

# Holistic Application Review

## Urology Match 2022-2023



Welcome to a more Inclusive Application process!  
 Here are a few tips to guide you into building a stronger, more diverse residency program.

### WHAT

- Individualized consideration of an applicant's capabilities
- Method to apply principles and priorities to
  - Screening
  - Interviewing
  - Creating rank order list
- Diversity-focused mission toward your individual program's goals

### WHY

- Reducing barriers with patients
- Provider-patient concordance: trust, adherence
- Innovation
- Diversity of opinions, ideas, backgrounds

### HOW

- Widen the lens
- Expand (not lower) standards
- Value different dimensions



### Tip: Set and revisit common goals with the program's application reviewers.

Use the AAMC "Applicant Criteria Identification and Prioritization" worksheet (in Resources, below) to consider reviewers' ratings of which criteria matter to your program; then harmonize your ideas of the most important review criteria.



### Tip: Remove applicant photos from the PDF application given to reviewers.

**Within ERAS, set batch application download with photo unchecked.**

# Appendix of Resources



- ✓ **[AAMC Holistic Review](#)**  
Describes the purpose of holistic review, which allows admissions committees to consider the “whole” applicant.
- ✓ **[AAMC Holistic Review for Residency Programs](#)**  
Invite your reviewers to watch the 8 minute video here describing holistic review.
- ✓ **[AAMC Applicant Criteria Identification and Prioritization Worksheet](#)**  
A brief exercise to examine criteria that are important to your organization to develop a collective sense of how to review applicants.
- ✓ **[FACS Diversity Resources](#)**  
The American College of Surgeons (ACS) has put together the resources on diversity and cultural competency to assist surgeons with the challenges they may face.
- ✓ **[ACGME Equity Matters](#)**  
An ACGME initiative that supplies a framework for continuous learning and process improvement in the areas of diversity, equity, and inclusion (DEI) and antiracism practices.
- ✓ **[Society of Academic Urologists, Diversity in the Workforce](#)**  
A series of presentations on diversity in the workforce from the SAU 2021 Meeting.
- ✓ **[“How Clinicians and Educators Can Mitigate Implicit Bias in Patient Care and Candidate Selection in Medical Education”](#)**  
Useful summary of the concept of Implicit Bias and tips in the tables to operationalize the goal of reducing implicit bias.
- ✓ **[“How to Reduce Personal Bias When Hiring”](#)**  
Practical tips from the Harvard Business Review on your perspective in recruitment.
- ✓ **[“Implementing Scientific Tools into the Selection Process”](#)**  
How advances in selection science can benefit training programs and applicants.



Links to all references are available at <https://swiu.org/resources/resident-application-review.aspx>