

Where Will Your Next Resident Come From? Rural Targeted Admissions Strategies at U.S. Medical Schools

**Collaborative for Rural Primary care
Research, Education, and Practice**

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Why do medical school admissions matter for residency recruitment?



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Past Efforts

1970s – increase class sizes and new schools with primary care missions

2006 – AAMC calls for increase enrollment

- 30% increase in enrollment since 2002

New osteopathic schools

- 162% increase in osteopathic slots

Where will the next rural doctors come from?



Rural Targeted Admissions to Address the Physician Workforce Gap

Methods

- Surveyed Deans of Admissions at US medical schools
- Does your school have rural targeted admissions?
- Characteristics of applicants
- Does admissions process differ?
- Recruitment strategies
- Selected interviews with admissions personnel

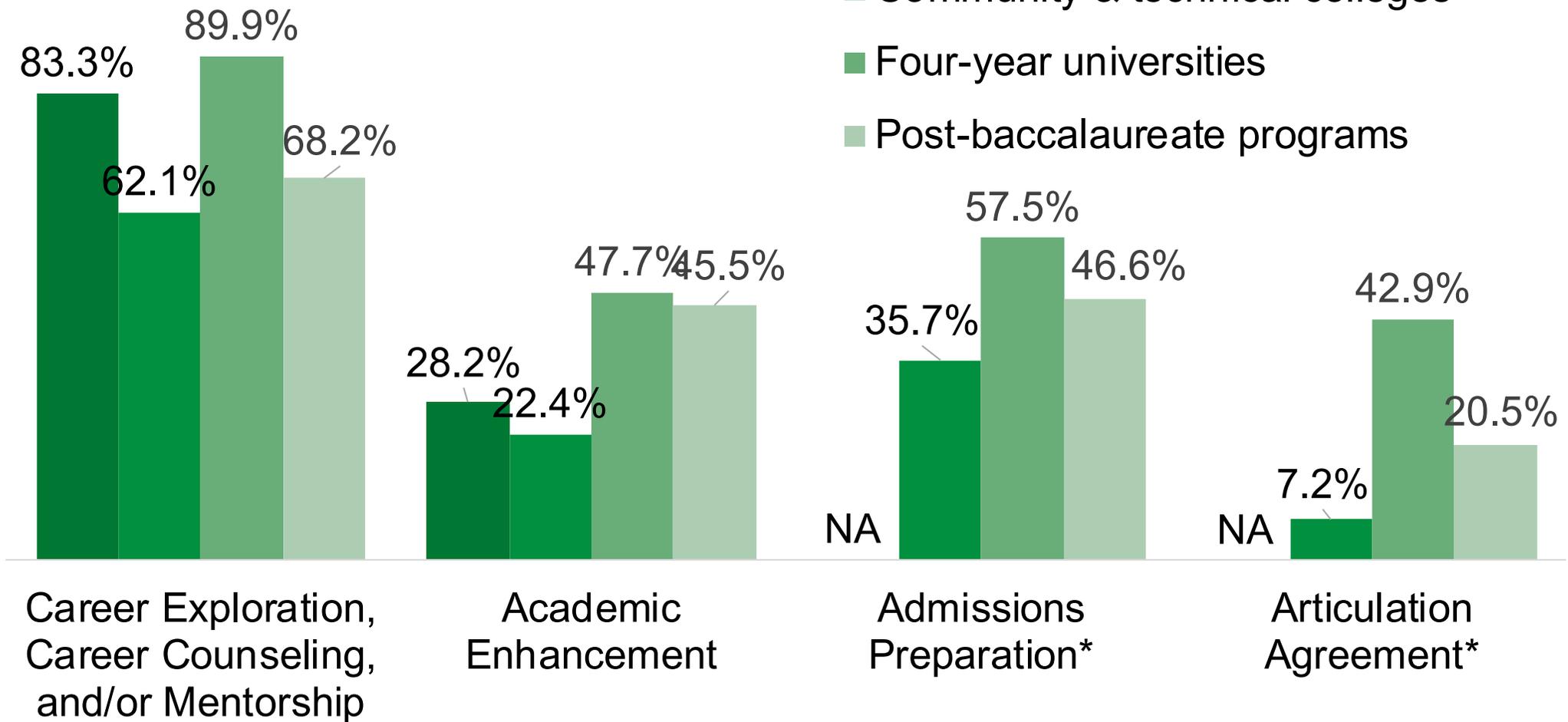
Rural Targeted Admissions to Address the Physician Workforce Gap

