



I. POLICY

Holistic Assessment of Medical Students

II. PURPOSE

This policy defines the process for students in the Doctor of Medicine (MD) program at the Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University (“EVMS”) to be assessed holistically for use within the Medical Student Performance Evaluation (MSPE) and selection of certain awards at EVMS.

III. RESPONSIBLE PARTY AND REVIEW CYCLE

The Assessment, Learning Outcomes, and Evaluation team will review this document annually. The Medical Education Committee shall review this document as needed, with input from the Curriculum Policy Subcommittee.

IV. ACCREDITATION REFERENCES

LCME 9.4 Assessment System
SACSCOC 12.3 Student Rights

V. DESCRIPTION

Holistic assessment is a systematic process of integrating multiple data sources, with the goal of contextualizing a student’s performance, behaviors and experiences at EVMS to make informed decisions about student awards, designations, and academic standing. EVMS utilizes a holistic assessment approach to identify medical students for awards, Areas of Distinction (AoDs), and tier-based academic designations specified in this policy. Reference the Medical Student Performance Evaluation and Post-Match Communication Policy for additional details. Awards, AoDs, and tier-based academic designations that use assessment/grade data as part of the evaluation process will be informed by the following:

Assessment Retakes

- If a student retook an assessment due to not meeting the standards for passing, the first score will be used in calculations. If the first attempt is not available, the last recorded score is used.

Multiple Completions of the Same Module, Course and/or Clerkship

- If a student repeats or remediates a module, course and/or clerkship due to not meeting the standards for passing, the first scores will be used in calculations.
- If a student repeats a module, course, and/or clerkship due to taking a leave of absence mid-module, course, and/or clerkship, the most recent scores will be used in calculations.
- If a student completes a module or course as a Medical Master (MM) and as an MD student, their most recent scores will be used for calculations (**NOTE:** this procedure does not apply to students who have waiver status for a specific module or course).
- If a former MM student has waiver status while enrolled in a module or course, their MM Medical Knowledge scores will be used for that particular module or course.



Professionalism Screening

Professionalism screenings are used to identify students who demonstrated a pattern of lapses in professionalism behavior (>3 professionalism points) or a one-time significant lapse based on professionalism data reported to the program. Students may be disqualified from some EVMS awards, AoDs, and merit-based academic designations if they fail to maintain programmatic standards for professionalism as determined by the Student Review Advisory Committee (SRAC) or the Student Progress Committee (SPC).

Falconer Award

During the pre-clerkship phase, a select number of students will be invited to participate in the Falconer competition. Students are invited based on their pre-clerkship medical knowledge exam performance (excluding first term scores).

Academic Tier Designations

The student’s overall academic tier may be used for other recognitions at EVMS. A student’s overall academic performance is determined in the form of criterion-referenced academic tiers as described in Table 2. Academic tier designations are based on academic performance and professionalism using the procedures outlined in Table 1.

Table 1 Academic Tier Procedures

Domain	Pre-Clerkship Modules or Courses (Excluding the first term)	Core Clerkships
Medical Knowledge	The average exam score for M1 and for M2 modules or courses	Honors = 1 point High Pass = 0.5 point Pass = 0 points Fail = -1 points
Clinical Evaluation	The average Clinical Skills Assessment (CSA) domain scores + Ultrasound (US) image scores for M1 and for M2 modules or courses	
Applied Learning	N/A	
Professionalism	N/A	
Academic Tier Average	The four domain scores are rounded to the nearest whole number and averaged: M1 MK, M1 CE, M2 MK and M2 CE	All domain scores are averaged (Sum of Core Clerkship Domain Scores)/(Total Number of Core Clerkship Domains Completed)

1. A pre-clerkship academic tier is calculated using medical knowledge exams, clinical skills assessments, and ultrasound lab assignments (note: first year, first term scores are excluded). Pre-clerkship medical knowledge and clinical evaluation domain scores are averaged and compared to criteria outlined in Table 2.
2. A clerkship academic tier is calculated based on medical knowledge exams, clinical evaluations, patient care assignments, and professionalism. Core clerkship domain grades



(Honors = 1, High Pass = 0.5, Pass = 0, Fail = -1) are averaged and compared to criteria outlined in Table 2.

3. An overall academic tier designation is determined by the lowest criterion in Table 2.

Students are encouraged to regularly monitor their academic standing in relation to the following criteria:

Table 2 Academic Tier Criteria

Academic Tier Designation	Criterion 1: Pre-Clerkship Average	Criterion 2: Clerkship Average	Criterion 3:
Tier 1	91%-100%	.71-.75	No course, clerkship and/or elective failures; pass professionalism screening
Tier 2	87%-90%	.67-.70	
Tier 3	83%-86%	.60-.66	
Tier 4	≤82%	≤.59	

Academic Tier Reporting and Uses

- If a student has not withdrawn or been dismissed from EVMS, they will receive a tier designation – even if they are on a leave of absence.
- Overall tiers are reported based on the graduating cohort for the academic year during which they completed four or more of the core clerkships.

