Supplemental Digital Appendix 1

Survey Instrument

1. On what basis have you been involved in the Calgary Medical School admissions process?
   - Administrative
   - Academic faculty member
   - Full-time faculty MD
   - Clinical faculty MD
   - Ph.D. Faculty
   - Other health professional
   - Student
   - Community member
   - Other (please specify)

2. What functional roles have you performed within the Calgary Medical School admissions process in Calgary?
   - Applicant
   - Committee member
   - File reviewer
   - MMI Interviewer
   - Administrator/leader
   - Other (please specify)

3. How much involvement have you had in the Calgary Medical School admissions process over time?
   - 1-2 cycles
   - 3-4 cycles
   - 5 or more cycles

4. Please rate the extent of your satisfaction with the following aspects of the current Calgary Medical School admissions process: [options: 5-point scale from ‘very unsatisfied’ to ‘very satisfied’]
   - Applicant pool
   - File reviews
   - Interviews
   - Final selection
   - Overall fairness
   - Overall rigour
   - Overall results

5. Based on your experience, what importance does the current Calgary Medical School admissions process place on the following criteria? [options: Not important Very low Low Neutral High Very high]
   - Academic ability (reflected in GPAs)
   - Hard worker
   - Academic ability (reflected in MCAT)
   - Altruism
   - Academic ability (reflected in other measures)
   - Resilience
   - Non-academic ability (e.g. sports, employment, etc.)
   - Fortitude and determination
   - Communication abilities
   - Compassion and empathy
   - Team working abilities
   - Honesty and trustworthiness
   - Vocation/calling
   - Leadership
   - General Intelligence
   - Maturity and insight
   - Emotional Intelligence
   - Medical background
   - Initiative
   - Research background
   - Other (please specify)

6. In addition to the factors listed in Question 5, are there other factors that the Calgary Medical School should be looking for as part of the admissions process?
7. Based on your experience, please rate the importance of the following values in guiding the current Calgary Medical School admissions process? [options: Not important, Very low importance, Low importance, Neutral, High importance, Very high importance]
   - Efficiency of process
   - Defensibility of process
   - Equity of access for under-represented groups in general
   - Equity of access for indigenous applicants
   - Fairness
   - Rigour
   - Program needs

8. Please rate the importance of the values which should be reflected in the Calgary Medical School admissions process? [options: Not important, Very low importance, Low importance, Neutral, High importance, Very high importance]
   - Efficiency of process
   - Defensibility of process
   - Equity of access for under-represented minorities in general
   - Equity of access for indigenous applicants
   - Fairness
   - Rigour
   - Program needs

9. To what extent do you agree with the following statements? [options: Strongly disagree, Disagree, Neutral, Agree, Strongly agree]
   - I know what the Medical School's social mission is
   - The admissions process *should* reflect the Medical School's social mission
   - The admissions process *currently* reflects the Medical School's social mission well
   - I know what the University of Calgary's social mission is
   - The admissions process *should* reflect the University of Calgary's social mission
   - The admissions process *currently* reflects the University of Calgary's social mission well
   - The Calgary admissions process should have its own vision and mission

10. What are the strengths of the Calgary Medical School's current admissions process?

11. What are the weaknesses of the Calgary Medical School's current admissions process?

12. What changes would you make to the current Calgary Medical School admissions process, if you could?

13. Any final comments?
Supplemental Digital Appendix 2
Interview Questions

What role(s) have you played in UGME admissions in Calgary?
How much involvement have you had in UGME admissions over time?
In what ways and to what extent are you satisfied and/or unsatisfied with the current Calgary UGME admissions process?
In your experience, what values are expressed in the current Calgary UGME admissions process?
What is the relative importance of the different values involved in Calgary admissions?
What is your understanding of whose values they are, that is, where do they come from?
Who benefits, who loses as a result of these values?
How do different values influence or shape the current Calgary UGME admissions process?
What values that you encountered did you expect to find?
What values that you encountered did you not expect to find?
What values do you think should inform the Calgary UGME admissions process?
What else needs to change to improve the current model?
Do the values in the current Calgary UGME admissions process reflect the CSM’s and/or the University of Calgary’s declared social missions?
Do you have anything else to add?

Supplemental Digital Appendix 3
Artefact Discourse Analysis Form (Based on Gee’s Model of Discourse Analysis)\textsuperscript{17}

Analysis Question (Gee’s Factor)

1. Describe the artefact
2. How are certain things made significant or not and in what ways? (Implicit and explicit significance)
3. What practices are considered? (Practices)
4. What identities or roles are considered and how? (Identities)
5. What social relationships are considered and how? (Relationships)
6. What is presented as being proper or desirable? What is presented as being improper or undesirable? (Politics)
7. What things are linked together? What things are kept apart? (Connections)
8. What kinds of knowledge are recognized or rejected? (Sign systems)