Results

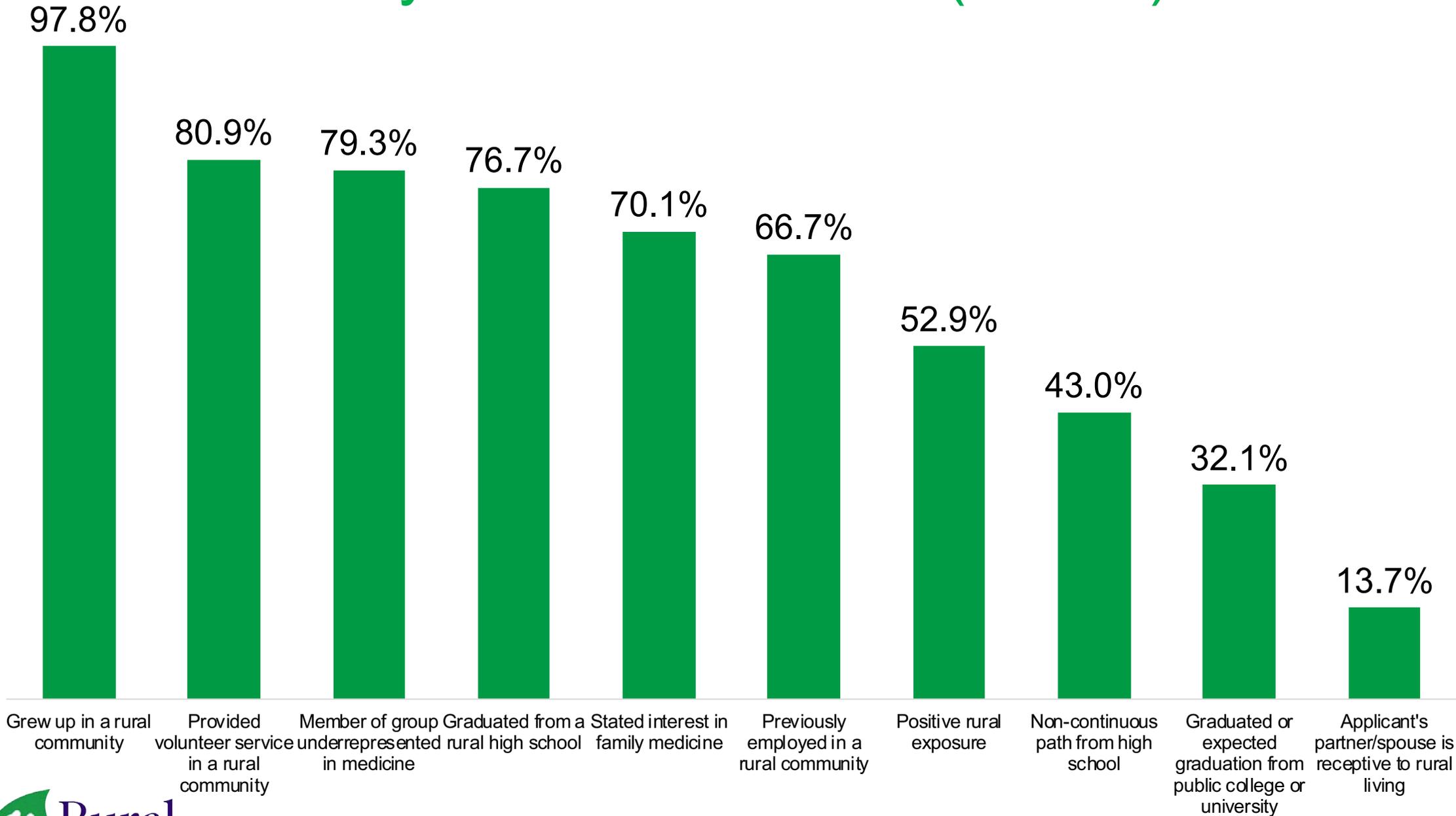
- Overall response rate 72% (133/186 schools)
73% allopathic (106), 69% osteopathic (27)
- 69% of responding schools reported rural targeted admissions

