

How to look beyond the single measure of cognitive intelligence in the Admissions Process

Considerations for Interpersonal Communication Skills, Learning Styles, and Previous Life Experiences within the Admissions Process



Objectives



- Describe the Generic Abilities and how they can be utilized in the interview process
- Discuss how a rating system can be used to rank combined items on the Generic Abilities
- Discuss outcomes of DPT interview scores versus overall GPA

Statistics



- Health care professions are on the increase
- Employment is to rise 18% from 2016-2026 (Bureau of Labor Statistics, 2018)
- Health profession schools will see an increase in the number of applicants
- Especially programs that utilize a nation-wide centralize process

TTUHSC DPT Program Admissions



- Physical Therapist Centralized Application Service (PTCAS)
- Office of Admissions determines those students who meet basic criterion set by the DPT Program and those students whose folders are complete
- 2016-17
 - 765 applicants to the program
 - 695 applications reviewed by the Office of Admissions
 - Interviewed 277
- 2017-18
 - 1052 applicants to the program
 - 773 reviewed by the Office of Admissions
 - Interviewed 217

Interview Process



- Blind interview
 - faculty do not know anything about the applicant; not their GPA or GRE scores
- Utilize the Generic Abilities with pre-determined questions
- Final overall score determined

Generic Abilities



- Introduced by May, et al in 1995
- Describes behavioral characteristics that physical therapy graduate students should possess
- Include: professionalism, commitment to learning, interprofessional skills, communication skills, effective use of time and resources, use of constructive feedback, responsibility/accountability, stress management, problem solving, and critical thinking

Generic Abilities Within the DPT Interview



- Combination of the GA into question categories
 - Communication & interpersonal skills
 - Commitment to learning & Use of Constructive feedback
 - Effective Use of Time and Resources & Stress Management
 - Professionalism & Responsibility
 - Problem solving & Critical Thinking
- Ethical Case Scenarios

Sample Interview Form



Communication and Interpersonal Skills

The ability to communicate and interact effectively (i.e., speaking, body language, listening) for varied audiences (patients, families, colleagues, other health care professionals, and the community) and purposes. Ability to deal effectively with cultural and ethnic diversity issues.

- *Tell me a little about yourself. This can be a good ice breaker – where did they grow up, obtain their undergraduate degree, what interests do they have, etc.*
- *Why you would like to enter the physical therapy profession. How were you introduced to the profession? Why do you think you would make a good clinician?*
- *Other than academic knowledge and clinical skills, what do you hope to learn in our program?*

1	2	3	4	5
No eye contact, poor use of English language, unable to communicate ideas; inappropriate body language or interactions; insensitive to others; flat affect.	Occasional eye contact; requires prompting to articulate ideas, may have difficulty elaborating on answers; seems uncomfortable in the interview setting.		Poised, appropriate eye contact; clearly articulates ideas without prompting; interacts appropriately; appropriate affect.	
Comments:				

Sample Interview Form



Professionalism and Responsibility

The ability to exhibit appropriate professional conduct and to represent the profession effectively. The ability to fulfill commitments and to be accountable for actions and outcomes.

- *Tell me about a PT you know or have observed. What qualities do they have that you would like to have and why?*
- *Describe an interesting case you observed in the clinic. Why was it interesting & what did you learn?*
- *What most and least attracts you about physical therapy? Be specific.*
- *How would you describe the concept of professionalism? At what point in one's career must they start displaying those behaviors?*
- *Tell me your ideas about the responsibilities of the student in a graduate program versus an undergraduate program. (Make sure they understand clinical education, active lab participation, etc)*
- *Where do you see yourself in 10 years?*

1	2	3	4	5
Projects unprofessional image and indiscretion in discussion; evidence of non-compliance with authority. Little insight into professional behaviors for students. No evidence of past responsibility.	Minimal indiscretion in discussions about others. Inconsistent respect for and compliance with authority. Demonstrates some level of responsibility but depends on others in most situations.		Projects professional image. Exercises respect and compliance with authority. Manages personal affairs to not interfere with work; concrete examples of responsibility for self and others.	
Comments:				

Applicant Rating Scale



- 1-5 scale on 5 combined items
- Overall score 1-10
- Maximum of 35 points
- Faculty Comments

Overall Score



Instructions: Use this form to structure the interview and to record your ratings.

- Please use the questions on this form so that all interviewers are as standardized and objective as possible. Ask clarifying questions as necessary.
- Circle the number that best describes the candidate in the continuum for each item.
- Add the scores for each item and the Global Rating Scale score for the Total Score.
- Please write specific comments that may be important in the admissions decision.

Generic Ability Score (25)	
Global Rating Score (10)	
Total Score (35 possible points)	

Global Rating

Please rate the candidate in a continuum of whole numbers between 1-10 by circling the number.

1	2	3	4	5	6	7	8	9	10
Do NOT recommend under any circumstances		Significant concerns, Do NOT recommend		Recommend with reservations		Recommend without reservations		An absolute MUST score	

Comments (REQUIRED): Please document observations and thoughts that justify your rating of this applicant. This information is very helpful to the admissions committee during the decision making process.

Admissions Committee



- Applicants ranked according to weighted ratings in all areas including interview
- Discuss
 - Applicant's overall application
 - Applicants who that stood out in the interview
 - Comments from current DPT students

Statistics: 2019 & 2020 Cohorts

Overall Averages

- GPA
 - 2019--3.58
 - 2020--3.60
- Interview
 - 2019--33.27
 - 2020--33.32

35 on Interview Scores

- 2019
 - GPA--3.56
 - Range 3.24-3.81
- 2020
 - GPA--3.54
 - Range 3.08-3.86

Conclusion

- Utilize the Generic Abilities
- Allows for consideration of other factors
- Holistic approach
- Graduate satisfaction rate

Questions

Comments or Suggestions?

Thank you!

