Mission Guided Admissions NAU PA Program Perspective

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NAU PA Program Mission and Goals

The mission of the Northern Arizona University Physician Assistant Program is to recruit individuals of the highest possible quality from diverse backgrounds and life experiences to the profession.

We will equip graduates with clinical and professional knowledge, skills, and abilities to provide high-quality, compassionate medical care for the people of Arizona.

Concept of Holistic Admissions

- Merriam Webster Dictionary definition of Holism
  - Attributed to Jan Smuts in 1926
    - The essence of holism is expressed in Smuts quote:
    - "The whole is greater than the sum of its parts".
  - Holistic definition
    - of or relating to holism
    - relating to or concerned with wholes or with complete systems rather than with the analysis of, treatment of, or dissection into parts
- 2017 HHS Public Access*
  - Holistic Admissions in the Health Professions: Strategies for Leaders
  - "holistic review," a flexible, individualized way of assessing an applicant's experiences, attributes, and academic metrics and how the individual might contribute value as a student and future health professional

NAU NORTHERN ARIZONA UNIVERSITY
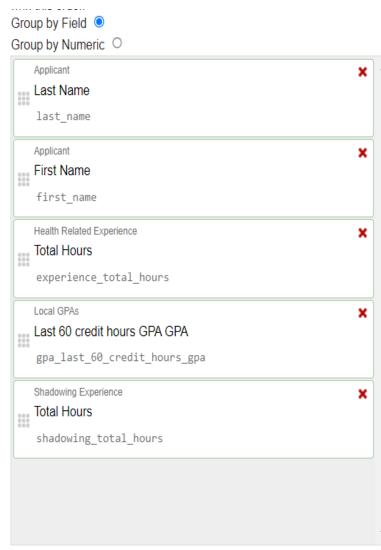
NAU Process is Faculty Guided

- Admission Committee reviews process and makes recommendations for discussions and faculty vote on any changes before the next application cycle

- Fluid process during application window to monitor for any adjustments to screening/reviewer minimum totals if needed

- Initial letters sent to applicants alerting them application received. Automated response letters selected and documented in application

- Further communication sent if minimum requirements are not met and if there is time to still complete

- Reports generated weekly to ensure applicants are processed correctly.

- PA Program email to answer questions. Email response saved and if needed documented in application

- Phone messages also received with documentation in the application note field

- End of cycle admissions retreat to review the immediate past process and discuss/decide possible changes
  - Application portal reports through Export Manager
  - Liaison Analytics

Application Portal Data Collection and Reporting

Export these fields…

▸ Additional Questions
▸ Applicant
▸ Applicant Ethnicities
▸ Applicant Reported GRE
▸ Applicant Reported IELTS
▸ Applicant Reported MCAT (After Jan 31 2015)
▸ Applicant Reported MCAT (Before Jan 31 2015)
▸ Applicant Reported TOEFL
▸ Assignments
▸ Awards
▸ Background
▸ Background Checks
▸ CAS Information
▸ CASPA Questions: Academic Infraction
▸ CASPA Questions: Additional Information
▸ CASPA Questions: Additional Questions
▸ CASPA Questions: CASPA Applicant User Agreement and Release
▸ CASPA Questions: CASPA Applicant User Agreement and Release Update
▸ CASPA Questions: COVID-19
▸ CASPA Questions: Deferred Action for Childhood Arrivals (DACA)
▸ CASPA Questions: European Union Data Protection
▸ CASPA Questions: Gender Identity
▸ CASPA Questions: Program Plan/Intent to Apply
▸ Certifications
▸ Childhood Socioeconomic Indicators
▸ College(s) Attended
▸ Current Mailing Address
▸ Custom Fields