Recruitment Activities by Educational Level

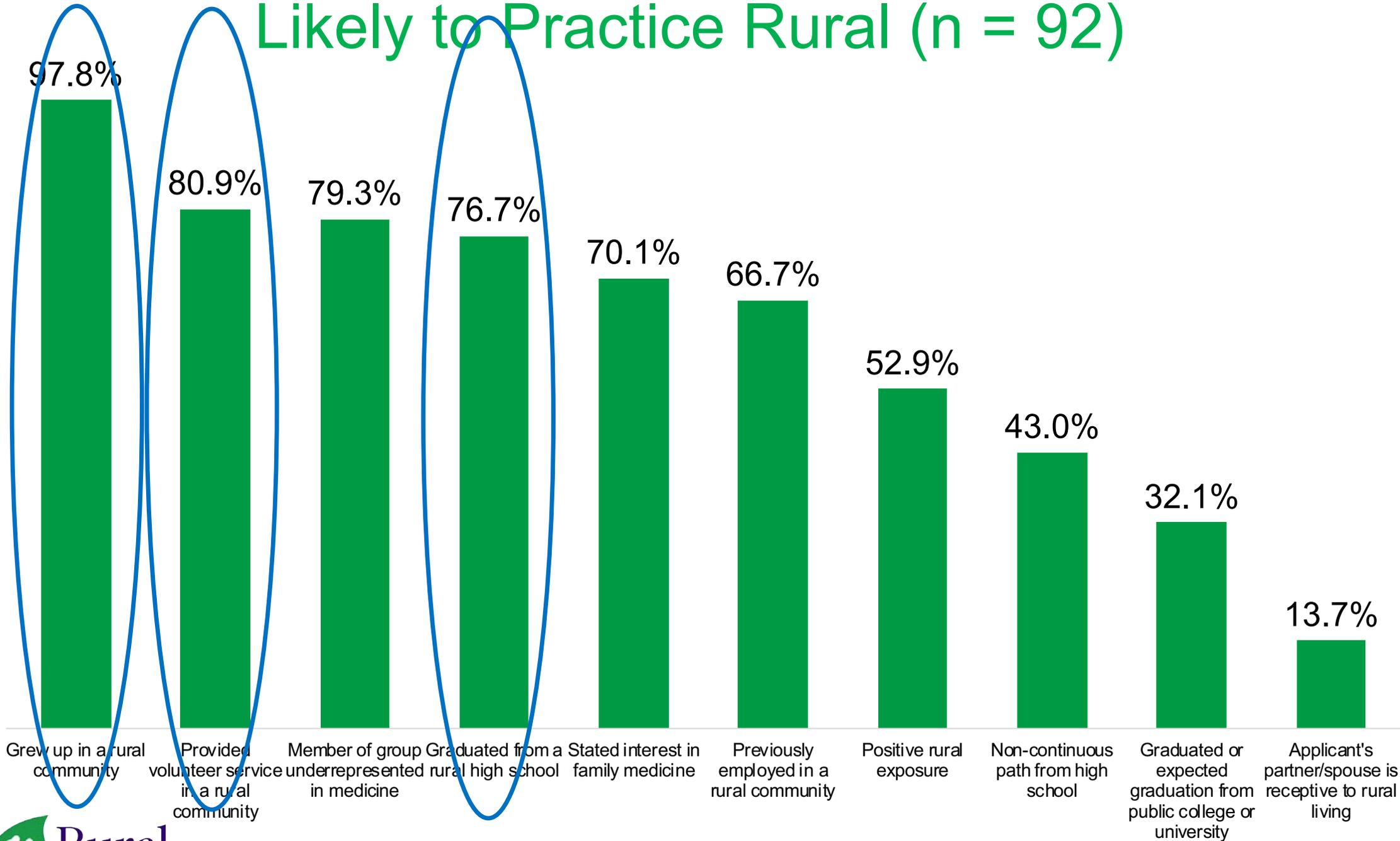
- High schools
- Community & technical colleges
- Four-year universities
- Post-baccalaureate programs