Areas of Distinction (AoD) Program

The AoDs program is designed to recognize EVMS students’ individual achievements when applying for residencies. It creates formal recognition of skills, experiences, and attributes highly valued by EVMS.

There are five Areas of Distinction (AoD):

- Community Impact
- Medical Knowledge
- Patient Care
- Professionalism
- Research and Scholarship

The following guidelines are used to inform selection and inclusion for each AoD:

Community Impact

- Students must self-nominate using the Holistic Assessment Self-Nomination Form.
- Accomplishments prior to medical school do not count toward this AoD.
- Activities completed to satisfy a curricular requirement do not count toward this AoD.



Medical Knowledge

- Uses first-attempt performance on pre-clerkship and clerkship medical knowledge exams (excluding first year, first semester exam scores).

Patient Care

- Performance on clinical evaluations for the core clerkships.
- Noteworthy written comments by clerkship preceptors as part of the clinical evaluations.
- Number of preceptors indicating that they believe the student was exemplary in terms of clinical skills.
- Unsolicited nominations by clerkship directors, clerkship coordinators, clinical skills faculty and staff, clinical skills student facilitators, standardized patients, peers, etc.

Professionalism

- Unsolicited nominations by module/course directors, curriculum coordinators, clerkship directors, clerkship coordinators, standardized patients, peers, etc.
- Noteworthy written comments by clerkship preceptors as part of the clinical evaluations.
- Number of preceptors indicating that they believe the student was exemplary in terms of professionalism.
- No module, course, clerkship, or elective failures due to professionalism.

Research and Scholarship

- Students must self-nominate using the Holistic Assessment Self-Nomination Form.
- Accomplishments prior to medical school do not count toward this AoD.
- Activities completed to satisfy a curricular requirement do not count toward this AoD.

Students will be considered for AoDs the academic year that they complete four or more core clerkships. To qualify for any AoD, the student must be in good academic standing (passing all courses, clerkships, and/or electives at the time of consideration) and meet programmatic standards for professionalism as determined by SRAC and/or SPC.

Students attempting to solicit nominations from for Patient Care or Professionalism will be automatically disqualified from consideration. If a student repeats a module, course, clerkship, or elective due to remediation, nominations will only be considered from the first iteration of that experience.

Students may not participate in the selection process for an AoD that they are being considered for.

An AoD may be rescinded if a student fails to maintain standards for professionalism.

Alpha Omega Alpha Honor Medical Society (AQA) Selection

Up to 20% of a class can be inducted annually into AQA, including both Junior and Senior designation.



Junior AQA invitations are determined based on the top 6 pre-clerkship scores, as defined by the academic tier procedures.

Senior AQA invitations are determined based on their overall tier designation status. Holistic assessment may also play a role in scoring procedures.

In addition, AQA candidates must adhere to the following standards:

- No module, course, clerkship, or elective failures
- No Step 1 or Step 2 Clinical Knowledge exam failures
- Lose no more than three professionalism points over the course of their time at EVMS
- No egregious professionalism concern(s) and/or violations of academic integrity, the ODU Code of Student Conduct, Expectations for Student Conduct, or other applicable policies over the course of their time at EVMS.
- Embody the founding principles of AQA, including a commitment to scholarship, leadership, service, honor, and professionalism.
- Be in good professional standing as determined by SRAC and/or SPC.

Adherence to standards will be determined prior to sending out AQA invitations.

Gold Humanism Honor Society (GHHS)

The Gold Humanism Honor Society recognizes individuals for practicing patient-centered medical care by modeling the qualities of integrity, excellence, compassion, altruism, respect and empathy. Members may be selected as third-year medical students. The clerkship narrative comments are reviewed as part of the selection process.

VI. RELATED DOCUMENTS

Medical Student Performance Evaluation (MSPE) and Post-Match Communication Policy

VII. HISTORY OF APPROVALS AND UPDATES

The following list documents policy approvals and updates by oversight authority, date, and summary of changes. This policy is housed on the MD Student Handbook webpage.

- On June 8, 2022, the Medical Education Committee approved this policy.
- On December 14, 2022, the Medical Education Committee approved the following changes: updated responsible parties, combined two AoDs (Service to the Community and Leadership and Innovation) into one (Community impact), changed the name of clinical skills to patient care, and added that students must be in good standing to be eligible for an AoD.
- On December 13, 2023, the Medical Education Committee approved updates to include all incoming classes and to include all phases of instruction.
- On October 9, 2024, the Medical Education Committee approved updates to include the Faulconer award, tier based academic designations, AOA selection and GHHS details.