

# CLI Research Fellowship

# **MEDICAL SCHOOL ADMISSIONS: BEYOND EXCELLENCE**

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Special thanks to: Dr. Wendy de Leng

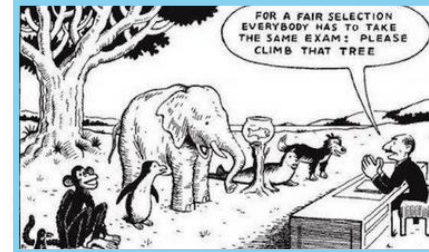
Erasmus MC  
University Medical Center Rotterdam



# 100% Selection: challenges

Need for different types of doctors

Risk of bias to certain groups



# Aim fellowship



Which measures before start medical school increase the diversity of the student population?

Outreach  
Activities

(study 1)

Metacognition as  
selection tool

(study 2)

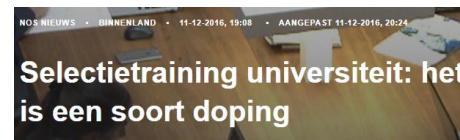
SJT for  
self-selection

(study 3)

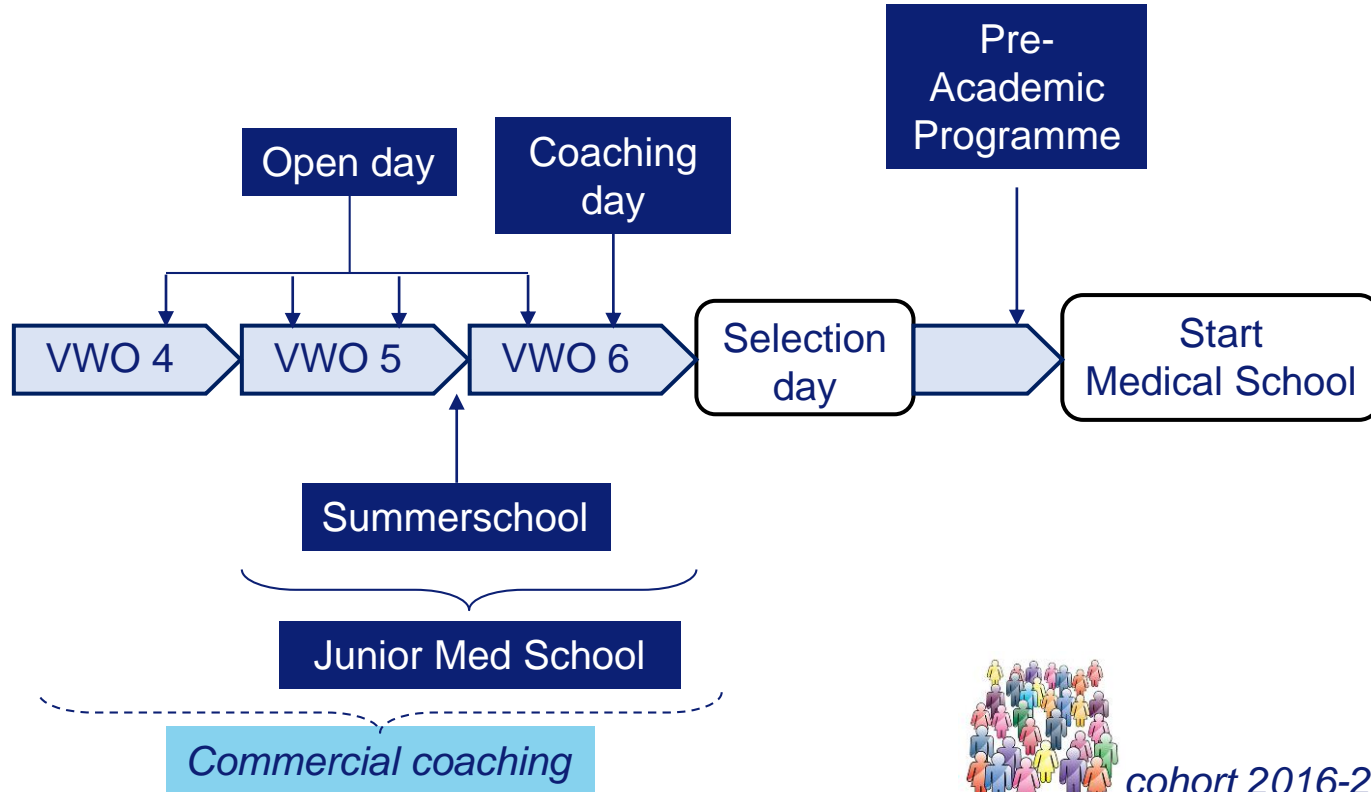
# Study 1: Outreach activities

Diversity applicant pool limited by:

- Self-selection
- Access to (paid) preparatory activities
  
- Solution: free preparatory activities?
  
