



Mirror on Society (MoS) Selection Policy

Category	Administration and Management
Type	Policy
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Sponsor	Pro-Vice-Chancellor Health Sciences
Responsible Officer	Director, Policy & Programmes
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Policy Rationale

In New Zealand and around the world many health science education providers strive to achieve a student cohort that reflects the ethnic and socioeconomic reality of the societies they serve. However, such organisations find this challenging as elite educational institutions have historically developed within the context of socially and ethnically stratified societies. Furthermore, there are often inequalities in access to educational opportunities for many sectors of the population. Admissions selection policies therefore serve as critical tools to counter these historical and social inequities and promote academic equity for under-represented groups.

The purpose of health professional education is to produce a health workforce equipped to meet the needs of society. As such, the Division of Health Sciences (the Division) aspires to ensure that the make-up of its health professional classes is equivalent to holding a mirror up to society. There is international evidence that health professional graduates from rural, ethnic minority and low socioeconomic backgrounds are more likely to make career choices to serve similar communities. The Division is thus committed to attracting and supporting the most academically able students from a wide variety of backgrounds. The gender, ethnic, socioeconomic and rural/urban composition of graduates should reflect the diverse communities in Aotearoa.

In the case of Māori health, New Zealand's universities, acting as agents of government, have a dual obligation to honour both the contractual obligations defined in the Treaty of Waitangi / Tiriti o Waitangi and the responsibility to correct the inequitable health outcomes experienced by Māori populations. The Division is committed to actively promoting initiatives that increase the number of Māori graduates in health professional courses.

Pacific health is also area of special responsibility due to New Zealand's history, its location as a Pacific nation, and the inequities experienced by Pacific peoples. The Division is committed to increasing the number of indigenous Pacific Island students graduating from health professional courses.

The Division of Health Sciences will actively examine the composition of health professional classes, graduating cohorts and the broader health workforce to review progress on achieving our goals, and to adjust selection tools and policy focus as required.

Organisational Scope

This policy is relevant to the Division of Health Sciences and specifically, the admission processes for the following qualifications: Bachelor of Dental Surgery, Bachelor of Dental Technology, Bachelor of Medical Laboratory Science, Bachelor of Medicine and Bachelor of Surgery, Bachelor of Oral Health, Bachelor of Pharmacy, Bachelor of Physiotherapy, Bachelor of Radiation Therapy and the Master of Nursing Science.

Policy

The Mirror on Society Selection Policy (MoS) is designed to ensure that the Division of Health Sciences promotes and facilitates academic equity for Māori students, and for students from other under-represented MoS category groups, who have the potential to succeed academically, and who have applied via the application process. The MoS Selection Policy is not available to international students.

The Division of Health Sciences adopts the following principles in the selection of students into our health professional programmes. For each of our health professional programmes we aim to select students who:

1. are committed to and capable of academic excellence;
2. on balance reflect the gender, ethnic, rural/urban and socioeconomic composition of society;
3. are committed to serving the needs of individuals, families and communities in New Zealand or overseas.

The Mirror on Society Selection Policy will:

- Assist the Division of Health Sciences to meet its commitments to and obligations under The Treaty of Waitangi / Tiriti o Waitangi and to achieve its equity goals
- Assist the Division of Health Sciences to achieve its equity objectives in its Strategic Plan
- Apply to each restricted entry health professional programme in the Division of Health Sciences
- Specify the groups eligible for the scheme and the evidence applicants should provide of their eligibility
- Specify the selection processes which will be used to select students into a programme via the MoS Selection Policy
- Be transparent and well communicated to students, staff, stakeholders and the wider community
- Be professional in every respect and be underpinned by appropriate institutional structures and processes
- Select students using assessment methods that are reliable and valid and assess both achievement and potential
- Ensure that students admitted are well supported to succeed when they enter University.

Mirror on Society Category Groups

1. Māori
2. Indigenous Pacific
3. Rural
4. Low Socio-economic
5. Refugee

Detailed definitions and eligibility information for the MoS category groups can be sourced from the admissions guidelines: [Professional Programme Sub Categories](#)

Related Procedures

[Professional Programme Sub Categories](#)

Eligibility of Applicants

MoS places will only be offered to students who have met the admissions requirements as set out in each of the health professional programme regulations. Applicants will be required to demonstrate eligibility for any MoS category group to the satisfaction of the Admissions Dean of each School/Faculty to which they have applied.

Procedures for selection

The Admissions Dean of each School/Faculty will ensure there is an Admissions Committee responsible for the overseeing of the School/Faculty processes, selection and reporting. This committee will include any staff with equity responsibilities or their nominees.

MoS selection criteria and processes will be fair, transparent and clear. MoS selection processes may include multiple methods of assessing achievement and potential including academic records, interviews, essays, portfolios, oral presentations and other methods.

Conditions may be placed on students who are admitted under the MoS Selection Policy scheme. These may include:

- requirement to use support systems
- attendance at Orientation Programme
- information disclosed by MoS applicants may be made available to School/Faculty support staff to ensure that the appropriate support and service is provided for MoS students.

Communications

MoS selection criteria for each programme, by MoS category group, alongside the closing dates for applications will be disclosed in all relevant publications for future students including prospectuses, websites and handbooks.

Quality Assurance

Schools/Faculties will be required annually to:

- Review the numbers of students invited to apply, applying for and being admitted under MoS;
- Report on the following to Academic Board of the Division of Health Sciences in April each year:
 - Selection criteria used to select MoS students
 - Total numbers of applications, admissions and enrolments of Māori, and other MoS category groups into the health professional programmes
 - Support systems offered to MoS students
 - Academic progress of MoS students
 - Efforts made to increase the number of MoS applicants from schools and communities

Schools and Faculties will be required to regularly review their MoS selection processes to ensure that they are fair, reliable and valid.

Related Legislation

The Treaty of Waitangi
Bill of Rights 1990
Education Act 1990
Human Rights Act 1993
Health and Disability Commissioner Act 1994
Privacy Act 1993

Contact for further information about this Policy

If you have any queries regarding the content of this policy, procedure or guideline or need further clarification, contact Health Sciences, Manager of Admissions, health-sciences@otago.ac.nz

Keywords

Admissions, Health Sciences, Professional Programmes, Mirror on Society, Selection.