

Standardizing Admission Process To Defy The “Crystal Ball” In Student Selection To Communication Sciences And Disorders’ Master Program



John A. Burns School of Medicine*Department of Communication Sciences and Disorders
Verna Chinen M.S. CCC-SLP, Kathy Maemori M.S. CCC-SLP

Introduction

The Communication Sciences and Disorders’ Program (CSD) is a graduate education program within the John A. Burns School of Medicine (JABSOM). We offer a Master of Science degree in CSD with an emphasis in speech-language pathology. Our goal is to graduate competent clinicians through our clinical training.

This project examined and refined our current admission interview questions and evaluation tools to ensure that admitted students align with the department core values and that we make admission decisions in a clear and consistent way among faculty.

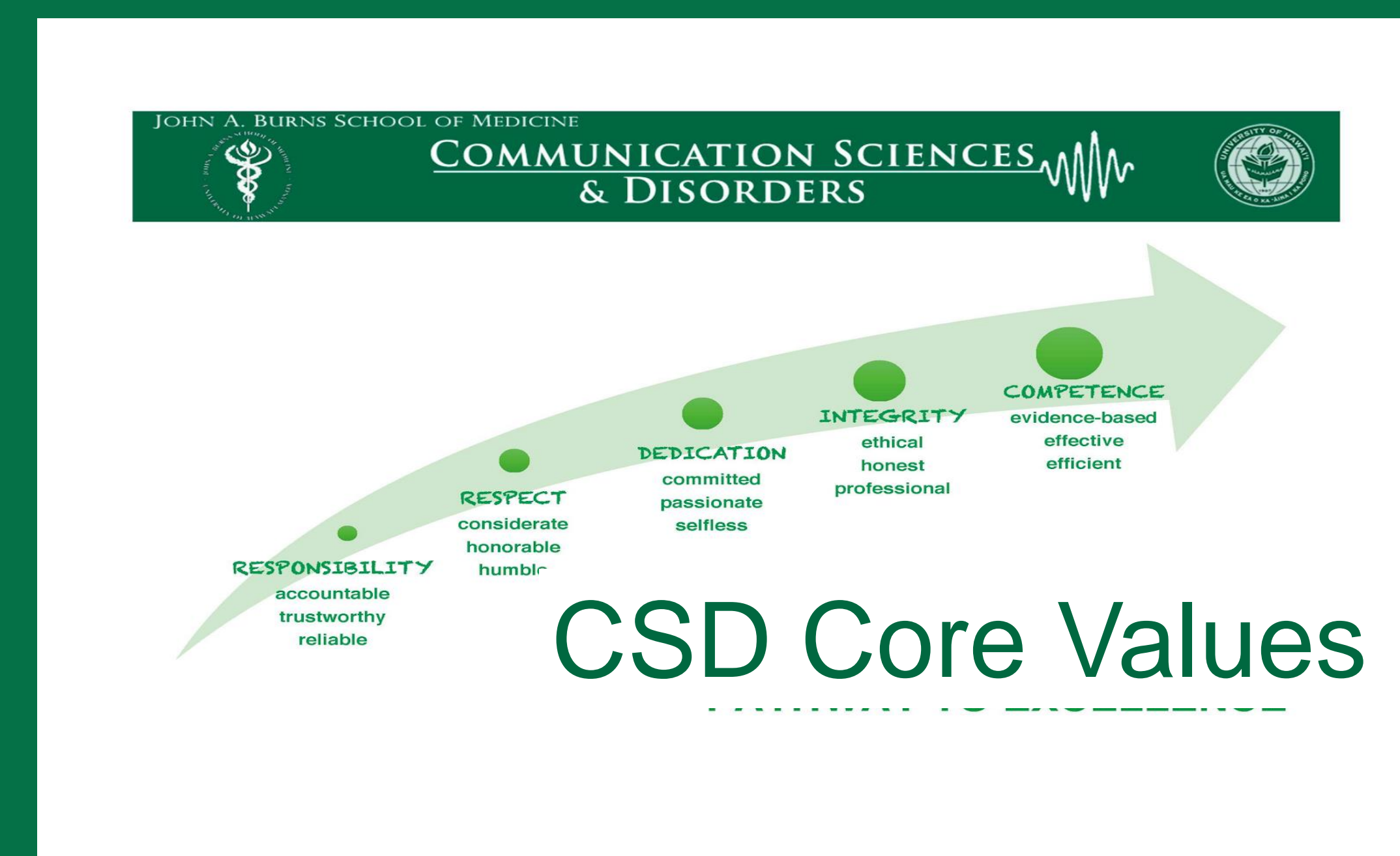
Background

- 1 • 2016: Faculty identified lack of professional behaviors among some students
- 2 • 2017: Faculty collaboratively developed core values
- 3 • End of 2017: Faculty brainstormed student characteristics that exemplify core values
• Faculty developed admission interview questions to elicit the characteristics
- 4 • 2018: Admissions committee piloted questions
• Interviewers were challenged in consistently judging interview responses

Department Facts

- Number of faculty: 5 (plus 4 instructors)
- Number of students: 32
- Number of graduates every year: 16
- Cohort based: new cohort of 16 students beginning each fall

Project Goals



Timeline

June, 2018	Analyzed faculty comments Analyzed and summarized Spring 2018 interview comments → identified the categories of the characteristics that student displayed
July, 2018	Identified commonalities in comments Faculty reviewed summarized interview comments → validated scoring → identified highly desired characteristics → established consistent standards for program admission
September, 2018	Modified questions and rubric Modified interview questions & rubric to reflect established standards
December, 2018	Finalized interview questions and scoring rubric
January, 2019	Implemented new process for Spring 2019 applicants
April, 2019	Analyze Faculty comments and scores for the Spring 2019 interviews

Interview Rubric

