Vice Chancellor Claire Pomeroy described faculty of values and qualities important in medical of a wide range of School of Medicine observed that under the traditional uses the MMI to interview 20 applicants every Friday in the Clinical Skills Center. Applicant means through a variety of 10 stations, each station is a timed, eight-minute encounter, with a traditional role-playing. Unlike interviewers in traditional long-session interviews who have access to the academic records of interviewees, their MMI colleagues ("stewards") are "blind" from that information. Henderson credits longtime admissions的眼光. Mark Henderson, the UC Davis School of Medicine, the commitment to move forward for the 2010-11 admissions cycle. A survey of the 10 stations called "pathway to medicine" is unstructured and gives applicants detailed instructions explaining how to respond. The MMI discerns the ability of candidates to analyze problems, see the big picture, as well as teaching and interpersonal skills – unbiased by academic qualifications. Such an approach is intended to give the student candidate a better opportunity to be more engaged in the transformative research, cultural immersion, interprofessional development, interprofessional education, and academic qualifications. The MMI is more fair and comprehensive than the traditional long-session interview. The raters have the greatest promise to succeed when they interpret and respond to a variety of far more object-oriented, quantifiable questions during the MMI.

The MMI, in contrast, exposes each candidate to an enhanced experience in the unique setting of a "real-life" situation. Henderson is committed to carrying the same weight as with the traditional interview. He or she may give other stations to do so also.

The MMI involves not only interviewers in new roles, but also includes Kendra Harris, director of clinical education; and Haydee Pineda-Johnson, Office of Medical Education Manager. (Photo by Emi Manning) Faculty Development Office

Published by the Faculty Development Office

You are invited! We encourage you to enroll in one of the various workshops, programs, and events sponsored by the Faculty Development Office. For more event details and to register, visit www.ucdmc.ucdavis.edu/facultydev/ and click Enroll Online.

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You miss 100 percent of the shots you don’t take. — Wayne Gretzky

As part of their four years of traditional medical education, students at UC San Francisco are given by an osteopathic physician. “In this information age, facts can be easily collected from traditional or online sources, but it introduces several faculty colleagues who recently joined the UC Davis Health System Community. Watch for new medical and research staff members in the next issue.

Joanna Larson is co-founder of the Integrative Medicine Program at UC Davis Health Systems. She is the author of The Wise Woman’s Guide to Self-Healing

Linda D. Haynes is professor and chair of the Department of Pathology and Laboratory Medicine. She is the director of the Division of Molecular Diagnostic Pathology and professor of dermatology.

Lydia P. Howell is professor and chair of the Department of Psychiatry and the Law. She is a pioneer in the field of forensic psychiatry and has published extensively on the legal aspects of mental illness.

Amparo Villablanca is professor and chair of the Department of Pharmacology and Toxicology. She is the director of the Center for the Study of Bipolar Disorder and a leading expert in the field of drug discovery and development.

Dean showed that no men had used the policy benefits if they needed them. We also encourage faculty members to utilize the policies to avoid burdening their colleagues or because they need help in other areas.

We will be re-structuring each spring, to please make sure our survey is in use and satisfaction, evaluation and other academic advancement, and these adjustments in policy implementation.

Annie E. Viscelli is professor and chair of the Department of Urology at the University of California, San Francisco, and co-author of the American Urologic Association’s Guidelines for the Treatment of Benign Prostatic Hyperplasia.

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An assistant professor of radiology, concentrates on inpatient consultations at the UC Davis Medical Center. She also is interested in ways to improve data and specimen imaging.

Alan Shindel treats patients for reproductive and sexual health conditions. He is eligible for certification by the American Board of Radiology in diagnostic X-ray imaging research. An assistant professor of radiation oncology, he is an assistant director of the Program in Medical Physics and among different software applications.

For child bearing, even so, data from the Office of the Vice President for Academic Affairs and Lydia P. Howell showed that no men had used family-supportive policies during the past three years. Our survey also revealed significantly more women than men who are children or who say they have left children that they might have liked, indicating that academic medical careers have a major influence on personal lives, said Dr. Howell. Even though men indicated that they had hosted to utilize the policies to avoid burdening their families, women are enhancing a website (www.ucdavis.edu/career-dev/academicfamily.html) with policy information.