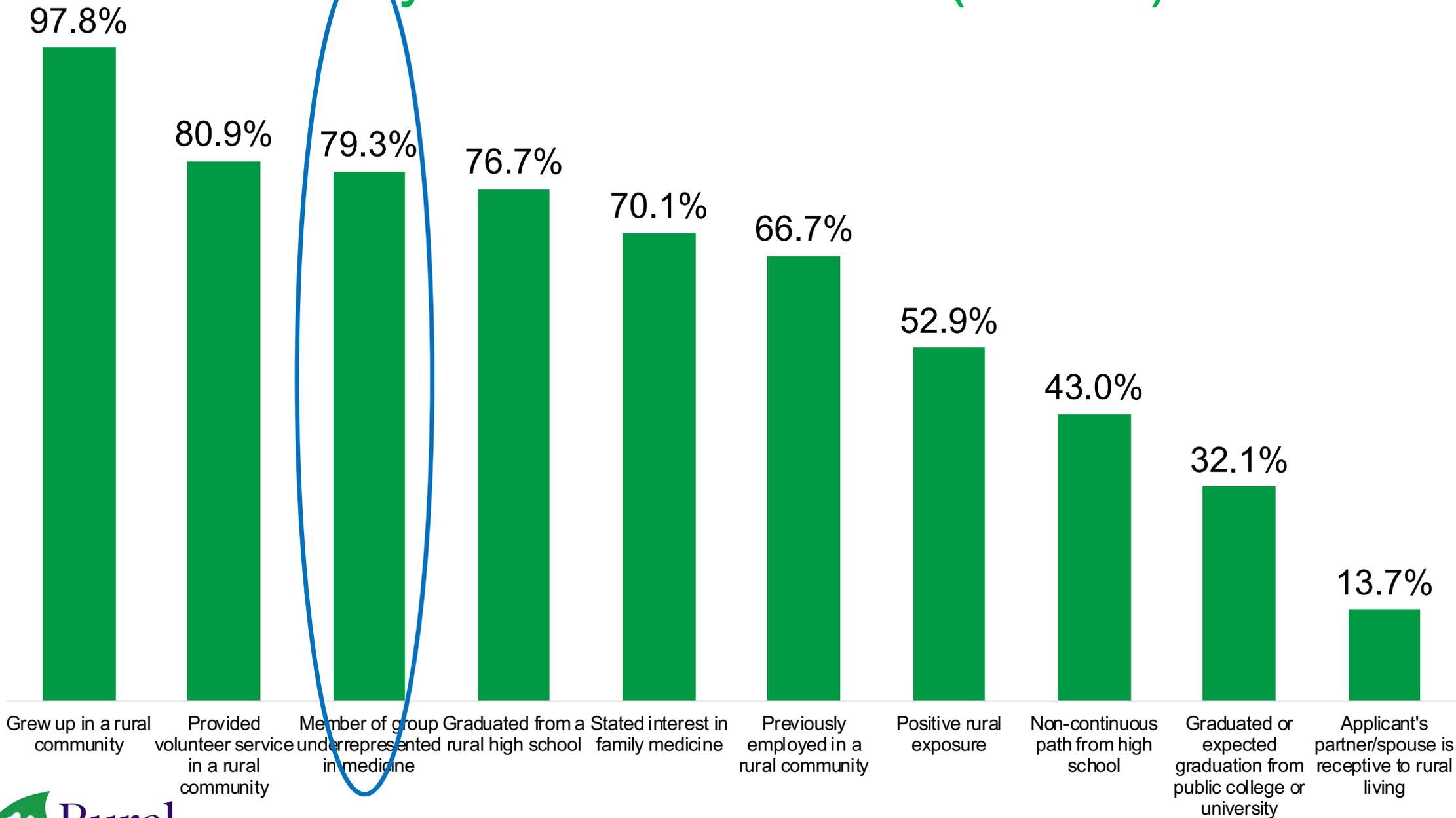
Characteristics Used to Identify Applicants Likely to Practice Rural (n = 92)