Core Values	Descriptions	Relevant Interview Questions	Scores
RESPONSIBILITY	responsible, accountable for self and client, self-disciplined, reliable	Q4, Q5,	0 No Evidence 1 Some evidence 2 Strong evidence
RESPECT	compassionate, empathizes with client/peers, recognizes the needs of others, appreciates opportunities to learn from others, open to work with everyone, flexible in relating to others	Q4,	0 No Evidence 1 Some evidence 2 Strong evidence
DEDICATION	positive outlook, compassionate, persistence, hard worker, determination, committed to achieving outcomes in their career/ education, wants to give back to the community, dedicated to helping others	Q1, Q2, Q7	0 No Evidence 1 Some evidence 2 Strong evidence
INTEGRITY	forthright, owns up to shortcomings and mistakes, honest, focuses on improving, does the right thing, professionalism, flexible, open to change, adjusts according to patient needs	Q4, Q6	0 No Evidence 1 Some evidence 2 Strong evidence
COMPETENCE	learns from experiences, seeks opportunities to develop skills, problem-solver, focuses on research to be fully informed, practices EBP, academic achievement, organized and prepared	Q2, Q3, Q5,	0 No Evidence 1 Some evidence 2 Strong evidence
Overall Judgment			
<input type="checkbox"/> Do not admit <input type="checkbox"/> Maybe <input type="checkbox"/> Yes, admit <small>Make sure to debrief before giving separate scores – try to reach consensus</small>			

Project Outcomes

The faculty response to the new interview and scoring process has been positive.

- The revised admission process:
- decreases time used by individual faculty for scoring interviews.
 - increases the reliability and consistency in scoring.
 - increases consensus between committee members and decreases individual bias.
 - defies the “crystal ball” selection process.



Next Steps

Determine if the revised rubric and questions support the selection of students who embrace the core values of the department.

- Analyze and summarize Spring 2019 interview comments.
- Use results to further enhance our admission process.

Admission process

Qualified students are offered an interview

Students are interviewed by faculty team

The interview and essay are immediately scored using the rubric

Team makes an overall judgment

Top sixteen candidates are recommended for admission

