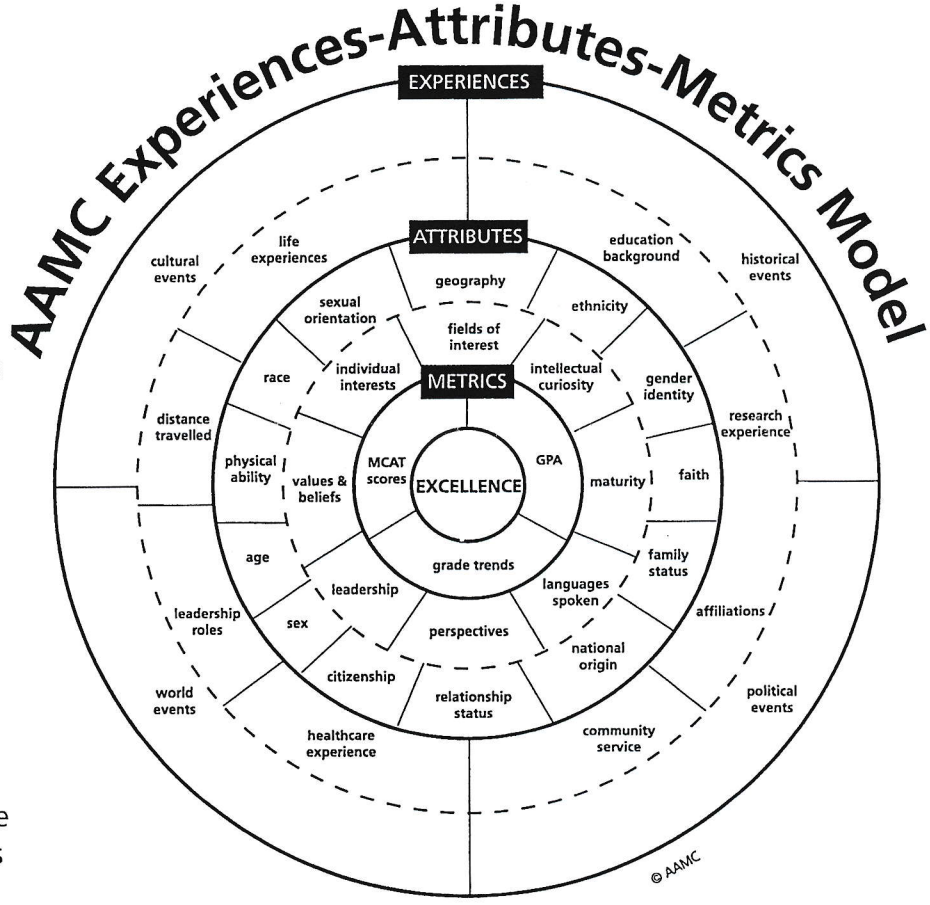
About Holistic Admissions

A core element of holistic admissions involves widening the lens through which we view applicants, recognizing and valuing different dimensions that shape each individual. The initiative's Experiences-Attributes-Academic Metrics (E-A-M) model translates that concept into a useful tool and provides admissions staff and committee members with a shared framework for thinking broadly about diversity, identifying mission-based criteria that take into account the whole applicant, and spark thinking about applicants as future physicians, rather than merely as prospective students.

An integrated holistic admissions process incorporates four core principles at each stage: screening, interview, and selection. These four core principles emphasize the importance of giving individualized consideration to every applicant and provide operational guidance to ensure that admissions processes and criteria are both mission- and evidence-based, promote diversity, and use a balance of experiences, attributes, and academic metrics.

Definition: Holistic review is a flexible, individualized way of assessing an applicant's capabilities by which balanced consideration is given to experiences, attributes, and academic metrics and, when considered in combination, how the individual might contribute value as a medical student and physician.



Adapted from *Workforce America: Managing Employee Diversity as a Vital Resource*, McGraw Hill Publishing, 1990.