LIAISON

Using Data to Support the Lifecycle of Graduate Student Success

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Presenters

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THRU
OBEY TH
SIGNAL
PRESIDENT TRUMP HAS AWOKEN A SLEEPING GIANT
NO WALL NO BAN
REFUGEES ARE WELCOME HERE!
#RESIST
NEED
NO HATE NO FEAR NO BAN
Keep Families Together
WHEN INJUSTICE BECOMES LAW RESISTANCE BECOMES
Could you BE any more of a threat to democracy?
PROTECTING OUR DEMOCRACY
THANK YOU JUDGE ROBART!
Islamophobia
THIS IS NOT AMERICA LIKE
ITMFA
IMPEACH THE OTHER FUCKER ALREADY
RESTORE OUR

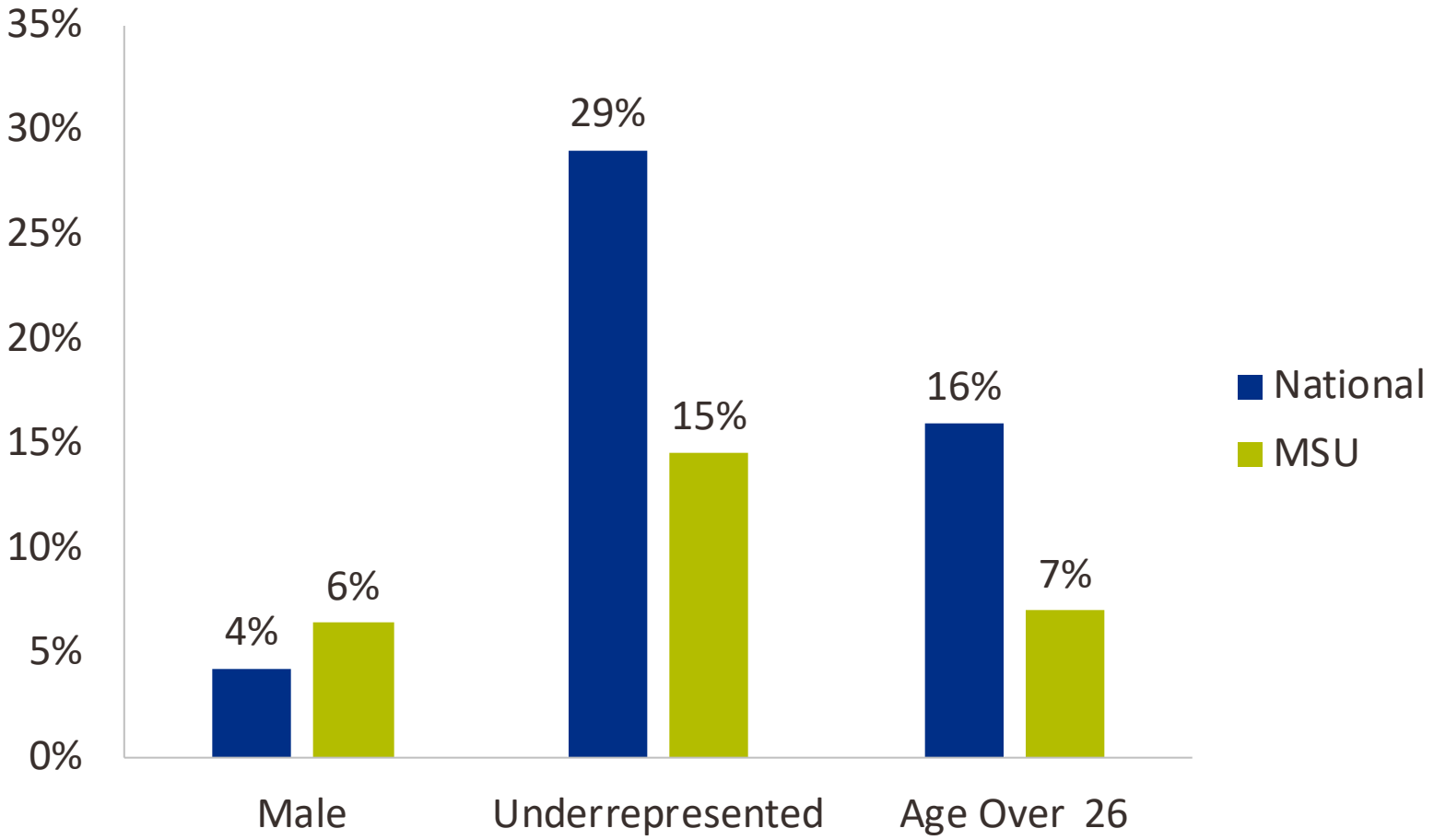
SIGILLVM
REIPVBLICAE
MASSACHVSET
TENSIVM
SIGILLVM
ACADEMIAE
HARVARDIANAE
IN·NOV·ANG

