THE UNIVERSITY OF BRITISH COLUMBIA

Enrolment Services
Senate & Curriculum Services
Brock Hall
2016-1874 East Mall
Vancouver, BC V6T 1Z1

September 7, 2007

Memo to: Vancouver Senate

From: Admissions Committee

Re: Changes to Admissions Interview Format-Faculty of Medicine (approval) and Conditional Undergraduate Admission (approval)

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a) Change to Admissions Interview Format for students applying to the Faculty of Medicine for the Doctor of Medicine program, commencing September 2008 (approval) (circulated)

The Admissions Committee has reviewed and approved the Faculty of Medicine's recommendation that the admissions interview format for applicants to the Doctor of Medicine program be changed from a panel interview model to the Multiple Mini-Interview (MMI) model.

Motion: *That Senate approve the proposed changes to the admissions interview format for the Doctor of Medicine program.*

b) Approval of the Conditional Undergraduate Admission Program for applicants without the required proficiency in English (approval) (circulated)

The Admissions Committee has reviewed and approved the Conditional Admission Program for highly qualified applicants who do not meet the English Language Admission Standard (ELAS) or Language Proficiency Index (LPI). Applicants offered conditional admission would be expected to meet ELAS and LPI requirements within one year of study.

Motion: *That Senate approve the Conditional Undergraduate Admission Program.*

Respectfully submitted,

Dr. James Berger, Chair
Senate Admissions Committee

UBC MD Undergraduate Program: Change in Admissions interview format for the 2007/2008 application cycle (for entry in September 2008) from the Panel Interview to the Multiple Mini-Interview (MMI) model

Challenges with the Panel Interview

1. Research shows sporadic predictability in the first two years of the UBC MD Undergraduate Program; inconsistent predictability in the literature
2. Inconsistent reliability in the literature
3. Subjective nature of interview and commentary
4. Applicants' familiarity with questions
5. Panel consensus not always possible
6. Lack of flexibility; presently a five-day commitment for interviewers in Vancouver
7. Lack of defensibility due to subjective commentary
8. Expensive

Advantages of the Multiple Mini-Interview

1. Increasing data in the literature for reliability and predictability
2. "Multiple Biopsy" concept based on OSCE (Objective Structured Clinical Examination) format, the well known clinical examination tool
3. Structured format
4. Flexibility; interviewers may participate at varying levels of time commitments
5. Structured, yet simple, marking system
6. More defensible; less subjective commentary
7. Compatible with the distributed model; MMI can be delivered at the distributed sites simultaneously or at different times
8. More economical

Multiple Mini-Interview format

The process consists of multiple circuits of 10 to 12 stations, each comprised of an eight-minute interview, with a two-minute break between stations. Content at each station may be delivered through a question or scenario format. Some medical schools performing the MMI have also included an actor station, a collaboration station, a writing station and/or an audio-visual station. Rest stations are usually incorporated into the circuit, with some schools adding research stations into the mix as well. The interview pool is made up of clinicians, academics, medical students and community members.

Approval process to date

The MMI model has progressed through the appropriate levels of approval, with a presentation and discussion involved at all levels:

1. Faculty of Medicine Council of Undergraduate Associate Deans: endorsed
2. Faculty of Medicine Admissions Policy Committee: unanimous vote
3. Faculty of Medicine MD Undergraduate Program Committee: unanimous vote
4. Faculty of Medicine Faculty Executive Committee: unanimous vote
5. UBC Senate Admissions Committee: unanimous vote
6. UBC Senate: meeting scheduled in mid-September

