

Holistic Review in Admissions

Diversity in the OT Workforce starts with OT Education

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Division of Occupational Therapy

The School of Health and Rehabilitation Sciences

The Ohio State University



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.

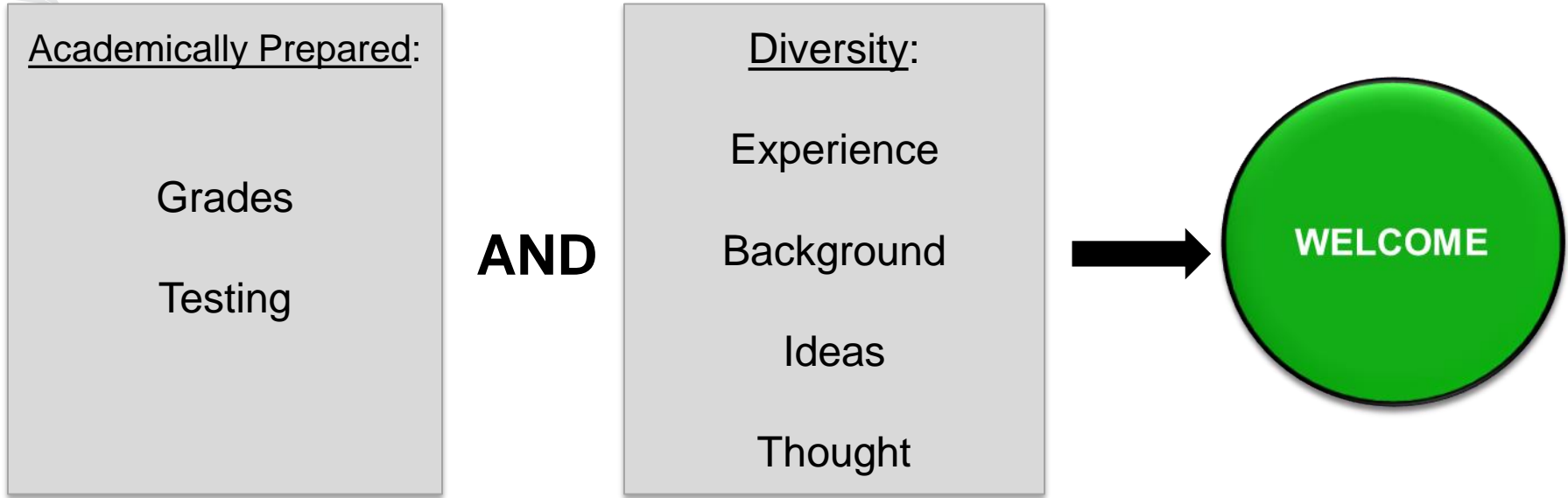
Implicit Bias inhibits a socially and medically just healthcare system.

DIVERSIFY THE OT WORKFORCE

Strategy to improve quality of care and reduce health disparities?



What is Holistic Review in Admissions?

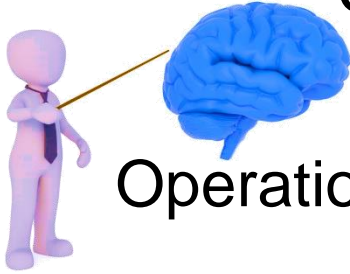


Occupational Therapy programs are the gatekeepers of the profession and therefore impact the quality of healthcare system