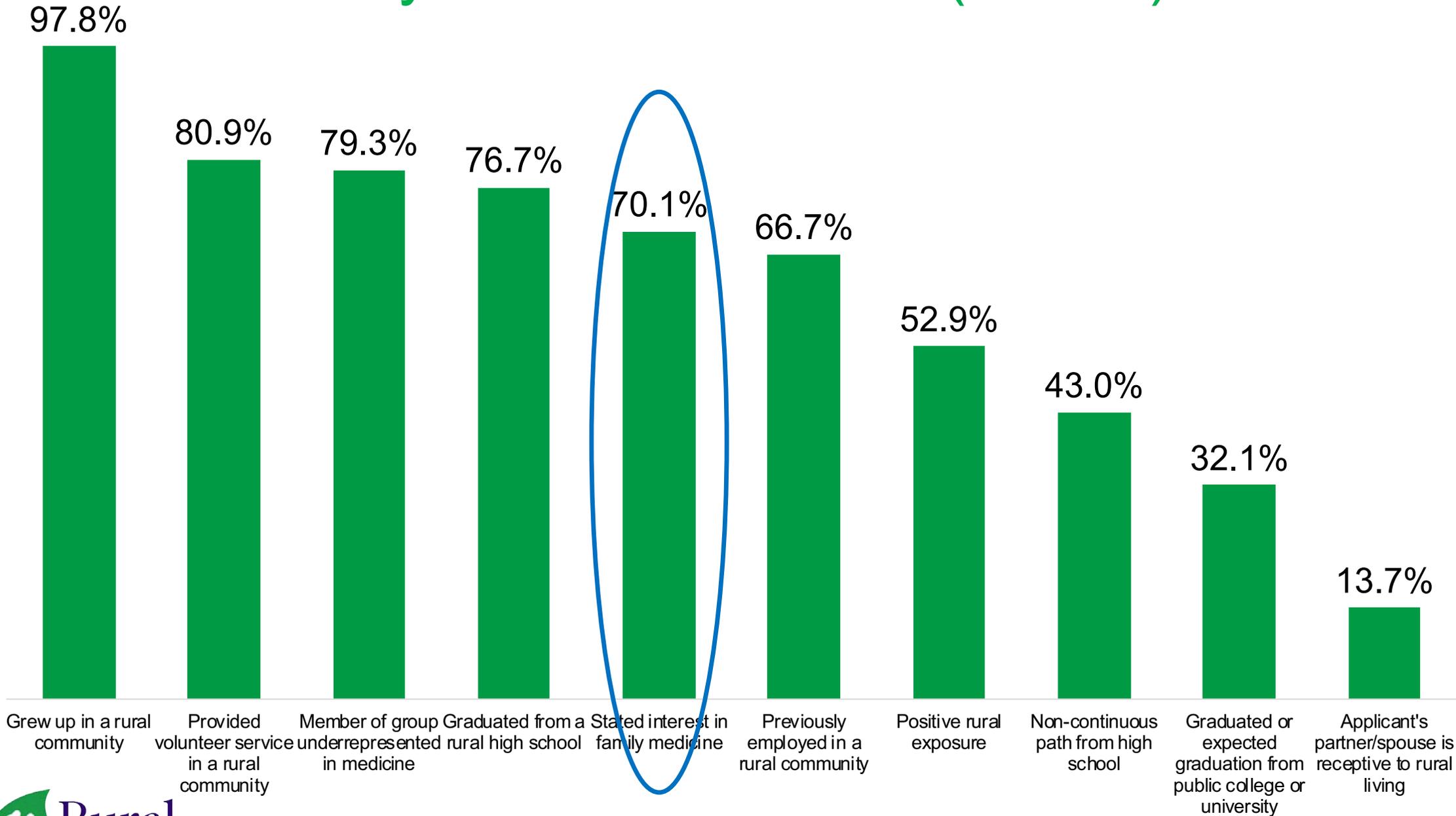
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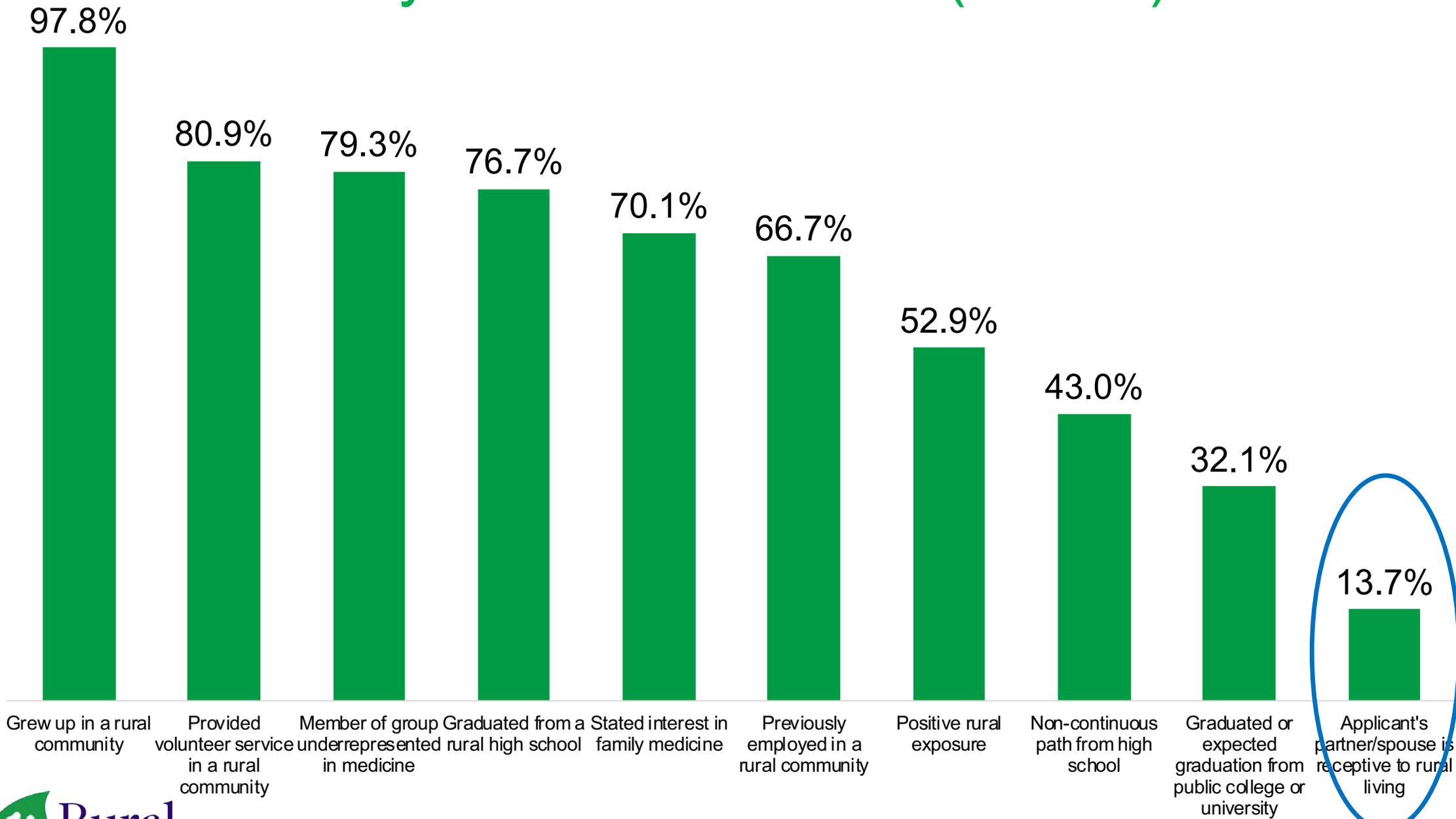