Julie Masterson, Ph.D

Using Data for Institutional/Program GEM

Example from MSU CSD

National Demographics



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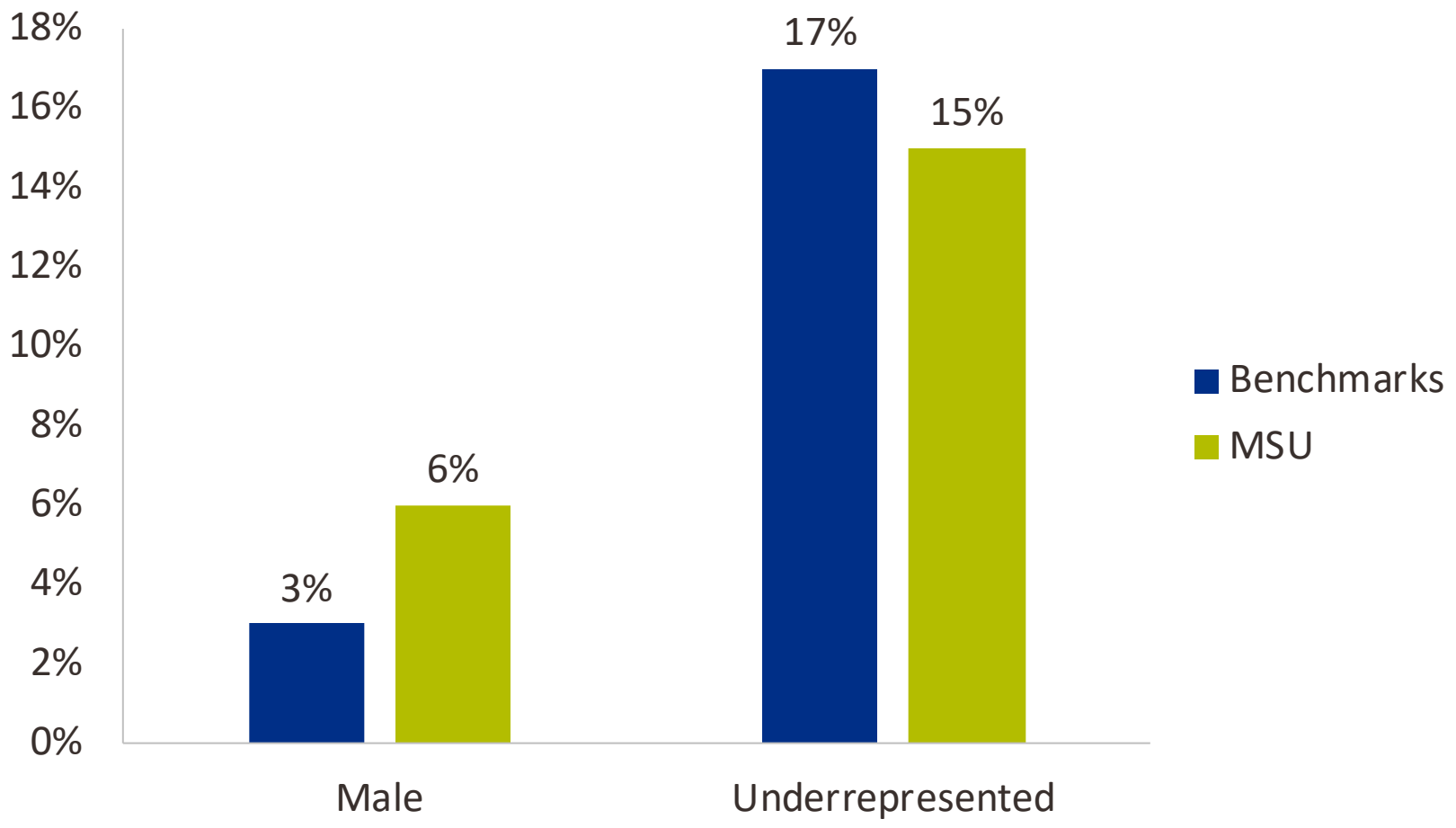
Benchmark Demographics