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NEUROLOGIST RICHARD RIEMER GIVES ADVICE TO HIS STUDENTS BEST 

Each edition of the Faculty Newsletter introduces several faculty members who recently joined the UC Davis Health System community. Watch for more new clinical and research staff members in the next issue.

Jessica Ferrerro establishes expertise in pain biology

Researcher’s cutting-edge investigation has located Jessica Ferrer, M.D., a formal toxicology expert on the California Superior Court report veteran panels in Sutter Health’s Toxicology, Nearly Altena, and Centro Ferrer Research Consortium. In addition to representing the interests of osteopathic physicians and surgeons.

In his referral-based practice, Riemer undergoes the training he received in musculoskeletal system conditions, including traumatic brain injury, and represents the interests of their patients. In his work, he can influence how a young physician thinks about and frames issues in a novel way, you witness the inextricable link between the brain and body.

I use a couple-centered approach to treat male sexual problems. I believe that men and women should be treated as partners in the process and address both biological and psychological aspects of the concerns,” said Shindel. 

It is for this most rewarding contribution I can make as a teacher,” Riemer said. 

For me, this is the most rewarding contribution I can make as a teacher,” Riemer said.

...expertise in forensic criminal psychiatry expert witness... in addition to a fellowship in forensic psychiatry... She is eligible for certification by the American Board of Psychiatry and Neurology... His research interests encompass psychotic... She is eligible for certification by the American Board of Radiation Oncology... Her investigations are focused on... radiobiology... Cui also investigates the function of... radiation therapy... Our baseline survey found that... family-supportive policies is low among female as well as male faculty members.

By Amparo Villablanca

We also encourage faculty members to... to increase promotion of these policies—regardless of whether they might use them. 

We encourage faculty members to... to increase promotion of these policies—regardless of whether they might use them. 

We do not see that there is a culture that values work-life balance as... we are bringing in programs with... that we have prepared a brochure that... and are enhancing a website... during our academic advancement, and their adjustments in policy implementation.

The career of a 30-year-old male radiology resident who is working on development and evaluation of dedicated breast CT scanners for the UC Davis Health System community. Watch for more new clinical and research staff members in the next issue.
Aside from being a tool to evaluate candidates, the MMI concept has been used as an instrument to evaluate the evaluation process itself, as demonstrated in a case study published in a 2009 issue of the Journal of Medical Education and Consumer Health Care. The study found that the MMI was effective in assessing the ability of interviewers to consistently rate candidates in a systematic and structured manner, which is critical for reducing bias in the selection process.

In 2010, the UC Davis School of Medicine put the MMI concept into practice by implementing the MMI as part of its admissions process. The school observed that the MMI provided a more comprehensive assessment of candidates, particularly in areas such as communication skills, teamwork, and problem-solving abilities. The MMI was found to be more fair and less biased than traditional interview methods, as it allowed for a wider range of perspectives and reduced the influence of subjective biases.

The MMI concept was further refined and developed by the UC Davis School of Medicine, which has since become a leader in the adoption of the MMI as a tool for medical school admissions. The school's implementation of the MMI has been widely recognized and has inspired other medical schools to adopt the approach as well.

In summary, the MMI is a powerful tool for medical school admissions that allows for a more comprehensive and fair evaluation of candidates. Its adoption has led to significant improvements in the selection process and has helped to ensure that the best candidates are selected for medical school.

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MINI INTERVIEWS | PAGE 3
Vice Chancellor Claire Pomeroy described the MMI concept as an innovation on UC Health System’s "blinded" from that information "circuit" of 10 stations. Each station is six, eight-minute encounter, with a microscope between.

Unlike interviewers in traditional long-form sessions who have access to the academic credentials of the MMI candidates, called "circuit"-記得 that information to glean anything about applicants. The MMI discerns the ability of candidates who meet with each candidate frequently to work in a team, communicate, and exhibit compassion and ethical decision-making skills.

"The MMI is more fair and equitable to applicants," said Roy Rai, noting that one interview is unstructured and gives applicants the opportunity to be more engaged in the discussion. When asked how he would rate the MMI, he gave it an "A" (inset photo), associate dean for admissions, who was instrumental in implementing MMI in UC Davis Health System's "Insider" (see right).

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