



Global Conference on
Pharmacy &
Pharmaceutical Sciences
Education
7-8 November 2016



Recruiting for the Profession

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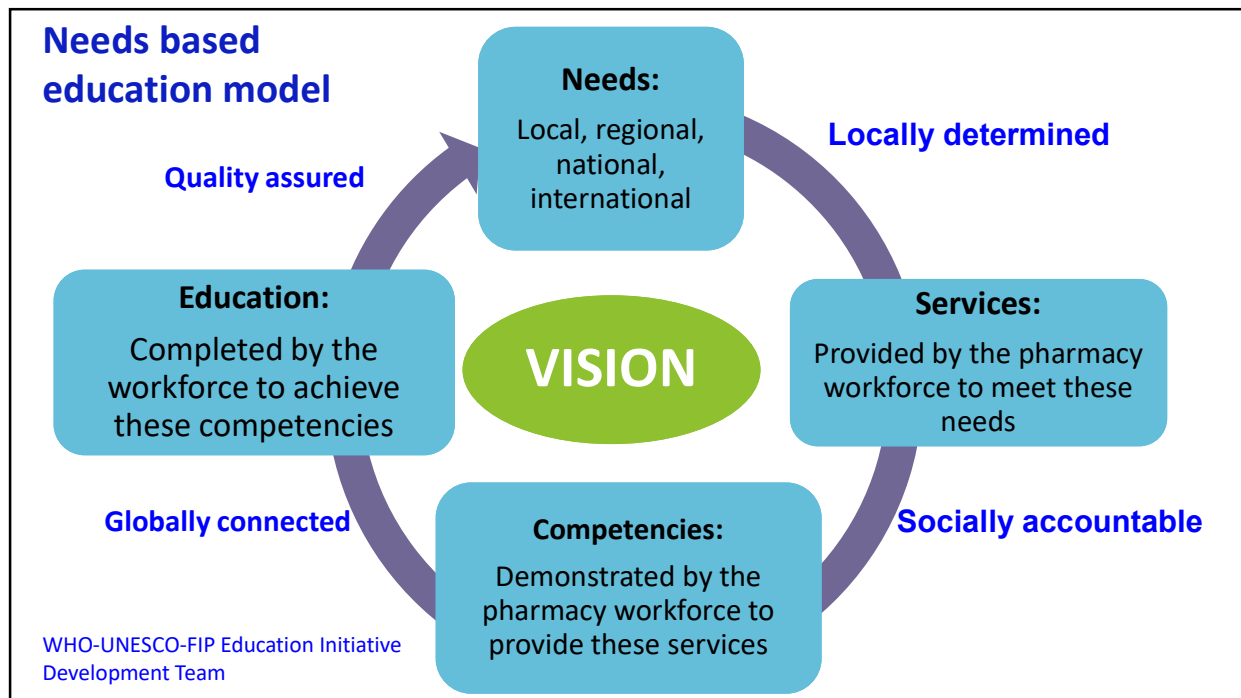


*Because of contextual diversity, a best-practice model for
pharmacy student selection is unlikely.*

*However, all schools should reflect on their selection policies and
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future practitioners.*

Shaw J et al - <http://www.ajpe.org/doi/full/10.5688/ajpe798115>







Selection strategies to ensure that members of underserved communities can pursue medical (**pharmacy**) careers can be effective in achieving a fair and equitable representation of underserved communities within the student body. Such strategies may contribute to a diverse medical (**pharmacy**) student body with strong intentions to work with underserved populations

(Larkins et al. 2014)



Move to the countryside



- Use targeted admission policies to enroll students with a rural background in education programmes for various health disciplines in order to increase the likelihood of graduates choosing to practise in rural areas
- Locate health professional schools, campuses, residency programmes outside of capitals and other major cities as graduates of these schools and programmes are more likely to work in rural areas



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technical ability vs patient focused behaviours

patient focus

solves patient problems

drives for improvement

leads and coaches the team

shares and develops expertise



relationships with people, thinking style, feeling and emotions

caring

forward thinking

adaptable

achieving

emotionally controlled

persuasive

socially confident

Stanford University Admissions Criteria



- Academic excellence
- Intellectual vitality
- Personal context
- We review applications holistically -no portion of the application is considered without the rest of the application.