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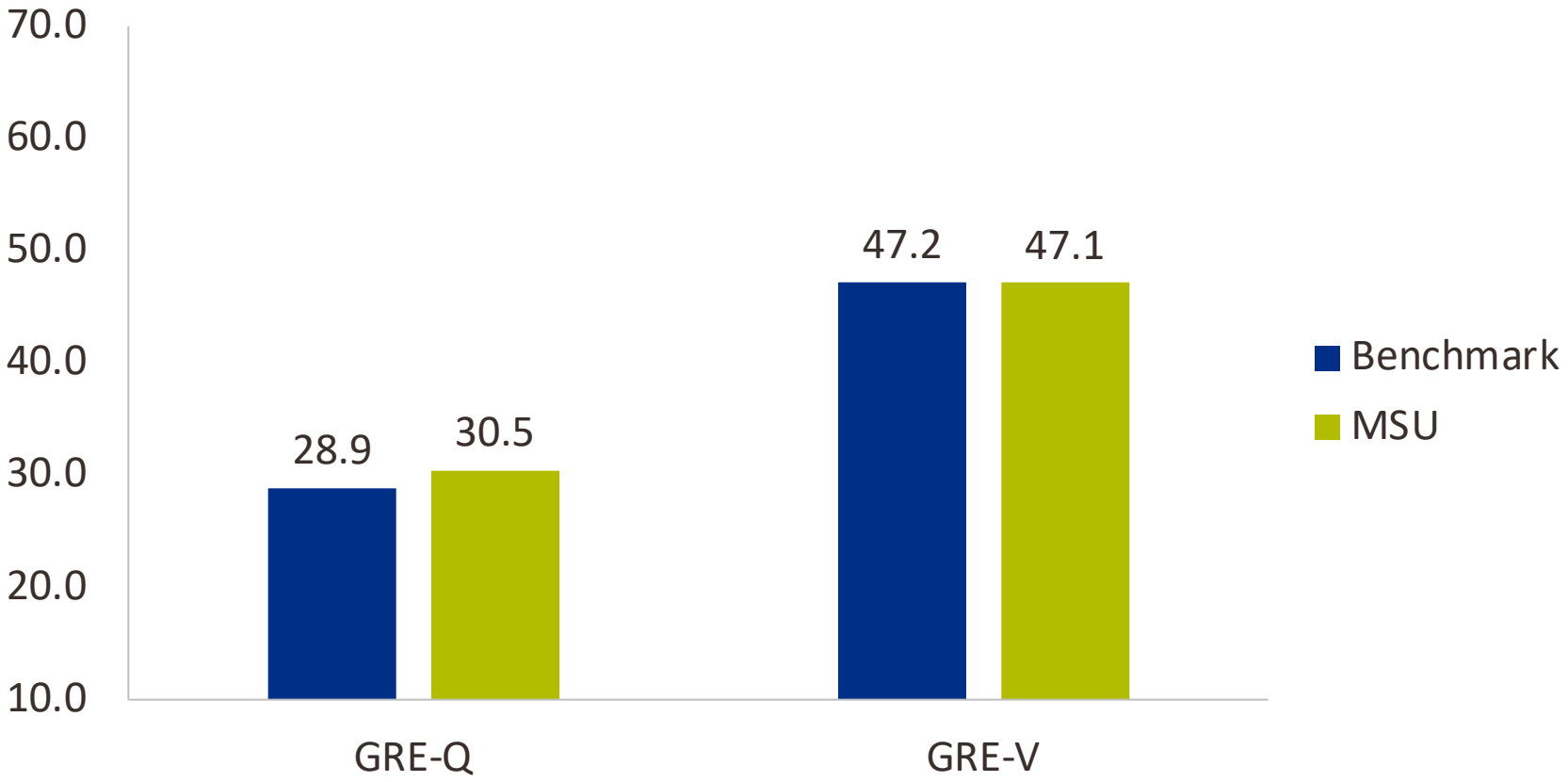
Benchmark GRE Percentiles



