


Name of Policy: <u>College of Medicine and Life Sciences: Process and Criteria for Achievement of Diversity and Excellence in the Medical School Class</u>	
Policy Number: 3364-81-04-022-01	Revision date: 07/29/19
Approving Officer: Dean, College of Medicine & Life Sciences	Original effective date: 1/2000
Responsible Agent: Associate Dean for Student Affairs and Admissions, M.D. Program	
Scope: College of Medicine & Life Sciences M.D. Program	
<input type="checkbox"/> New policy proposal	<input type="checkbox"/> Minor/technical revision of existing policy
<input checked="" type="checkbox"/> Major revision of existing policy	<input type="checkbox"/> Reaffirmation of existing policy

(A) Policy statement

The University of Toledo College of Medicine and Life Sciences (COMLS) seeks to enroll applicants who will contribute to the COMLS learning community, the Greater Toledo and Northwest Ohio community, and society at large. To achieve that end, the College of Medicine and Life Sciences aims to engage in on-going, focused, systematic efforts to recruit and retain a broadly diverse student body in the MD program.

(B) Purpose of policy

The Admissions Office strives to select students who possess the intelligence, integrity, personal, and emotional characteristics necessary to become effective physicians. The College of Medicine and Life Sciences believes that obtaining the benefits that flow from a diverse student body is a compelling interest for building an environment of educational excellence. A diverse student body is important in promoting cross-cultural understanding and is the foundation upon which to build a richer learning environment. Ultimately a diverse, integrated student body promotes leadership improves access to health care for vulnerable populations and helps to reduce disparities in health-care treatments and outcomes.

In order to better educate students for an increasingly diverse population, it is the goal of the College of Medicine and Life Sciences to enhance cultural sensitivity and to promote the cultural competence of our student body. We are not only committed to creating a learning environment that welcomes the independent thoughts of all students, regardless of age, gender, socioeconomic status, sexual orientation, disability, national origin, race, veteran’s status, or religious belief, but also, we embrace their contribution to the academic environment that allows this to occur. Further, as the majority of our students are currently from the State of Ohio, reflecting in our medical school class aspects of the cultural diversity of our State is consistent with this mission. We have a particular commitment to recruiting students from the counties comprising the Northwest Ohio region, as it is our goal to strive to retain talented students from the Northwest Ohio area who would one day serve the citizenry in their communities.

(C) Scope

This policy applies to COMLS units responsible for recruiting, admitting, and retaining medical students to the MD program in the College of Medicine and Life Sciences, especially the Office of MD Program Admissions and the COMLS Office of Diversity and Inclusion. Other relevant units include the Office of Student Affairs, the Office of Medical Education, and the COMLS Dean’s office generally.

(D) Procedure

(1) Definitions. The Liaison Committee on Medical Education (LCME) directs medical schools to specify mission-relevant diversity categories that guide diversity-related recruitment and retention efforts for medical students, faculty, and senior administrators. For The University of Toledo, these categories are based on COMLS mission and values, as well as particular historical and current importance to our specific geographic area. The specification for medical students appears in the table below, and further definition of terms used in this policy follows.

Under-represented in Medicine (URiM)	Black/African-American	Persons having origins in any of the Black racial groups of sub-Saharan Africa
	Hispanic/Latino	Persons of Dominican, Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race
Socio-economic Disadvantaged Status	(Self-identified via multiple indicators)	Persons who are disadvantaged economically as characterized by one or more of the following: first-generation undergraduate degree recipient, Pell Grant-eligible in undergraduate school, low family income, American Medical College Application Service (AMCAS) “E-O” level 1 or 2 based on parental education level and occupation, recipient of AMCAS Fee waiver, other indicators as appropriate
Geographic Mission	Greater Toledo and Rural Northwest Ohio	Legal residents of medically underserved neighborhoods in Greater Toledo and medically underserved rural areas in the counties of Northwest Ohio

- (a) Diversity: According to the University of Toledo Diversity Strategic Plan, diversity is a core value of the University: “As a scholarly community that encourages diversity of thought as reflected in our broad array of disciplines, we embrace the many things in life that makes us different. The University welcomes people of all racial, ethnic, cultural, socioeconomic, national and international backgrounds. We embrace diversity of pedagogy, religion, age, ability, sexual orientation, gender identity/expression, and political affiliation. Diversity is essential to our ability to survive and thrive. Every individual is a necessary asset, and we demonstrate this every day in our policies, practices, and operating procedures.”
- (b) Inclusion: According to the University of Toledo Diversity Strategic Plan: “An inclusive environment provides opportunity for full participation in the life of the University by each of its members. The inclusive university embraces differences and fosters a sense of belonging among all its members, including faculty, staff, students, and the community.”
- (c) Under-represented in Medicine (URiM): “Those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population.” (<https://www.aamc.org/initiatives/urm/>)

(2) Student Recruitment. The MD Program Office of Admissions in partnership with the Office of Diversity and Inclusion of the College of Medicine and Life Sciences will engage in on-going,

focused, and systematic practices to recruit qualified individuals from our three diversity focus categories (URiM, socio-economic disadvantaged status, geographic mission) to the medical school class. Such initiatives include, but are not limited to: (a) pre-college pipeline programs, (b) undergraduate college-level pathway initiatives, (c) partnerships with graduate and post-baccalaureate programs, (d) participation in diversity-focused recruitment/information events.