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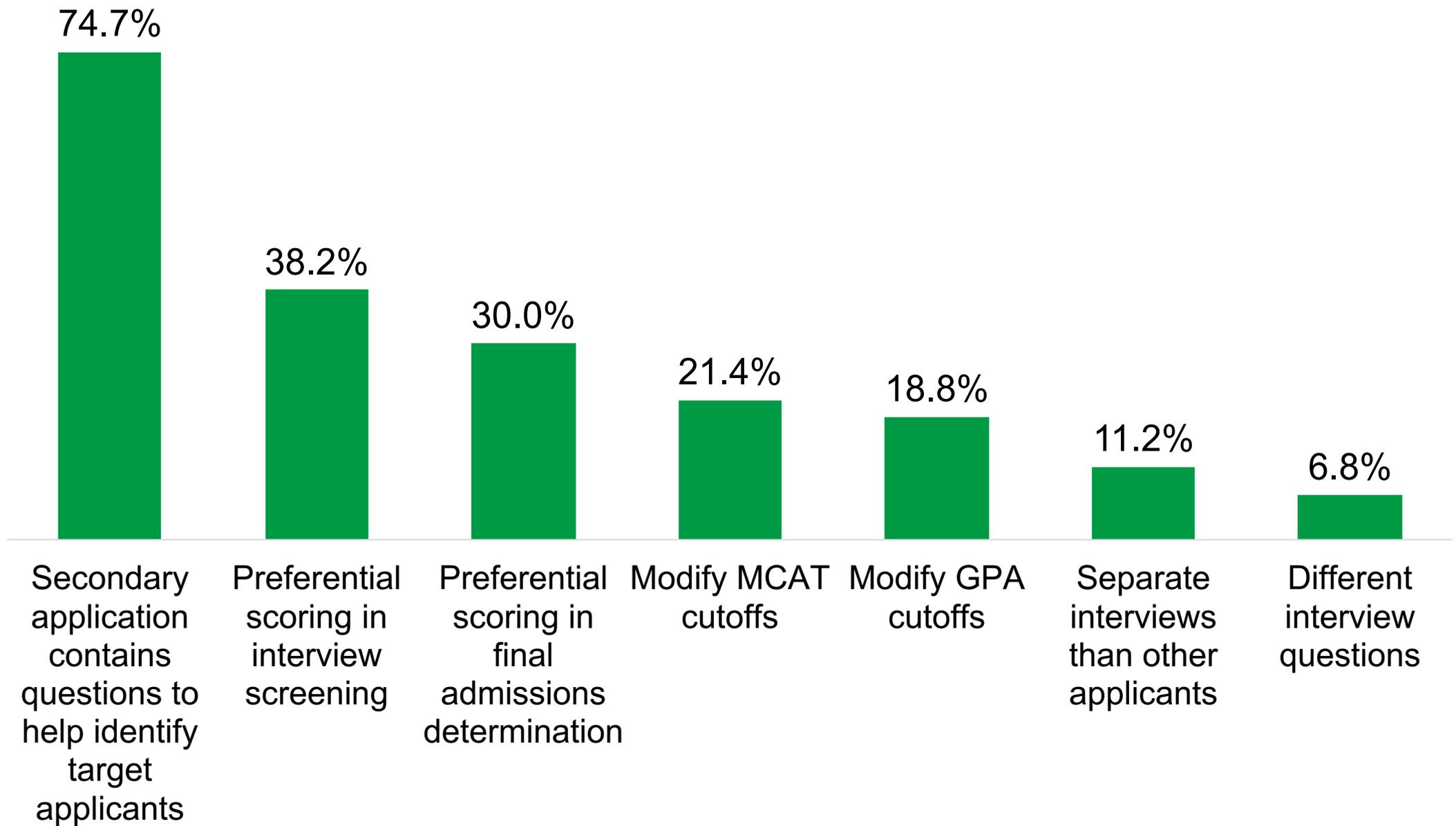
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