UBC Calendar Change Proposal Form

Approval Date: **Effective Session: ____ Term ___** **Year for Change:**	**Date:** **Contact Person: Dr. M. Clifford Fabian** **Phone: 7-3303** **Email: mcfabian@ubc.ca**
Proposed URL for On-line Calendar: www.students.ubc.ca/calendar/index	**Current URL from On-line Calendar:** www.students.ubc.ca/calendar/index
Proposed Calendar Entry: (enter deleted text as ~~crossed out~~, and new text in **bold** format)	**Current Calendar Entry: (page 343-346)** (Cut and paste from the current web Calendar.)
Selection Process The entering class for September 2008 is limited to 256 full-time students. The number of qualified applicants significantly exceeds the number of available positions. Therefore, not every qualified applicant will be offered admission. Admission is based on a selection process which strives to enroll the most highly qualified applicants who will be evaluated on the following criteria: 1. Academic criteria at the time of application, including: a. overall academic record, based on the average of all university-level courses attempted. Consideration is given to performance in courses at senior undergraduate and graduate levels, and to trends in grades from year to year, b. most recent 60 credits average, c. prerequisite average, based on the average of the prerequisites at the time of application, and d. MCAT scores. 2. Non-academic criteria, including: motivation, maturity, integrity, emotional stability, realistic self-appraisal, social concern and responsibility, reliability, creativity, scientific and intellectual curiosity, attitude toward continuing learning, problem solving and decision-making aptitude, ability to communicate verbally and in writing, leadership	**Selection Process** The entering class for September 2008 is limited to 256 full-time students. The number of qualified applicants significantly exceeds the number of available positions. Therefore, not every qualified applicant will be offered admission. Admission is based on a selection process which strives to enroll the most highly qualified applicants who will be evaluated on the following criteria: 1. Academic criteria at the time of application, including: a. overall academic record, based on the average of all university-level courses attempted. Consideration is given to performance in courses at senior undergraduate and graduate levels, and to trends in grades from year to year, b. most recent 60 credits average, c. prerequisite average, based on the average of the prerequisites at the time of application, and d. MCAT scores. 2. Non-academic criteria, including: motivation, maturity, integrity, emotional stability, realistic self-appraisal, social concern and responsibility, reliability, creativity, scientific and intellectual curiosity, attitude toward continuing learning, problem solving and decision-making aptitude, ability to communicate verbally and in writing, leadership

potential, capacity to understand and co-operate with others concern for human welfare. Evaluation of these non-academic criteria is based on: a. a non-academic autobiographical essay submitted by the applicant, b. additional essay by Aboriginal (First Nations, Métis, or Inuit) candidate, if applicable, c. a list of extracurricular activities prepared by the applicant, d. a report of non-academic experiences and a rural interest statement, e. three references, when requested, f. interview, if granted, and g. rural/remote suitability.	potential, capacity to understand and co-operate with others concern for human welfare. Evaluation of these non-academic criteria is based on: a. a non-academic autobiographical essay submitted by the applicant, b. additional essay by Aboriginal (First Nations, Métis, or Inuit) candidate, if applicable, c. a list of extracurricular activities prepared by the applicant, d. a report of non-academic experiences and a rural interest statement, e. three references, when requested, f. ~~panel~~ interview, if granted, and g. rural/remote suitability.
The interview is a critical component of the admission process. Applicants selected for an interview will be contacted by the admissions office and will also be asked to submit their reference letters. The interview dates **will be announced on the website.**	The interview is a critical component of the admission process. Applicants selected for an interview will be contacted by the admissions office and will also be asked to submit their reference letters. The interview dates will likely be scheduled for February 2008.
The selection of candidates for admission to the UBC Faculty of Medicine undergraduate distributed program is governed by guidelines established by the Senate of UBC, and is the responsibility of the Faculty of Medicine Admissions Selection Committee and the Associate Dean, Admissions. The selection process reflects the values of the UBC Faculty of Medicine and all university partners in the UBC Faculty of Medicine undergraduate distributed program. The process is designed to choose well-rounded students who meet the goals of the expanded, distributed program; who can be expected to perform well in the rigorous curriculum and problem-based learning format; and who can balance and enrich their academic experience with strong non-academic skills and interests. Similarly, selection processes of other Canadian medical schools reflect their own individual values, and are designed to select candidates who would most likely be successful in their respective programs.	The selection of candidates for admission to the UBC Faculty of Medicine undergraduate distributed program is governed by guidelines established by the Senate of UBC, and is the responsibility of the Faculty of Medicine Admissions Selection Committee and the Associate Dean, Admissions. The selection process reflects the values of the UBC Faculty of Medicine and all university partners in the UBC Faculty of Medicine undergraduate distributed program. The process is designed to choose well-rounded students who meet the goals of the expanded, distributed program; who can be expected to perform well in the rigorous curriculum and problem-based learning format; and who can balance and enrich their academic experience with strong non-academic skills and interests. Similarly, selection processes of other Canadian medical schools reflect their own individual values, and are designed to select candidates who would most likely be successful in their respective programs.
The UBC Faculty of Medicine's Associate Dean of Equity oversees the selection process to ensure that all applicants are given careful consideration without regard to age, gender, race, religion, marital, or economic status. The	The UBC Faculty of Medicine's Associate Dean of Equity oversees the selection process to ensure that all applicants are given careful consideration without regard to age, gender, race, religion, marital, or economic status. The

