Class of 2024 AOA Selection Process Overview

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AOA Selection Process Overview for Graduating Class of 2024:

AOA nominees are invited to submit a full portfolio, evaluated by the Selection Committee based on 6 factors, each weighted equally:

1. Leadership
2. Research/Scholarship
3. Service/Advocacy
4. Teaching/Mentorship
5. Personal Statement
6. Core clinical GPA

*Honors Items detailed in following slide
**Full Honors Items List ("5 out of 5")***
- Admissions Committee member (student co-chair, student voting member, student interviewer)
- American Medical Women’s Association (AMWA) officer
- Any National AOA Award Winner (Kuckein Student Research Fellowship, Glaser Student Essay Award, Service Leadership Project Award, Pharaoh Poetry Award)
- Asian Pacific American Medical Student Association (APAMSA) officer
- Baylor Honor Council officer
- Black Men in White Coats officer
- Class officers (President/Vice-President/Treasurer/Programming Chair)
- Curriculum Committee representative
- Curriculum Renewal Workgroup (CREW) member
- FirstGen, MD Officer
- Foundations and Preclinical Courses Subcommittee representative
- HOMES clinic manager
- Institutional Policy Committee Student Representative
- Latino Medical Student Association (LMSA) officer
- Muslim Medical Students’ Association officer
- Pride officer
- PRN coordinator
- Squad leadership (Leader, Social Chair, Volunteer Chair, MS1 Rep)
- Student National Medical Association (SNMA) officer
- Student Senate Member
- Teaching Assistant (including Anatomy Lab TA, Pinkie Pinners, and Neuroanatomy TA)

*** Students are encouraged to submit Other Honors Items to supplement any number of Full Honors Items: provide a category (Leadership, Research/Scholarship, Service/Advocacy, Teaching/Mentorship) and a brief summary (≤30 words) describing the Honor. Full Honors Items also require a brief summary. All Honors Items must have completely taken place within a student’s time enrolled in medical school at BCM.

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**EXAMPLE STUDENT**

\[ \text{= submits 3 Honors Items*:} \]

1 from Full Honors Items List + 2 Other Honors in Leadership and Service

*NOTE: There is no pre-defined benefit to submitting an honor in one category over another.

\[ \text{Ranked and sorted into quintiles by at least 2 members of the Selection Committee} \]

<table>
<thead>
<tr>
<th>Research/Scholarship</th>
<th>Teaching/Mentorship</th>
<th>Leadership</th>
<th>Service/Advocacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 = bottom quintile</td>
<td>1 1</td>
<td>1 1</td>
<td>1 1</td>
</tr>
<tr>
<td>2 = 2nd quintile</td>
<td>2 2</td>
<td>2 2</td>
<td>2 2</td>
</tr>
<tr>
<td>3 = 3rd quintile</td>
<td>3 3</td>
<td>3 3</td>
<td>3 3</td>
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<tr>
<td>4 = 4th quintile</td>
<td>4 4</td>
<td>4 4</td>
<td>4 4</td>
</tr>
<tr>
<td>5 = top quintile</td>
<td>5 5</td>
<td>5 5</td>
<td>5 5</td>
</tr>
</tbody>
</table>

\[ \text{Composite scores} = 2.5 + 4.5 = 12/15 \]

Cutoff calculated to determine additional ~25% of Nominees = 11/15

\[ \text{Nominated to submit full portfolio} \]
Reviewing Members of the AOA Selection Committee for Class of 2024

- Dr. Mahboob Alam
- Dr. Kelli Barbour
- Dr. Danny Chelius
- Dr. Geeta Singhal Das
- Dr. Joan Friedland
- Dr. Lindsey Gay
- Dr. William Gibbons
- Dr. John Goss
- Dr. Kimberly Lopez

- Dr. Michelle Lopez
- Dr. Lee Lu
- Dr. Erik Malmberg
- Dr. Tamara Ortiz-Perez
- Dr. Tyson Pillow
- Dr. Rayne Rouce
- Dr. Elizabeth Rossman Beel
- Dr. Carina Wasko
- Dr. Christina Weng
Guidance on Other Honors Items Criteria

Choose your 30 words wisely, aiming for the top 20% of your class in each dimension:

• **Leadership**: time dedicated, level of position, **impact**, accomplishments

• **Service/Advocacy**: time dedicated, degree of **impact**

• **Research/Scholarship**: for peer-reviewed publications: **impact** factor, author position out of total authors; for grants/scholarships: selectivity (if available), total amount awarded

