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# Medical student selection – how good are we?

Ian Wilson



UNIVERSITY  
OF WOLLONGONG  
AUSTRALIA

# When was this statement made?

1. Selection should not be based solely on examination results
2. All candidates should be interviewed, preferably by a small committee
3. Great attention should be given to reports from headmasters and headmistresses
4. The machinery of for selection should be supplemented by adequate arrangements for weeding out failures in the early part of training



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Report of the Interdepartmental Committee on Medical Schools (1944). HMSO, London, p106



# So how far have we come?

- Academic results
  - Matriculation scores or GPA
  - MCAT, GAMSAT, etc
- Interviews
  - Panel
  - MMI
- School reports
  - Mostly abandoned
- Weeding out failures
  - Poorly done



PUPIL'S REPORT CARD														
LAST NAME				FIRST NAME				AGE	GRADE	SCHOOL				
Hessam				Wassim Wassim				15	B	Roosevelt				
SCHOOL YEAR 1945-1946														
PERIOD	Date	Days	Attendance	Classical	Latin	Reading	Language	Mathematics	Science	History	Art	Music	Physical Education	
														English
1st Six Weeks	2.0	5	A	A	A	A	B	C	B	A	B	C	B	
2nd Six Weeks	2.1	4.5	A	A	C	B	B	C	B	C	A	A	C	B
3rd Six Weeks	2.2	3.5	A	A	A	A	A	B	B	C	A	A	C	B
Semester Grade	2.1	4.5	A	A	B	A	B	B	A	B	C	A	C	B
4th Six Weeks	2.5	4	A	A	A	A	A	A	B	C	A	A	C	B
5th Six Weeks	2.6	4	A	A	A	A	A	A	B	A	A	A	C	B
6th Six Weeks	2.7	4	A	A	B	A	B	B	B	A	A	C	B	
Semester Grade	2.6	4	A	A	B	A	B	B	B	A	A	C	B	Honors
Yearly Grade	2.6	4	A	A	B	A	B	B	B	A	A	C	B	Honors

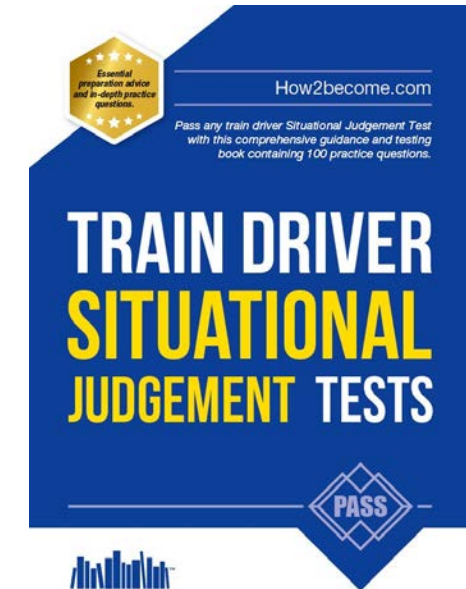
Promoted to 16th grade. Retained in 15th grade. Teacher: Florence Bard

EXPLANATION: Three "Honors" are awarded each semester, "Honors", "High Honors" and "Class Honors"



# What else?

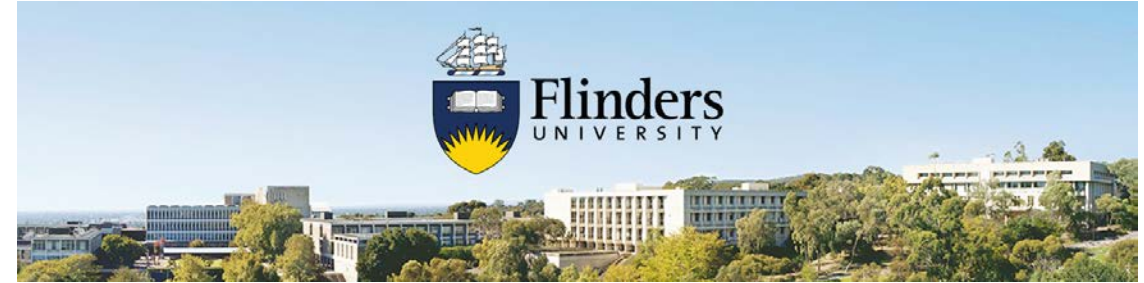
- Situational judgment test
  - Paper
  - Online
- Personality
  - NEO
  - Personal Qualities Assessment
- Rurality
  - Definition
  - Portfolio
  - Quota





# What else?

- Underrepresented minorities
  - UMAT, SJT
  - Special selection pathways
  - Quotas
- Prescribed prior course
- Common first year program for health students



# Unresolved issues

- Professionalism
- Resilience
- Mental stability/ health
- Commercialisation of the process
- Preparation industry
- Community interest / concern



# Professionalism

- Definition
- Inherent, personal quality?
- Teachable?
- Do SJTs or MMIs measure professionalism?
- Can professionalism be faked?
- Impression management





# Resilience

- Difficult issue in Australia
- How do you measure resilience?
- Is resilience context specific?