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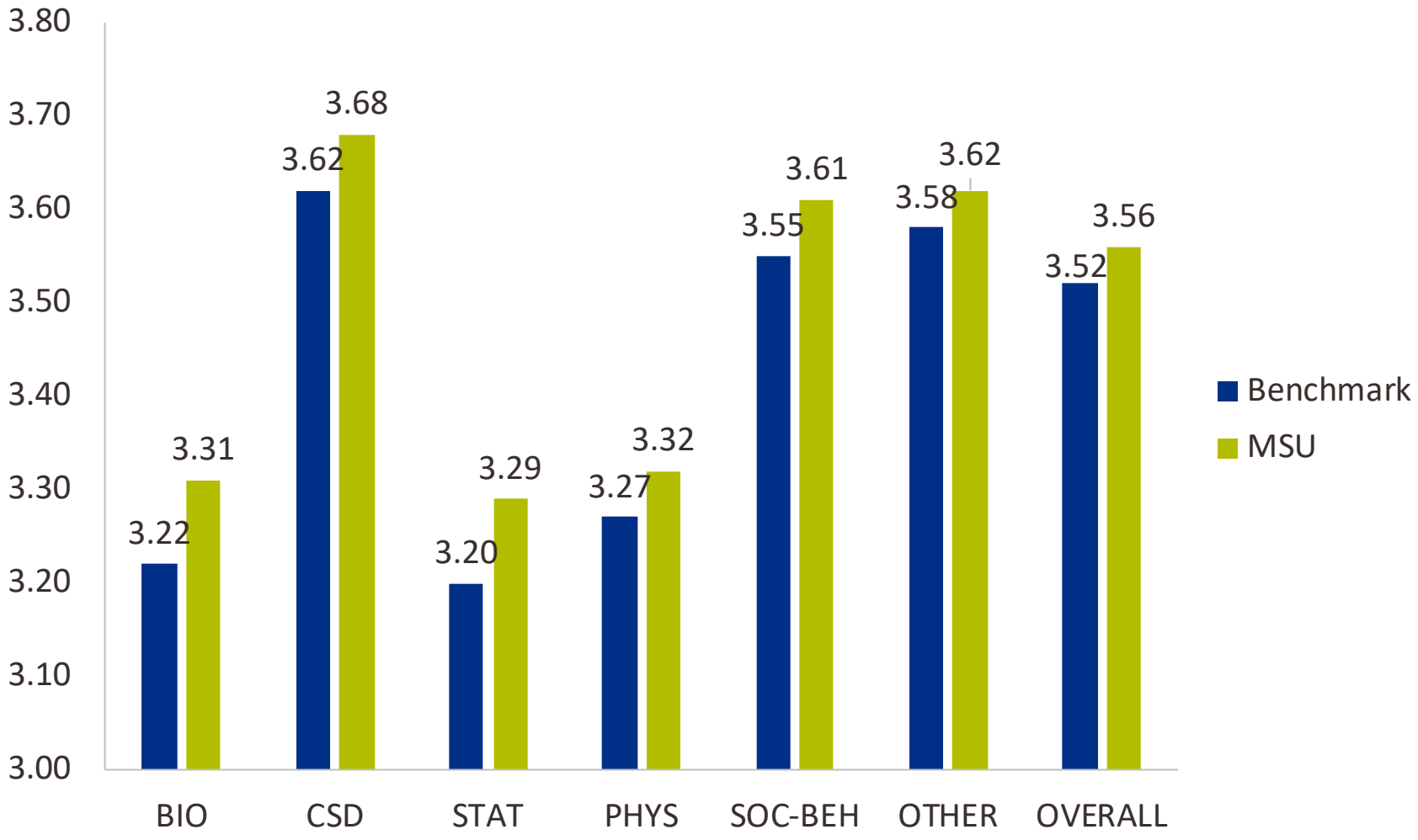
Benchmark GPAs