• **Teaching/Mentorship**: time dedicated, degree of **impact**
AOA Selection Process Timeline

- Wed, 1/11/23 (PM) – Zoom meeting with AOA Councilor to review AOA selection process
- Wed, 1/18/23 – Top ~10% based on clinical GPA are notified of nomination to submit full portfolios; all other students are invited to submit “3 Honors Items” for consideration for nomination – due 2/1/23 (2 weeks to submit)
- Wed, 2/1/23 – AOA Selection Committee reviews Honors Items for determination of student nominations (up to an additional ~25% of the class), 2 weeks to review
- Wed, 2/15/23 – Portfolio requests sent out to all AOA nominees (up to 35% of the class); students have over 1 month to prepare portfolios
- Wed, 3/22/23 – Portfolios due for all MS3s/Class of 2024 (gives Selection Committee ~2 months to review portfolios)
- Monday, 5/29/23 – Class of 2024 inductees notified (gives MS4 AOA students 1 month to orient the new class to AOA activities before the MS4s leave for residency)
1. **Why is the “top ~10%” an approximation for clinical GPA?** Multiple students can have the same GPA, so the final cutoff point may be a little higher or lower than 10%.

2. **Where did the Full Honors Items list come from?** This list was initially compiled by AOA students over the last few years to help the AOA Selection Committee understand what positions/awards were most competitive or prestigious (ie, limited to ~10% or less of the class). This list is further curated by the Student Affairs Deans and the Office of Diversity, Equity and Inclusion to ensure that they reflect a broad demonstration of excellence across the College. The final list is voted on by reviewing members of the AOA Selection Committee. It will be reviewed and modified on an annual basis with both student and faculty input.

3. **What if I am not sure if I have a “Full Honors Item”?** Please reach out to the Student Affairs Deans for clarification.

4. **Is anyone checking to make sure students are submitting correctly?** We are placing a lot of trust in students, but the submissions will be scanned for accuracy by the Student Affairs Deans.

5. **Who can I go to for help with determining my Other Honors?** Other students, Learning Community Advisors, Student Affairs Deans, Specialty Specific Mentors (all of these individuals are not allowed to be reviewing members of the Selection Committee).

6. **Who will make up the Selection Committee?** The goal is to have the committee comprised of BCM faculty who are knowledgeable about student activities/honors and representative of the larger BCM community. At least 50% of the committee are required to be current AOA members. The final membership is determined by the AOA Councilor in concert with the AOA Executive Committee.

7. **Why is Gold Humanism Honor Society membership not on the Full Honors Items List?** While GHHS membership is a great Honor, the Full Honors Items List is generally reserved for Honors limited to <10% of the class.
Frequently Asked Questions (Page 2 of 2)

8. I was treasurer for an organization one year, president the following year, and founder of another organization – can I enter those as 3 separate “Other Honors Items”? Yes. Alternatively, you can choose to lump them into one entry which may have more of an impact (e.g. Leadership: “xxx organization”, Treasurer: 21-22, President: 22-23; “yyy organization”, Founder, both raised HIV awareness in children).

9. As a medical student, I have published 3 articles in 3 different journals – can I enter those as 3 separate entries? Yes. Alternatively, you can include one entry for research and sum up your contributions in 30 words or less (e.g. Research/Scholarship: 3 peer-reviewed publications, one as first of 3 authors [Impact Factor (IF): 2.1], one as second of 20 authors [IF: 12.3], and one as fourth of 5 authors [IF: 48.2]).

10. My first author paper in the New England Journal of Medicine started while I was in college (or part of a dual degree program), but it was published during my time as a medical student – does that count as an Other Honor? No. Other Honors all must have taken place completely during your time in medical school. That allows all students to come into the process on equal footing. If nominated, you can add that honor to your portfolio, but you must then document what percentage of your time you spent on it as a medical student (which is the part that will be considered).

11. I was in the class where clinical GPA was affected by COVID, but I am graduating with the class of 2024 – how will the selection process work for me? You will have the ability to submit 3 Honors Items and be considered through that mechanism.

12. Can I select 3 Full Honors Items, even if they are in the same category (e.g. leadership)? Wow, that is impressive! Yes – that would give you the maximum score of 15.

13. If I Honor all my clinical rotations and/or have 3 Full Honors Items, does that guarantee my induction into AOA? While nomination is almost certainly guaranteed, induction will depend on evaluation of your full portfolio by the Selection Committee.