In addition, the Office of Admissions and Office of Diversity and Inclusion will support relevant COMLS student organizations in their efforts to mentor and recruit students who are URiM and/or socioeconomically disadvantaged, as well as residents from our target geographic areas. Whenever possible and appropriate, COMLS will also collaborate on diversity-focused recruitment efforts with relevant university-community committees, The University of Toledo Division of Diversity and Inclusion, and leadership from other UToledo health professions programs. The COMLS Office of Diversity and Inclusion will be responsible for developing and implementing recruitment initiatives, as well as monitoring, evaluating, and reporting outcomes of these initiatives.

- (3) Student Selection. The final responsibility for selecting students to be admitted for medical study resides with a duly constituted faculty committee. The MD Program Admissions Committee will be responsible for the ongoing development of the criteria and procedures for the selection of medical students accepted into the College of Medicine and Life Sciences.

The Admissions Committee will employ a formal holistic review process for evaluating all applicants to the MD program. Holistic review, as defined by the Association of American Medical Colleges (AAMC), should be guided by each medical school's mission and is "a flexible, individualized way for schools to consider an applicant's capabilities, providing balanced consideration to experiences, attributes, and academic metrics. These factors are considered in combination with how the individual might contribute value not only as a medical student, but as a physician, as well." (<https://www.aamc.org/initiatives/holisticreview/>) The COMLS Office of Admissions will be responsible for providing holistic review training to Admissions Committee members, MD program interviewers, and other relevant parties.

COMLS recognizes the important role of scholarships and financial aid in the recruitment and retention of all students, but particularly the importance to students who are URiM, socioeconomically disadvantaged, and residents of medically underserved urban and rural areas. The diversity office will collaborate with the COMLS Scholarship Committee, the UToledo Office of Financial Aid, and other relevant units to identify a broad diversity of qualified students for scholarships, grants, and other financial support opportunities.

The Office of Admissions and the Office of Diversity and Inclusion will share responsibility for on-going monitoring of yield at each stage of the admissions cycle (e.g., secondary application, interview, acceptance) for applicants from racial/ethnic groups under-represented in medicine, from socioeconomically disadvantaged backgrounds, and from our target medically underserved geographic locations. The Office of Diversity and Inclusion will regularly report to COMLS leadership outcomes of the selection process as they relate to diversity and inclusion.

- (4) Retention. The MD Program Office of Admissions in partnership with the Office of Diversity and Inclusion of the College of Medicine and Life Sciences will engage in on-going, focused, and systematic practices to retain and ensure the success of medical students from our three diversity focus categories (URiM, socio-economic disadvantaged status, geographic mission). Such initiatives include, but are not limited to: (a) enrichment programs for accepted first year students prior to matriculation, (b) mentoring programs with faculty, peer and community mentors, (c) community-

building initiatives with URiM students, residents, faculty and staff from across the health science professions, (d) support for diversity-focused student organizations, (e) outreach, engagement and partnerships with communities in Greater Toledo and Northwest Ohio. The Office of Diversity and Inclusion will be responsible for on-going monitoring and reporting of retention efforts for applicants from racial/ethnic groups under-represented in medicine, from socioeconomically disadvantaged backgrounds, and from our target medically underserved geographic locations. The Office of Diversity and Inclusion will regularly report to COMLS leadership outcomes of the selection process as they relate to diversity and inclusion.

(5) Inclusive Environment. The College of Medicine and Life Sciences recognizes the key role of an inclusive learning environment in recruiting and retaining a diverse student body. The COMLS will engage in periodic institutional climate assessments to ensure that the College of Medicine and Life Sciences is an inclusive environment for all members of the College community, and will take decisive measures to address concerns. The COMLS will also engage in diversity-focused strategic planning to continually develop and implement strategies that will achieve and nurture an inclusive environment. The COMLS Office of Diversity and Inclusion will have primary responsibility for ensuring that appropriate climate surveys and strategic planning efforts are carried out, as well as monitoring and reporting outcomes.

(6) The COMLS engages in continuous quality improvement (“CQI”) efforts, routine policy review, and other mechanisms for continual evaluation of policies and procedures, which includes all initiatives related to diversity-related recruitment and retention efforts for medical students, faculty, and senior administrators. COMLS will periodically review these initiatives to ensure that these they aligned with COMLS and University of Toledo mission priorities, Northwest Ohio workforce needs, and relevant state and federal law.

<p>Approved by:</p> <p><u>/s/</u> Christopher Cooper, M.D.</p> <p>Executive Vice President for Clinical Affairs Dean, College of Medicine and Life Sciences</p> <p><u>September 6, 2019</u> Date</p> <p><i>Review/Revision Completed by:</i> Associate Dean for Admissions Admissions Committee General Counsel Director, Academic Enrichment Center SLT</p>	<p>Policies Superseded by This Policy: None</p> <p>Initial effective date: 01/2000</p> <p>Review/Revision Date:</p> <ul style="list-style-type: none"> • 1/00 • 8/03 • 8/05 • 12/05 • 7/1/07 • 9/1/11 • 09/25/12 • 07/29/19 <p>Next review date: 07/29/22 (three years from most recent revision/review date)</p>
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