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Major Competitors:
Shared Applicants and Competing Decisions

University of Missouri	66
Rockhurst University	65
Southeast Missouri State University	60
Fontbonne University	53
Southern Illinois University - Edwardsville	39
University of Arkansas - Fayetteville	37
Wichita State University	26
University of Central Arkansas	24
Illinois State University	19
University of Arkansas for Medical Sciences	18
Eastern Illinois University	17
Auburn University	16
Fort Hays State University	16
Murray State University	14
University of Memphis	14
Harding University	13
Illinois State University	13
University of Northern Colorado	12
University of South Alabama	12
Wichita State University	12

University of Missouri - Kansas City	123
Wichita State University	120
Rosalind Franklin University of Medicine	109
SLU PA Program	92
Northwestern University PA Program	86
Midwestern University (Downers Grove)	85
Arizona School of Health Sciences	81
University of Colorado	79
GR.MS.PA	72
South College, TN	70
Southern Illinois University	69
South University (GA)	67
Harding University	66
Pacific University	66
UW-Madison PA Program	63
Duke University Physician Assistant Program	62
Midwestern University (Glendale)	60
OU Tulsa PA	51
South University, Tampa	49
UT Southwestern - School of Health Professions	49

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Competing Offers/Decisions

Competing Decisions

Export to XLS | Sort Results

You have 4 applicants in decision codes about which that HealthProfessionCAS shares information.

Name & CAS ID	Email	Designation at My Program	Decision at My Program	Competing Organization	Competing Designation	Competing Decisions	Total Competing Decisions
Washington, George 12345678901	first@presidents.org	Health Profession Masters Degree	Offer Made	State University Health Profession School	Health Profession Masters Degree	Offer Made	2
Washington, George 12345678901	first@presidents.org	Health Profession Masters Degree	Offer Made	Private College	Health Profession Masters Degree	Offer Accepted	2
Washington, George 12345678901	first@presidents.org	Health Profession Masters Degree	Offer Made	State University Health Profession School	Health Profession Masters Degree	Offer Made	3
				Private College	Health Profession Masters Degree	Waitlisted	
Washington, George 12345678901	first@presidents.org	Health Profession Masters Degree	Offer Made	Specialty Health Profession College	Health Profession Masters Degree	Waitlisted	3
				State University Health Profession School	Health Profession Doctorate Degree	Waitlisted	

