

The Twin Cities and Duluth MD programs conduct a holistic review of applications within a competency based evaluation framework. We are looking for evidence of 13 competencies across three evaluation points.

1. Evaluation for Interview Invitation
2. Interview
3. Final Decision (Accept, Waitlist, Deny)

1. **Academic Readiness:** Your academic readiness will be evaluated by taking into consideration your academic major and/or minor, rigor, coursework, size of course load, improvement in GPAs freshman to senior year, BCPM GPA, post bac program or graduate school GPA and any other coursework. We do this review in the context of your personal and professional experiences, the opportunities available to you, the content of your letters of recommendation, and the overall distance you have travelled and the challenges you have overcome to arrive at the point of applying to medical school. We recognize that making the MCAT optional and removing it from initial evaluation creates a certain level of flexibility for some candidates. We also recognize that the evaluation process may place greater emphasis on the GPA when evaluating candidates' academic readiness.

Finally, we utilize national and local MCAT, GPA, and Step 1 data to put candidate scores in context. This [table](#) in particular, on page 28, might be helpful to you in terms of understanding how your metrics are evaluated. Also, for the Twin Cities MD Program the AVG MCAT and GPA for applicants accepted to the Class of 2020 are 513 and 3.7 respectively. The ranges for both metrics are 500-527 and 2.9-4.0. For the Duluth MD Program, the AVG MCAT and GPA for accepted applicants are 506 and 3.67, respectively. The ranges for both metrics are 497-520 and 2.6-4.0. Very few applicants accepted to the Class of 2020 in either program had a CUM or BCPM below a 3.0. Those that did, presented other unique academic accomplishments including graduate coursework, advanced degrees and/or post bac program completion where the more recent GPAs confirmed academic readiness. Remember that we put these data in context as previously mentioned.

2. **Sociocultural Humility:** Your sociocultural humility is evaluated by reviewing your application for evidence of
 - a. Treating others with respect.
 - b. Interacting effectively with people from diverse backgrounds.
 - c. Awareness of how sociocultural factors impact diverse groups of people in society.

- d. Recognizing and acting on bias.
- e. Adjusting behavior in response to others' needs.
- f. Showing appreciation for multiple dimensions of diversity.

3. **Service Orientation:** Your service orientation is evaluated by reviewing your application for evidence of a desire to help others, your sensitivity to others' needs and feelings, and your recognition of and actions associated with your responsibilities to society.

4. **Written Communication:** Your written communication is evaluated by reviewing your application for evidence of your ability to convey information effectively. Are your answers clear and concise and free of spelling and grammatical errors?

5. **Reliability and Dependability:** Your reliability and dependability are evaluated by reviewing your application for evidence of accepting responsibility for completing tasks, managing time successfully, and adhering to deadlines.

6. **Resilience and Adaptability:** Your resilience and adaptability are evaluated by reviewing your application for evidence of tolerating stressful or changing situations, persisting despite obstacles, and recovering from setbacks.

7. **Scholarly Inquiry:** Your scholarly inquiry is evaluated by reviewing your application for evidence of applying scientific processes to solve problems and your ability to participate in the discourse of science.

8. **Critical Thinking:** Your critical thinking is evaluated by reviewing your application for evidence of using logic and reasoning and your ability to identify strengths and weaknesses of alternative solutions

9. **Oral Communication:** Through the interview your oral communication is evaluated for evidence of conveying information clearly and concisely. This competency is further evaluated during the interview by identifying evidence of recognition of barriers and adjustments made to your approach to communicating.

10. **Ethical Responsibility:** This competency is evaluated by reviewing your application, including interview scores and comments, for evidence of reflecting upon one's own actions and implications in situations. The competency is further evaluated by reviewing your application for evidence of assuming responsibility for actions you have taken.

11. **Teamwork:** This competency is evaluated by reviewing your application for evidence of working in collaboration with others and demonstrating respectful behavior.

12. **Self Awareness/Capacity for Improvement:** This set of competencies is evaluated by reviewing your application for evidence of your engagement in reflection to make improvements within yourself and how you interact with others.

13. **Understanding of Medicine:** Your understanding of medicine is evaluated by reviewing your application for sustained medically related experiences with meaningful reflective comments.

Note: *In addition to these 13 competencies, the Duluth MD Program also looks for evidence of an applicant's commitment and connection to a future medical practice that serves either rural MN through family medicine or American Indian/Alaska Native communities.*