

Education Council (EC) Meeting Notes

August 21, 2018

EC members present	David Power	Jen Pearson
Kirby Clark	Mark Rosenberg	Janet Fitzakerly
Nacide Ercan-Fang	Kaz Nelson	Chris Weger
Dimple Patel	Robin Michaels	
Yoji Shimizu	Betsy Murray	
Robert Englander	Jennifer Neufeld	
Nersi Nikakhtar	David Nascene	
Sarah Brown	Kevin Diebel	
Claudio Violato	Michael Kim	

July [Minutes](#) approved

I. Admissions (25 minutes each/50 minutes)

Robin Michaels/Dimple Patel

Objectives: To provide an update of the TC/Duluth 2018 Admissions cycles. Robin Michaels, Associate Dean for Admissions at DU, and Dimple Patel, Associate Dean for Admissions at the TC campus, each provided a portrait of the classes that entered this August (class of 2022)-see their presentations linked to these minutes below.

Notes from Dimple Patel's presentation:

- ❖ We need to figure out how to increase the percentage of UIM
 - We have feedback that increased scholarships and seeing more diversity present would increase UIM enrollment
- ❖ MMI Interviews: The TC campus continues to provide the Multiple Mini-Interview technique based on the current evidence in the literature. This year saw improvements in interview process based on feedback from the previous year.
 - Areas for improvement
 - Long day: we try to address this with food/snacks
 - More time with students: we are trying to provide more time, but medical students are busy so that presents a challenge
 - Introverts vs. extroverts: Some data to suggest extroverts may be favored over introverts in the MMI process. We are working on interventions to level the playing field between introverts and extroverts
 - There is a better distribution of scores this year
 - Rater data? There is a trend toward higher ratings of women candidates by both male and female interviewers - something to keep track of, but not high enough to intervene

- Raters are following the anchors we have listed
- ❖ Withdrawal Comments: Thoughts on why we had a higher withdrawal rate this year:
 - Scholarship
 - We started awarding scholarships later because students were holding onto the scholarship and deciding not to come to UMN so we started waiting until January to award scholarships this year
 - Rankings
 - US News/World Report
 - Students of color and LGBT students say they wish they had more time with students of color/LGBT students on interview day
 - We currently reach out to student groups to make these connections as much as possible
 - We talk about diversity in a broad sense, but it's more difficult to get specific information/qualitative data to be able to report specifics
- ❖ Admissions Process and Committee Updates
 - Evaluating students on what they have done outside of the classroom vs. what they have learned is a potential barrier to diversity because these activities cost time/money
 - We are working on ideas to focus recruitment on Hmong and Somali populations

[Twin Cities Materials 1 \(Presentation\)](#)

[Twin Cities Materials 2 \(Handout\)](#)

Notes from Robin Michaels' presentation:

- ❖ Details from Robin's presentation can be found in the PowerPoint presentation and handout below

[Duluth Admissions Materials 1 \(Presentation\)](#)

[Duluth Admissions Materials 2 \(Handout\)](#)

II. MSTP (20 minutes)

Yoji Shimizu

Objective: To provide an update on the activities of the Medical Scientist Training Program (MD/PhD)

- ❖ We typically recruit 8-10 students/year
- ❖ We are higher than national average for women and UIM students
- ❖ We are seeing an increase in interest in our program over time
- ❖ We are matriculating 8-10 students/year
- ❖ Interview Process
 - Interview process is comparable to the PhD process
 - It's a day and a half interview process
 - Yoji interviews every interviewee one-on-one
 - Challenge is finding applicants who are interested in the long training process for MD/PhD
 - Average cost \$3,000 to apply for medical school so we try to be mindful of the interviewees - they will do what they can to make it if they are offered an interview - try not to increase number just for the sake of having a higher number of interviewees
 - \$500,000 investment/student overall for students to complete program
 - We sometimes have MD students that cross over to MD/PhD, but it's very rare
- ❖ 71% of alumni since 1988 are still in research careers - this is slightly lower than national average which is around 75-80%
- ❖ We have great diversity in the careers our graduates pursue
- ❖ How do we identify applicants with attributes for success as a physician scientist?
 - Resilience, perseverance, grit, gratitude - predictors of success in this type of career - how can we identify applicants with these attributes? We want to be able to find a way to assess this early on
- ❖ The end of the 4th year is emotionally and mentally the most difficult time because their MD classmates are graduating, they don't know how their research will turn out, and they haven't been published yet.
 - If we lose students, it generally happens in the research phase
 - Almost every student who drops the MD/PhD still goes on to complete the MD
 - Our retention rate is 97% (national rate is 90%)
- ❖ T32 (every 5 years) is up for renewal
 - We are preparing a 1000 - 1500 page document between now and January
 - Issue that came up last time was the low number of women and UIM physician/scientists
 - We have been trying to identify the women physician/scientists on our faculty