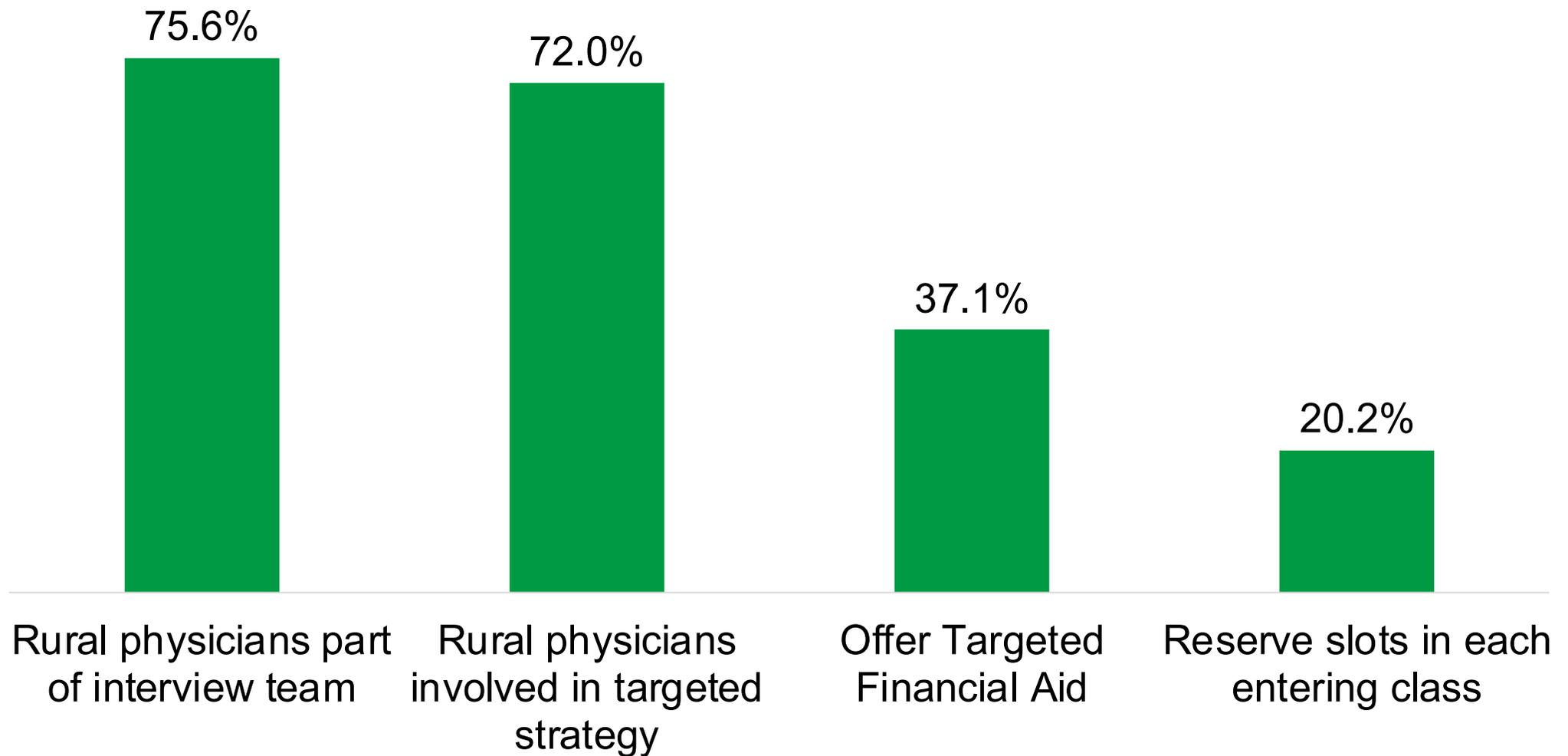
Characteristics Used to Identify Applicants Likely to Practice Rural (n = 92)



