Candidate Selection & Scoring Policy

Ascension St. Vincent's Radiography Program

This document outlines the evaluation criteria, point allocation, and selection process for applicants seeking admission to the Ascension St. Vincent's Radiography Program. Admission decisions are made using an objective, multi-component scoring process that evaluates academic background, healthcare experience, professional references, and interview performance.

Each cohort accepts 6 to 8 students per application cycle, along with 2 alternates selected to fill potential vacancies prior to the start of the program.

Scoring Structure Overview

The overall admissions score is composed of three main evaluation sections:

Evaluation Component	Description	Maximum Points / Weight
I. Application Packet Evaluation	Review of degree attainment, college GPA, prerequisite grades, recency, and healthcare work experience.	**55 Points**
II. Professional References	Average scores across three submitted reference forms, summed for a total reference score.	**9 Points**
III. Panel Interview	Standardized interview panel evaluating candidate preparation, communication, and readiness.	**69 Points**

Professional Reference Evaluation

Applicants must submit three (3) professional or educational reference forms completed by managers, supervisors, employers, or instructors.

1. **Individual Scoring:** Each reference form evaluates candidate characteristics (e.g., perseverance, conscientiousness, oral/written expression, teamwork, integrity, and maturity).
2. **Form Averaging:** Scores within each individual reference form are averaged.
3. **Total Reference Score:** The averaged scores from all three reference forms are added together to generate the candidate's final Reference Evaluation Score.

Panel Interview Process

Applications are initially reviewed for completeness of required documents by program faculty to confirm minimal requirements are met. Only those applicants meeting minimum requirements will be considered for admission and invited to participate in a personal interview conducted by a panel of core faculty, program radiographers, and a current radiography student.

- **Standardized Questions:** Every applicant is asked the same set of defined interview questions.
- **Scoring & Assessment:** Interviews are conducted using an established format and defined questions. Panel members independently score each applicant based on an approved score sheet that evaluates professional readiness, communication skills, critical thinking, academic performance, and characteristics predictive of success in the program.
- **Comprehensive Panel Score:** Following each interview, a comprehensive score is determined by the panel to represent their final assessment of the candidate's potential success in the program.

Final Candidate Ranking & Admissions Offers

Upon completion of all application reviews, reference tabulations, and interview sessions, each candidate's scores are combined into an Overall Composite Score:

Selection Process Details & Applicant Responsibilities

1. **Application Packet Submission:** Applicants must submit a complete application packet containing transcripts and required documentation for initial review.
2. **In-Person & Virtual Interviews:** Interviews are conducted in-person at Ascension St. Vincent's Riverside in Jacksonville, Florida, with virtual interview options available upon request.
3. **Interview Criteria & Scoring:** Candidates are evaluated using a structured point system based on their interview performance, cumulative college GPA, and specific prerequisite course grades.
4. **Applicant Responsibilities:** Applicants are responsible for ensuring all required application materials, references, and official transcripts are received prior to the established deadlines.

Selection Procedure

5. **Ranking:** Applicants are ranked in descending order according to their total composite score.
6. **Cohort Admission Offers:** Offers of admission are extended to the candidates with the highest overall scores up to the cohort limit (6 to 8 seats).
7. **Alternates & Notification:** Two (2) candidates are designated as official alternates. Applicants are notified regarding acceptance decisions following the completion of the interview process. If an accepted student declines or a seat becomes vacant prior to the program start date, the seat is offered to the next alternate in ranked order.