State of Selection

NATIONAL CONFERENCE

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Introductions

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Agenda

12:00 – 12:10  Welcome and Introduction

12:10 – 1:45  State of Selection
  ◦ Yvonne Romero da Silva
  ◦ Michael Bastedo

1:45 – 2:00  Break

2:00 – 3:45  Scholarship Provider Case Studies: Putting it Into Practice
  ◦ Beth Conrad
  ◦ Oscar Sweeten-Lopez

3:45 – 4:00  Discussion and Wrap Up
Admissions Decision Models
Elements that inform an Institution’s Admissions Decision Model

- Mission
- Purpose
- Philosophy
- Institutional Characteristics
- Priorities
- Size
- Resources
- Constraints

Functions of Admissions Decision Model

Two Key Functions in an Admissions Decision Model

- Evaluating Applications
- Selecting a Class

Admissions Selection Approaches

**Philosophy-based Approach**
Student selection based on the institution’s specific mission and how it defines its societal purpose.

**Student Success Approach**
Student selection based on how the college or university defines success for its students and alumni.

**Blueprint Approach**
Student selection based defined or desired composition of the class to meet specified institutional determinants or preferences.

Source: College Board. 1999 & 2003
Admissions Decisions Factors

Categories of Admissions Decisions Factors

- Student characteristics
- Academic factors
- Student self-advocacy
- Student-achievement beyond the classroom
- External validation

Sources of Admissions Decisions Factors

- Sent by the Student
- Sent on Behalf of the Student
- Inherent Characteristics of the Student

Methods for Evaluating or Selecting Applicants

**Formulaic**
- Calculation of Quantifiable Measures
  \[ \int = \text{(GPA testing)} \]

**Subjective**
- Reading or Discussing Files

**Hybrid**
- Formulaic & Subjective
  \[ \int = (\text{GPA testing}) \]

Sample Decision Models

Formulaic
Set Admissions Criteria or Rubrics (Top 10%, GPA + Test Scores)
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Emerging Challenges Impacting College Admissions
### Current External Forces Impacting College Admissions

#### Application Growth
- 86% increase at highly selective universities
- 41% increase at highly selective colleges
- 81% of applicants submit 3 or more apps
- 32% of applicants submit 7 or more applications

#### Public Referenda and Court Rulings
- Justice O’Conner upholds Individualized Review as the “gold standard”
- Beyond Fisher rulings
- 8 states with referenda restricting the use of race in admissions decisions

#### Research and Public Scrutiny
- Fairness of formulaic screening
- Biases of admissions reviewers – criticism of single-reader evaluation

#### New Measures
- New assessments of academic and non-academic success
- Coalition Application

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Holistic Admissions & Cognitive Bias
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Introduction to Committee-based Evaluation
Challenges of Holistic Evaluation

Challenges of the Prior Model
- Individual reader bias
- Consistency across readers
- Accountability of each reader completing file review on time
- Inconsistent presentations of applications in committee
- Unsustainable given volume
- Limited ability to manage other projects during reading season

Challenges for Office Culture
- Limited staff interaction, especially after a long fall travel season
- “Demoralized” staff
- Exhausted staff
- Lack of work-life balance

Source: Swarthmore College
Changing the Paradigm of Holistic Evaluation

Committee-based Evaluation

Committee Evaluation
- Staff read in teams
- No application is acted on by one individual

Analysis & Dialogue
Teams discuss and analyze the merits of the candidate
Adoption of Committee-based Evaluation

Public and private colleges and universities of different sizes and selectivity are exploring the implementation of CBE.

Adoption of CBE in the US

- 2013-2014
- 2014-2015
- 2015-2016
- 2016-2017
- 2017-2018
Evaluation becomes a Dialogue

The Benefit is in the Dialogue

• Identify resonance across components of the application
• What’s the case for admissions?
• Discuss the merits and weaknesses within the context of institutional priorities

Source of Graphics: University of Pennsylvania
Categories of Change through adoption of CBE

1:45 – 2:00

Break
Putting it Into Practice
3:45 – 4:00

Discussion & Wrap UP