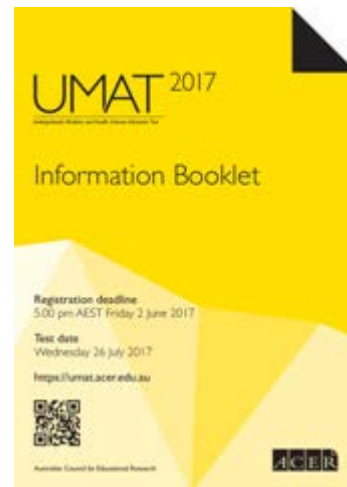
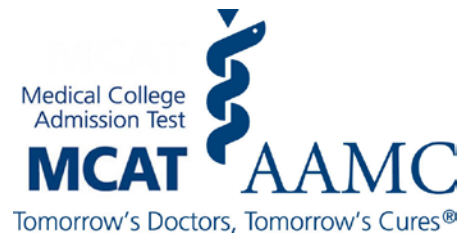
# Mental stability and health

- Background
  - “Only the best”
  - Inherent requirements
- If it is ethical to do this
  - How to screen and / or detect
  - How to deal with episodic / recurrent illness

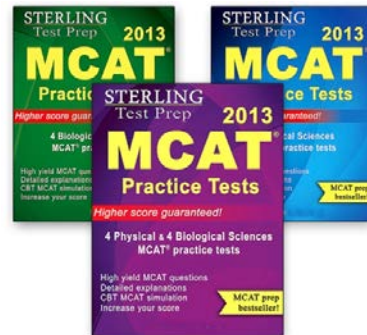
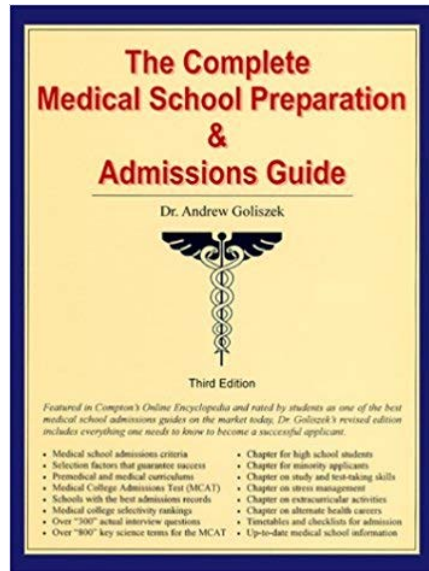


# Commercialisation of selection

- Is commercialisation a bad thing?
- Does commercialisation promote quality processes?



# Preparation industry

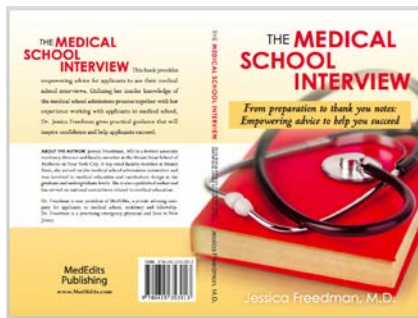


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Matthew Brutsché  
Leslie Michaelis

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# Community involvement

- Adelaide
- Netherlands
- Ireland
- Tamil Nadu



Scroll-in 4/12/17



# We now have

- International Network for Research in Selection for Health
  - INReSH
- Second International Selection in the Health Professions Conference
  - Melbourne 11-13 April 2018

The logo for INReSH is displayed in a light gray rectangular box. The text 'INReSH' is rendered in a bold, sans-serif font. The letters 'I', 'N', 'R', and 'S' are dark blue, while the letters 'e' and 'H' are green. The 'e' and 'H' are slightly offset to the right of the 'R' and 'S' respectively.



# My view

- We have achieved much and selection is significantly better than it was
- Selection will continue to improve
- “The machinery of for selection should be supplemented by adequate arrangements for weeding out failures in the early part of training” will still be required





**THANK  
YOU**

**FOR**

**LISTENING**

**MY PRESENTATION**