Admissions Process Strategies to Target Applicants Likely to Practice in Rural Areas (n = 92)



Institutional Strategies to Target Applicants Likely to Practice Rural (n = 92)



Semi-structured Interviews

- 10 schools interviewed
 - 6 allopathic, 4 osteopathic
 - 6 public, 4 private
 - Geographically diverse
- Schools varied widely in targeted admissions policies

Semi-structured Interviews

Application Process

- 4 schools with no outreach or different interview process
 - 2 of the 4 were entirely rural so had a single process for everyone
- 2 used rural as one attribute of many in a holistic process
- 4 had different process for rural applicants (secondary app, interview, etc.)

Semi-structured Interviews

Recruitment Activities

- Nearly all conducted some type of recruitment activity
- Importance of relationships with local and regional colleges

Semi-structured Interviews

Institutional Support

- Importance of administrative support from high levels of institution
- Financial and personnel resources
- Alumni resources

Rural Targeted Admissions to Address the Physician Workforce Gap

Key Points

- Vast majority reported targeted admissions
- Characteristics are evidence based
- Varying level of commitment
 - Common to use AMCAS basics
 - Less common to devote capital/resources
- Few altered admissions process
- Fewer reserved slots for rural

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Key Points

- Vast majority engaged in career exploration
- Less common outreach to community colleges
- Admissions prep common with 4 year colleges
- 1/3 reported articulation agreements with 4 year colleges

Discussion



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