Group by Field ●
Group by Numeric ○

Applicant ✕
Last Name
last_name

Applicant ✕
First Name
first_name

Health Related Experience ✕
Total Hours
experience_total_hours

Local GPAs ✕
Last 60 credit hours GPA GPA
gpa_last_60_credit_hours_gpa

Shadowing Experience ✕
Total Hours
shadowing_total_hours

Export Fields – 75
Drop downs within each field

• Custom Fields
  • All Fields
  • NAU_ID_Number
  • NAU_APP_Completed
  • URM_STAFF
  • MUA_HPSA_STAFF
  • Arizona Connection
  • Number of Health Care Hours
  • HCE_Level
  • Alternate List
  • G_INTERVIEWER_1
  • G_INTERVIEWER_1_COMMENTS
  • INDIVIDUAL_INTERVIEWER
  • INDIVIDUAL_INTERVIEWER_COMMENTS
• Custom Questions - academics

Scoring

Title *
[Military Status]

☑ Active

Description
[Military Status]

New Scoring Component

Scorable Item	Date Range		Multiple Values?	Point Table	Multiplier	
Military Status ▾	Earliest ⌄	Present ⌄	(None) ⌄	Military Service ⌄	1.0	🗑

Point Tables > Military Service

Title *
[Military Service]

Point table type *
[string ⌄]

(Type cannot be changed once set.)

☑ Active

Description
[Military Service]

Input Condition		Score
matches	Member of Rese	3.000
matches	Military Depende	3.000
matches	Not a member o	0.000
matches	On Active Duty	3.000
matches	Other	0.000
matches	Veteran	3.000

Use of External and Faculty Review of Applicants

- Staff screening and total scores for first scoring minimum
  - External Reviews assigned by staff and/or committee chair "first in, first out"
    - Alumni (Faculty if needed)
    - Responsibilities (restricted view of application)
      - Personal Essay
      - LOR's
    - Summarize and document their review findings
    - No decision is made by external reviewers
- External reviewer's score totaled for second scoring minimum
- Faculty Review assigned by staff and/or committee chair again "first in, first out"
  - Review external reviewer's documentation
  - Transcript review
  - Review applicant's response to self described academic difficulties
  - Documentation of findings
  - Indicate if to "interview", "hold if space available", or "do not interview"

Virtual Interview Day

- <u>Group</u> of 3 applicants with a faculty member
- <u>Individual</u> applicant with a faculty member
- Open Link to permit applicant interactions
- Q&A with staff through out the interview day for applicant questions
- Virtual building tour with small groups of applicants
- Q&A faculty panel at end of day for all applicants (new this cycle)

Discussion and Decisions of Interviewed Applicants

- Group interview faculty and Individual interview faculty members present their impression to support their documented score

- Discussion by faculty reviewing scores, transcripts, and ask questions of interviewers

- Faculty Vote

- Minutes with comments and voting percentages used later for wait list (alternates)

Export Manager Report

Defer Admit Candidates as of 12.16.2021														
Permanen	Interview	Early	Defer	Post Score	Group 1	Grp	Individ	Indiv	Cognitive	AZ		GPA	Sci GPA	Sci Hrs
Arizona	11/1/2021	20%	80%	44.125	7	NF: (	8	RD -	22	3		4	4	71
Arizona	9/27/2021	29%	71%	55.625	9	BC: (	9	RD-(	24	3	3.69		3.55	96.5
Montana	11/1/2021	40%	60%	43.25	9	NF: I	8.5	MLB	23	0	3.48		3.34	110
Washingtc	12/6/2021	14%	86%	39.625	9	JG: F	9	MLB	25	0	3.73		3.8	72.36
Arizona	9/27/2021	14%	86%	37.375	9	JG: F	8	MLB	24.5	3	3.97		3.96	80

Illustrates the Excel report generated by the application portal with customized data points in addition to spreadsheet calculations

						External Reviewer	
HRSA	Military	HCE level	HC Hrs	PT Hrs	LOR	Mission	Quality
13.125	0	2	495	58	56.334	3	1
20.625	0	3	88	3320	59.75	3	2
11.25	0	3	1120	7488	58.5	4	2
5.625	0	3	5336	520	59	4	2
1.875	0	3	200	1188	58.5	3	2

NAU and University of Arizona PBC

THANK YOU

NAU Mountain Campus, Old Main