic integrity; adheres to ethical principles and follows rules and procedures; resists peer pressure to engage in unethical behavior and encourages others to behave in honest and ethical ways; and develops and demonstrates ethical and moral reasoning.

*Reliability and Dependability*
Consistently fulfills obligations in a timely and satisfactory manner; takes responsibility for personal actions and performance.

*Resilience and Adaptability*
Demonstrates tolerance of stressful or changing environments or situations and adapts effectively to them; is persistent, even under difficult situations; recovers from setbacks.

*Capacity for Improvement*
Sets goals for continuous improvement and for learning new concepts and skills; engages in reflective practice for improvement; solicits and responds appropriately to feedback.

Thinking and Reasoning Competencies

*Critical Thinking*
Uses logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems

*Quantitative Reasoning*
Applies quantitative reasoning and appropriate mathematics to describe or explain phenomena in the natural world.

*Scientific Inquiry*
Applies knowledge of the scientific process to integrate and synthesize information, solve problems and formulate research questions and hypotheses; is facile in the language of the sciences and uses it to participate in the discourse of science and explain how scientific knowledge is discovered and validated.

*Written Communication*
Effectively conveying information to others using written words and sentences.

Science Competencies

*Living Systems*
Applies knowledge and skill in the natural sciences to solve problems related to molecular and macro systems.

*Human Behavior*
Applies knowledge of the self, others, and social systems to solve problems related to the psychological, social, and biological factors that influence health and well-being.