Multiple Mini Interviews (MMIs)



AJPE AMERICAN JOURNAL OF PHARMACEUTICAL EDUCATION

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2. Multiple Mini-Interview Performance Predicts Academic Difficulty in the PharmD Curriculum
Seth D. Heidenbrand, Schwanda K. Flowers, Bryan J. Bordelon, Paul O. Gubbins, Catherine O'Brien, Cindy D. Stowe, Bradley C. Martin
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3. Development and Assessment of the Multiple Mini-Interview in a School of Pharmacy Admissions Model
Wendy C. Cox, Jacqueline E. McLaughlin, David Singer, Margaret Lewis, Melissa M. Dinkins
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4. Perceptions and Cost-Analysis of a Multiple Mini-Interview in a Pharmacy School Admissions Process
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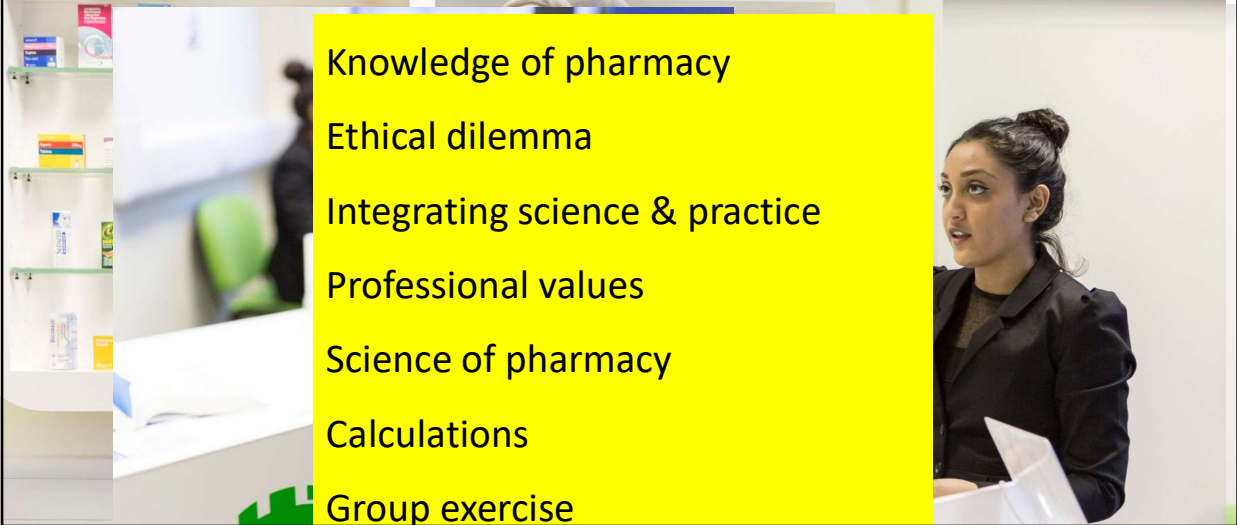
Global Top 100 University

Multiple Mini Interviews at University of Nottingham

The University of Nottingham
UNITED KINGDOM · CHINA · MALAYSIA



Global Top 10 School



Knowledge of pharmacy
Ethical dilemma
Integrating science & practice
Professional values
Science of pharmacy
Calculations
Group exercise



You cannot show your cards to anyone else but you can read out loud what is on each card.

The plane from Genova to the city of gold leaves at 14.00 on Tuesday and Thursday and takes one hour

The King is a Vegetarian

In this Kingdom vegetarians can only eat from oak bowls

The flight from London to Genova takes 5 hours

You can walk at 10miles and hour

Oak doesn't grow in the city of gold

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However, all schools should reflect on their selection policies and procedures in light of the changes in practice and the needs of future practitioners.

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