Holistic Review in Admissions

Diversity in the OT Workforce starts with OT Education

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The School of Health and Rehabilitation Sciences
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Holistic Review in Admissions

“Holistic review 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 as a medical student and physician.”

Association of American Medical Colleges
https://www.aamc.org/initiatives/holisticreview
Why Holistic Review in Admissions?

Humans need access to systems that support health & wellbeing.

Implicit Bias inhibits a socially and medically just healthcare system.

**Diversify the OT Workforce**

Strategy to improve quality of care and reduce health disparities?
What is Holistic Review in Admissions?

Academically Prepared:
- Grades
- Testing

Diversity:
- Experience
- Background
- Ideas
- Thought

AND

Occupational Therapy programs are the gatekeepers of the profession and therefore impact the quality of healthcare system.
OSU KEY INGREDIENTS

Created an Admissions Vision

Operationalized Key Attributes & Experiences

Application Review

Mini Interviews
The Ohio State University Division of Occupational Therapy seeks **self-directed** learners who are **resilient, insightful** and **ethical**. Ideal candidates are **motivated** to become **empathetic** occupational therapists providing **evidence-based, collaborative, client-centered** care. The Division selects students who display **diversity** in background, experience and thought and demonstrate the potential to improve people’s lives through **innovation, excellence, and leadership** in practice, **research, education, and community service**.
EXPERIENCES
- Academic
- Research
- Employment
- Community Service
- Volunteer

... BALANCE ...

ATTRIBUTES
- Resilient
- Respectful
- Insightful
- Passionate
- Empathetic
- Innovative
- Critical Thinker

ACADEMICS
- Grades
- Standardized Tests
- Grade Trends

The Ohio State University
Wexner Medical Center
Following implementation of holistic admissions:

- Representation from racial/ethnic groups other than white increased 300%.
- Incoming student academic credentials remained consistent.
- Distribution of males and females did not change.

Creating an INCLUSIVE environment

Coalition of Occupational Therapy Advocates for Diversity