

Criteria	Description	Score	Comments
Professional Assets: Resilience Compassion Empathy Perseverance Adaptability Cultural Intelligence Interpersonal-Relationships Flexible Thinking Self-awareness	Evaluate attributes that came through in the application: Examples from the application: Personal Statement narrative, Overcoming prior obstacles, Multiple jobs throughout training, Scholar athlete, Failed/stalled research or project, Gold Humanism Award “Tell me a story about yourself that demonstrates your...(pick one attribute)” Interviewer 6 4= 4 or more attributes 3 = 3 attributes 2 = 2 attributes 1 = 1 attribute 0 = Can’t tell		Consider this heavily From Personal Statement: From CV/application: From Letters: From Interviews:
Contributions to the OB/Gyn workforce: Nontraditional, URiM: Latinx, AA, NA; Multilingual, Diverse SES	Data supports improved outcomes for patients whose providers share similar life experiences to them. We therefore value the following experiences: 3 = URiM Identity (AA, Latinx, NA) 2= Multilingual *fluent or near fluent* (Spanish, Navajo, Vietnamese) 1= Multilingual *fluent or near fluent* (other language not predominant at UNM) 2 = Diverse SES/Distance Traveled (e.g. first gen college)/Rural 2 = Other intersection/identity including LGBTQIA+ 1 = Demonstrated commitment to or lived experience (personal/professional) w AA, Latinx, NA, LGBTQIA+ communities (Circle all categories that apply and add together for a total score)		Consider this heavily
Frameworks that support: Equity, Anti-Racist practices, Diversity, Inclusion, Belonging	Has demonstrated experience and or interest in equity, anti-racist and DEI practices. Examples from the application: Work with community organizations, Work toward inclusion (legislation, campus organizations/policies), Mentorship or work in pathway programs “What does it mean for you to have a commitment to health equity? How do you see yourself demonstrating that commitment here?” Interviewer 1 “How do you hope to integrate anti-racism in your residency and beyond?” Interviewer 2 5 = 2+ Experiences + interest 4 = 1 Experience + interest 3 = Little to no experience but compelling interest 2 = No experience + some interest 1 = No experience + minimal interest		Consider this heavily From Personal Statement: From CV/application: From Letters: From Interviews:

<p>Traditional Measures of Academic Success: Research, writing, presentations, QI, Clinical Success (clerkship grades), AOA</p>	<p>Evaluate demonstrated experience and/or interest in creative and/or scholarly work.</p> <p>5 = All honors, AOA, manuscript 4 = Mainly honors, poster regional/national meeting 3 = Some honors, poster at local meeting 2 = Passing grades, involved in research without any work product 1 = passing grades, no other scholarly work</p> <p>*Consider experiences in the context of opportunity and background</p>		<p>Consider structural advantages/disadvantages in application process! It lives in this section.</p>
<p>Interest in and Commitment to Women’s Health</p>	<p>Has demonstrated experience in and/or interest in Women’s Health:</p> <p>Examples from the application: Volunteering at women’s clinic, DV shelter, OB/Gyn interest group, MSFC, AMWA, Research project in women’s health, Seeking opportunity in women’s health outside usual curriculum, Expresses interest in/Demonstrates commitment to surgical training</p> <p>“What excites you most about becoming an OB/Gyn?” Interviewer 3</p> <p>5 = 2+ Experiences + interest 4 = 1 Experience + interest 3 = Little to no experience but compelling interest 2 = No experience + some interest 1 = No experience + minimal interest</p>		<p>From Personal Statement:</p> <p>From CV/application:</p> <p>From Letters:</p> <p>From Interviews:</p>
<p>Interest in and experience with social justice and/or vulnerable populations</p>	<p>Evaluate desire to work with vulnerable populations and advocate for social justice and health equity:</p> <p>Examples from the application: Policy work, Advocacy at local/national level, Advocacy in local community, Work with incarcerated, immigrants, refugees, homeless, OUD, LGBTQIA+, made marginalized communities</p> <p>“Tell us about a time you advocated for someone and what you learned from that experience.” Interviewer 4</p> <p>5 = 2+ Experiences + interest 4 = 1 Experience + interest 3 = Little to no experience but compelling interest 2 = No experience + some interest 1 = No experience + minimal interest</p>		<p>From Personal Statement:</p> <p>From CV/application:</p> <p>From Letters:</p> <p>From Interviews:</p>
<p>Teaching & Mentoring: Community members, patient education, elementary or high school students, Undergraduate students, other medical students, curriculum development.</p>	<p>Evaluate experience with and/or interest in teaching & mentoring:</p> <p>“ Tell us about your proudest moment as a teacher/mentor. What makes your experience a success story?” Interviewer 5</p> <p>5 = 3+ Experiences + Innovation/Curriculum Development 4 = 3+ Experience 3 = 2 Experiences 2 = 1 Experience 1 = No experience but demonstrates interest (ie: classes preparing to teach)</p> <p>*Consider experiences in the context of opportunity and background</p>		<p>From Personal Statement:</p> <p>From CV/application:</p> <p>From Letters:</p> <p>From Interviews:</p>

<p>Clinical care in New Mexico:</p>	<p>Interest in and enthusiasm for serving populations in New Mexico / rural Southwest (Hispanic, Native), Has established connection to NM, residency goals attainable/feasible in NM/at UNM</p> <p>“What excites you about working in New Mexico? Do you anticipate any challenges?”</p> <p>Interviewer 2</p> <p>5 = Established Connection to NM, committed to NM Health</p> <p>4 = Demonstrated commitment to rural health care/NM populations</p> <p>3 = Interested in/enthusiasm for rural health/NM populations</p> <p>2 = Curious about rural health/NM populations</p> <p>0 = Interests not related to NM/Southwest</p>		<p>From Personal Statement:</p> <p>From CV/application:</p> <p>From Letters:</p> <p>From Interviews:</p>
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