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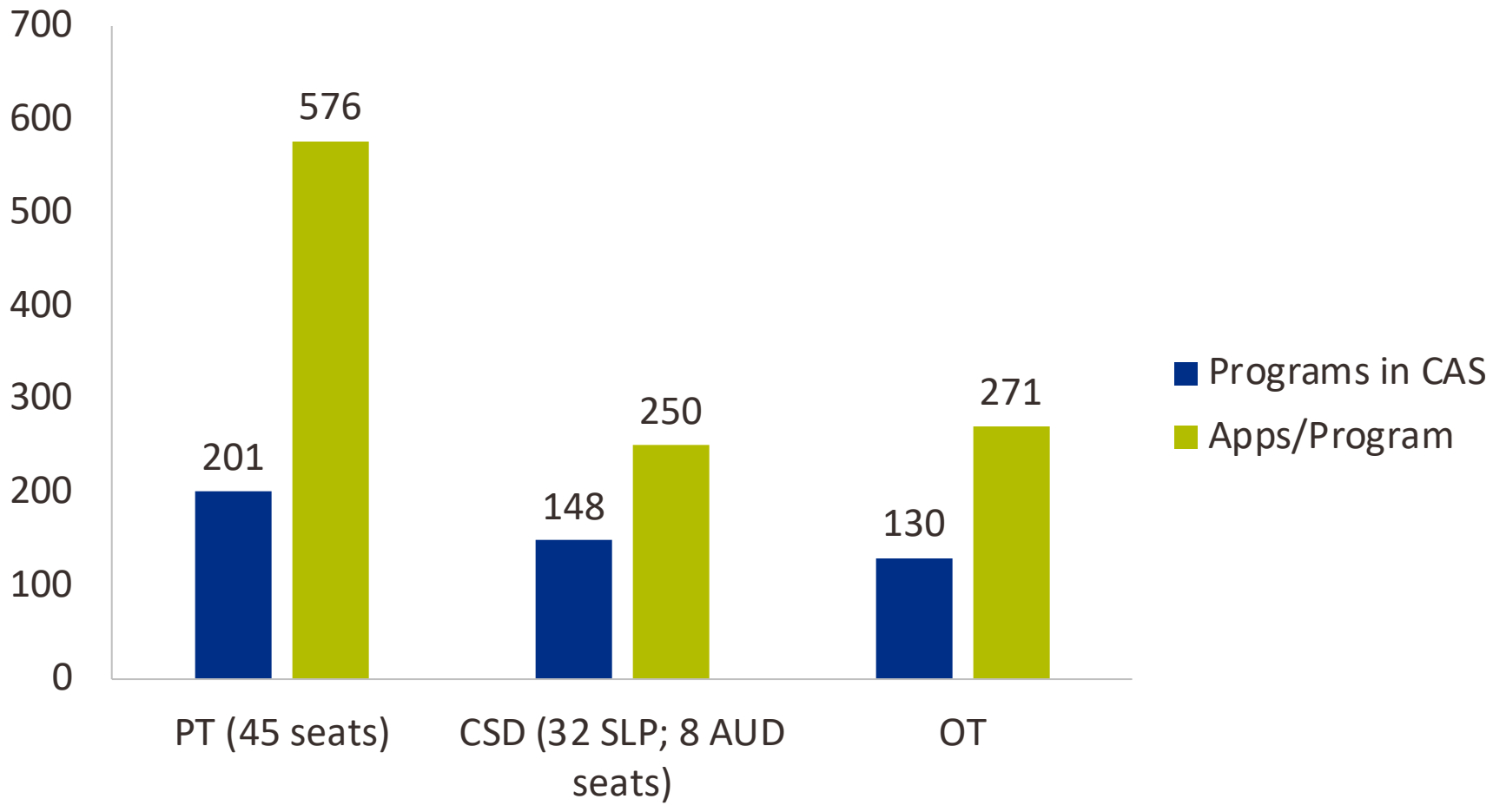
Using Data for Discipline Strategic Planning