- Effect on:
  - Applicant pool?
  - Admission chances?
  - Academic performance?



# Overview of activities



cohort 2016-2019

# Summary of findings – outreach activities



## Applicant pool

### Free activities:



### Commercial activities:



## Admission chances

participation → success



Summer school stronger  
for males



Summer school closed  
performance gap for CV-  
scores



## Academic performance

participation ≠ success

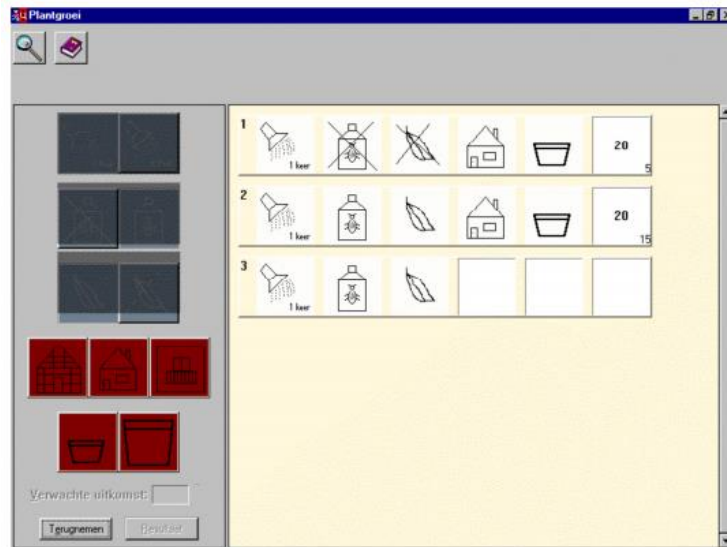
No subgroup differences

# Study 2: Metacognition as selection tool

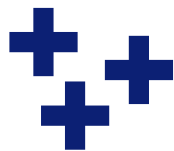
Metacognition: self-regulatory activities

Online assessment task

Does this add value & reduce bias?



# Summary of findings – metacognition



## Adds value?

- + Limited overlap with other selection tools
- + Correlation with GPA Year 1 (but small)
- No incremental value



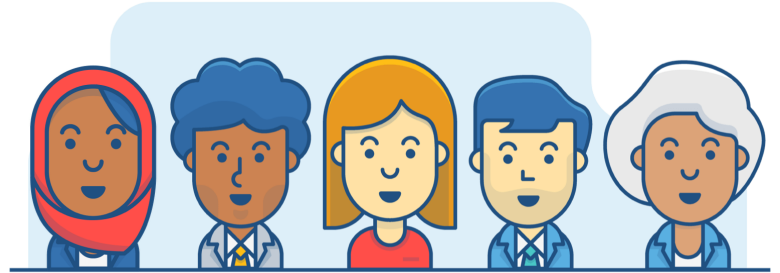
## Reduces bias?

- Ethnic differences in metacognition score
- Differential prediction for gender & ethnic background



# Take-home message: how to increase student diversity?

- ✓ Provide a wide range of outreach activities
  - To attract, inform and prepare applicants
  - To combat commercial coaching
- ✓ Actively approach males & western minorities
- ✓ Continuous evaluation of effect outreach activities & selection tools on diversity
- ✓ Keep searching for tools that add value and reduce bias for short & long term outcomes



# To be continued....

RESEARCH-DEVELOPMENT-OFFICE

## **Karen Stegers-Jager appointed Comenius Senior Fellow**

This test, consisting of video fragments, gives prospective students a realistic picture of the life of a medical student and a doctor and thus helps them to make better informed decisions about whether or not to register for the program in Rotterdam. Karen: 'I measure the effect of this project on the basis of the perceived bond with the programme, doubts about study choice, profile preference, diversity among students and study success or dropout in the first year.'

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