selection of candidates is made by consensus of the Admissions Selection Committee. The Admissions Selection Committee reviews and discusses all interviewed applicants. At present, admission is limited to Canadian citizens and permanent residents of Canada. Preference is given to residents of British Columbia. A maximum of ten positions may be made available to out-of-province applicants in the medical program each year. In completing the online application, candidates will provide information to help determine their suitability for education in the North. This information is used in the overall admissions process. With other non-academic criteria, references, interview scores and academic criteria, this information aids the Northern Medical Program (NMP) Admissions Subcommittee in recommending admission of students felt to be appropriate for having their M.D. Undergraduate education at the NMP.

The applicant will have the opportunity to indicate their site preferences at the time of interview. Members of the Admissions Selection Committee are not aware of an applicant's site preference during the selection discussions. Following an admissions decision, applicants offered admission are allocated to sites based on their preferences. The site choice of the accepted student is given priority, unless the available positions at that site have been filled, in which case he/she would be wait-listed for their preferred site (or sites, should the student be offered his/her third choice).

Application Procedure

Applicants are required to apply using the Faculty of Medicine's Online Admissions System. Applications will be available from June until the application deadline. Applications can be found at the M.D. Undergraduate Admissions **website**. All inquiries should be addressed to MD Undergraduate Admissions, Faculty of Medicine, Dean's Office. Supporting documentation must be received by the Admissions office by the application deadline. Final post-secondary transcripts for students currently enrolled in a program of studies must be received by June 15 of the year for which admission is sought.

All British Columbia residents are required to pay an application fee of CAD $105.00; out-of-province applicants are required to pay CAD $155.00. An additional evaluation fee of CAD $30.00 is required if transcripts are from an institution outside of BC. Applications with incomplete documentation or without the correct fee will not be eligible. Fees are non-refundable

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and are not applicable to tuition. The Faculty of Medicine will interview a subset of applicants based on results of file reviews of academic and non-academic evaluations. On receipt of an invitation, the applicant will be requested to provide their referees with reference forms, which will be available electronically. The completed reference letters must be received by the Admissions office by the date posted on the website. Each qualified applicant will participate in one interview, typically scheduled in **the Spring.** After the interview, and after receiving further information about the three sites, applicants will determine where they would prefer to study. This information will be confidential until after admissions decisions are made. Please refer to the M.D. Undergraduate Admissions **website**. Notification will be issued to successful applicants by the end of May. Successful applicants are offered a position in the Faculty of Medicine.	and are not applicable to tuition. The Faculty of Medicine will interview a subset of approximately 650 applicants based on results of file reviews of academic and non-academic evaluations. On receipt of an invitation, the applicant will be requested to provide their referees with reference forms, which will be available electronically. The completed reference letters must be received by the Admissions office by the date posted on the website. Each qualified applicant will participate in one interview, in Vancouver, which is typically scheduled in February. A three-member panel consisting of an academic, a clinician, and a community person, representing diverse geographic areas of BC, will conduct the interview. After the interview, and after receiving further information about the three sites, applicants will determine where they would prefer to study. This information will be confidential until after admissions decisions are made. Please refer to the M.D. Undergraduate Admissions **website**. Notification will be issued to successful applicants by the end of May. Successful applicants are offered a position in the Faculty of Medicine. **Type of Action: Changes to information on Interview.** **Rationale: Proposed changes to format of interview for applicants to MD program.**