OSU KEY INGREDIENTS

Created an Admissions Vision



Operationalized Key Attributes & Experiences



Application Review

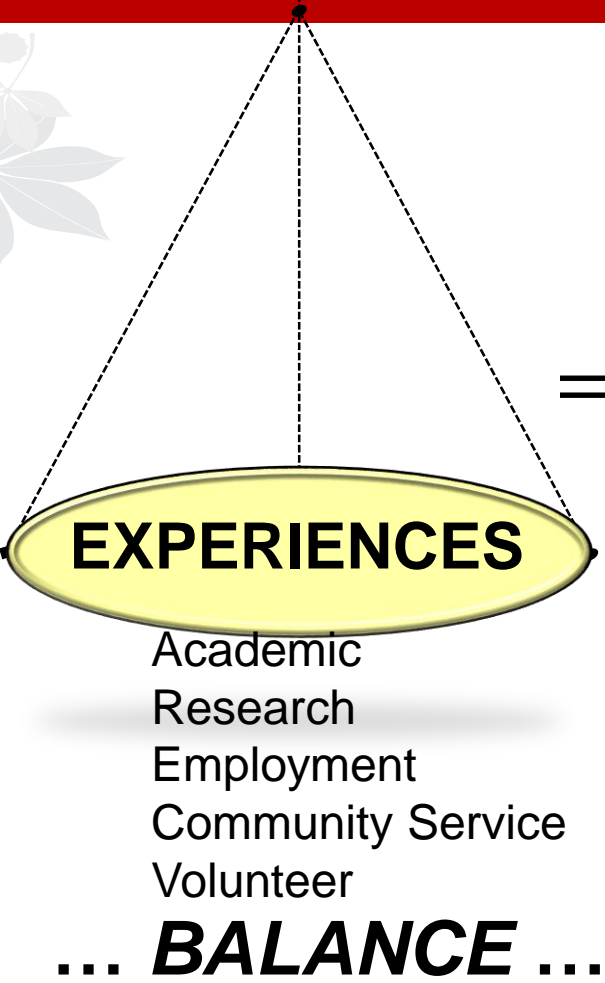


Mini Interviews

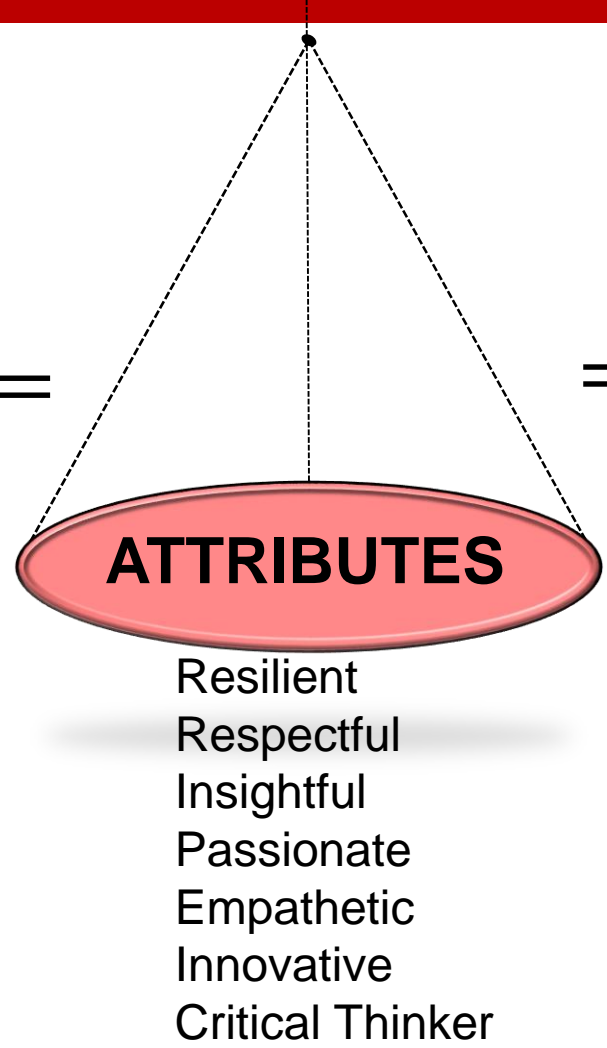


The Ohio State University Division of Occupational Therapy seeks **self-directed** learners who are **resilient, insightful** and **ethical**. Ideal candidates are **motivated** to become **empathetic** occupational therapists providing **evidence-based, collaborative, client-centered** care. The Division 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**.

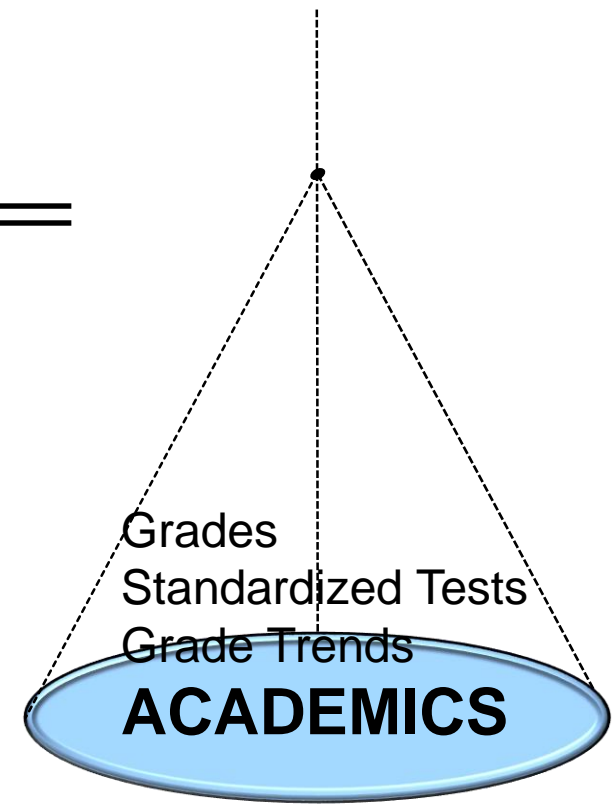




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Following implementation of holistic admissions:

- 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

