

Supplemental Digital Appendix 1

University of California, San Francisco, School of Medicine Alpha Omega Alpha Honor Medical Society (AΩA) Selection Reviewer Instrument Designed by AΩA Selection Committee to Score AΩA-Eligible Students, Starting With the Class of 2017

Instructions

Please use the following guidelines to complete your reviews of the students' Curriculum Vitae (CV) service, leadership and research activities, and reflections. Begin your review with the student's reflections rather than the CV in order to minimize bias. Do not consider academic achievement, grades, and board scores. These should not have made it through on the CV, but if placed in there, or if you recognize the student and are aware of his/her grades, please try not to include this in your rankings. We will have access to detailed academic information at our final review meeting.

Consider only professionalism, community service, leadership, and research in medical school, rather than before medical school. Do consider distance traveled, obstacles overcome and advocacy for patients and families from marginalized groups, if described in the student reflections. In your review of student activities, rather than simply giving credit for participation, please assess and prioritize the following:

- Independent creative work
- Sustained contribution, ensuring longevity of the project or organization
- Leadership that moves the project to a new place

As a committee we agreed to value service activities broadly and equally, including, for example, leadership in scholarly publications, school service, and community volunteerism. We value the ability to identify a challenge and demonstrate subsequent growth, take personal responsibility rather than deflect, show vulnerability, and allow others to be a mirror to our own struggles and challenge us to be our best.

For the final question regarding your recommendation for induction into AΩA, please try to distribute your responses into thirds (1/3 "have reservation", 1/3 "recommend for AΩA", 1/3 "strongly recommend"). This will mean that many excellent students for which you have no overt concerns end up in the "have reservation category."

Alpha Omega Alpha Honor Medical Society (ΑΩΑ) Selection Reviewer Instrument

	1	2	3	4
Demonstrated leadership (equally consider school and community organizations, curricular and teaching contributions and academic research)	Very good	Excellent	Superior	Outstanding
Record of service to the school and community at large (consider ONLY activities in medical school)	Very good	Excellent	Superior	Outstanding
Ability to reflect on a challenge and articulate the resulting personal growth	Very good	Excellent	Superior	Outstanding
	1	2	3	
Recommend for induction into ΑΩΑ	Have reservations	Recommend	Strongly recommend	

Supplemental Digital Appendix 2

Reflection Questions for Completion by Eligible Students, University of California, San Francisco, School of Medicine Alpha Omega Alpha Honor Medical Society (AΩA) Application

Reflection questions designed to illustrate the AΩA principles of professionalism, leadership, community service, and research, and the ideals of “trustworthiness, demeanor, care of the patient, proficiency of the doctor patient relationship, promise of future leadership, decision making, compassion, empathy, altruism, values of the profession, teamwork, life-long learning, servant leadership.”⁹ These are completed by AΩA-eligible students who apply to be considered for AΩA selection. Responses to all questions were limited to 2500 characters

1. Please describe one or two contributions of distinction during medical school (you may choose contributions in any and all academic areas: research, teaching, teamwork, clinical care, and community service). You do not need to provide an exhaustive list of your contributions, but rather, please reflect on your most significant and impactful activities.
2. Please share a personal, professional, or ethical challenge you faced during medical school. Please provide an analysis of why it was challenging and how you dealt with it.
3. Who has inspired you during your journey in medical school and why? How has this person influenced you?