An Example from Communication Sciences and Disorders

Volume



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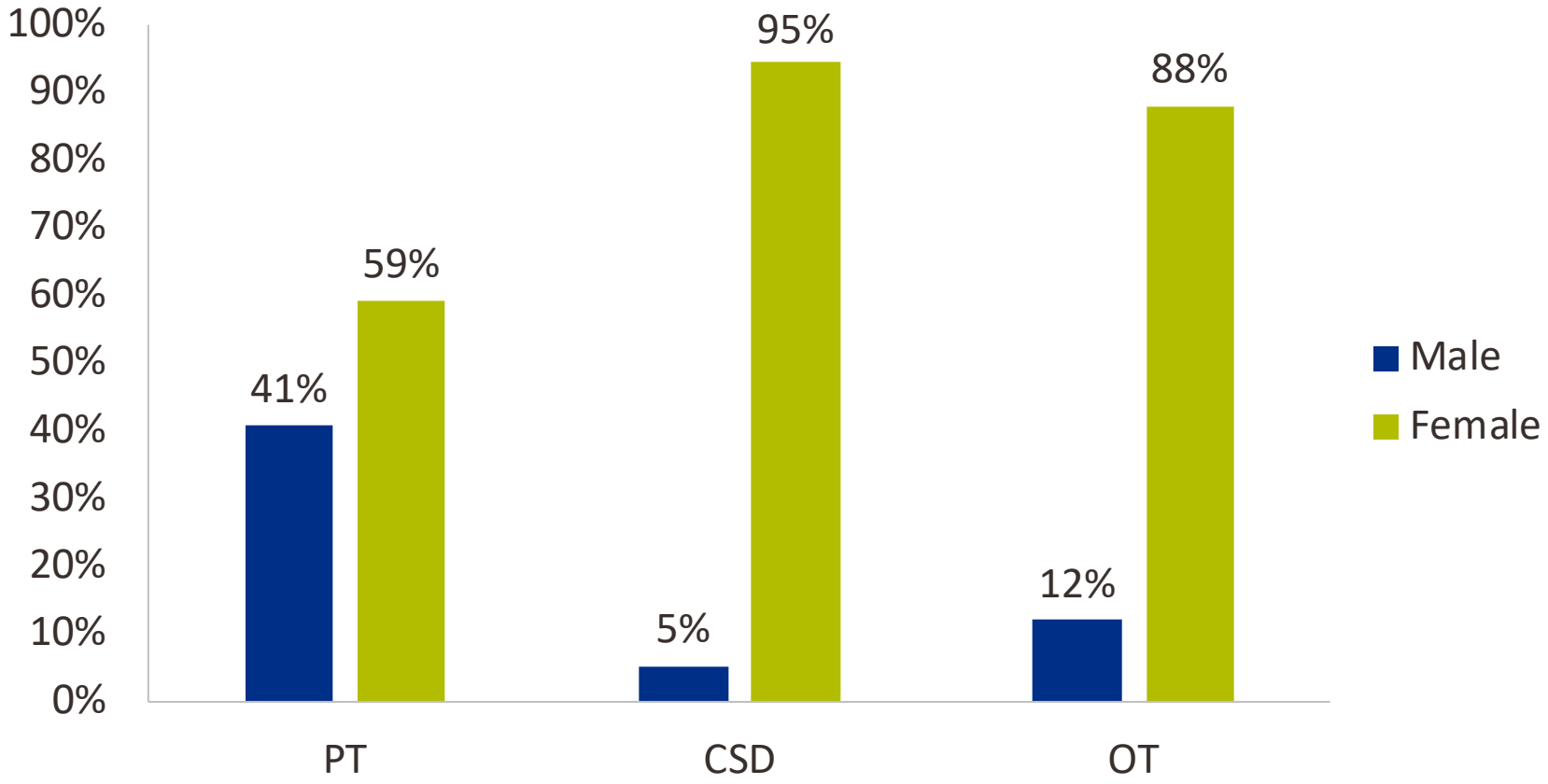
Sex/Gender



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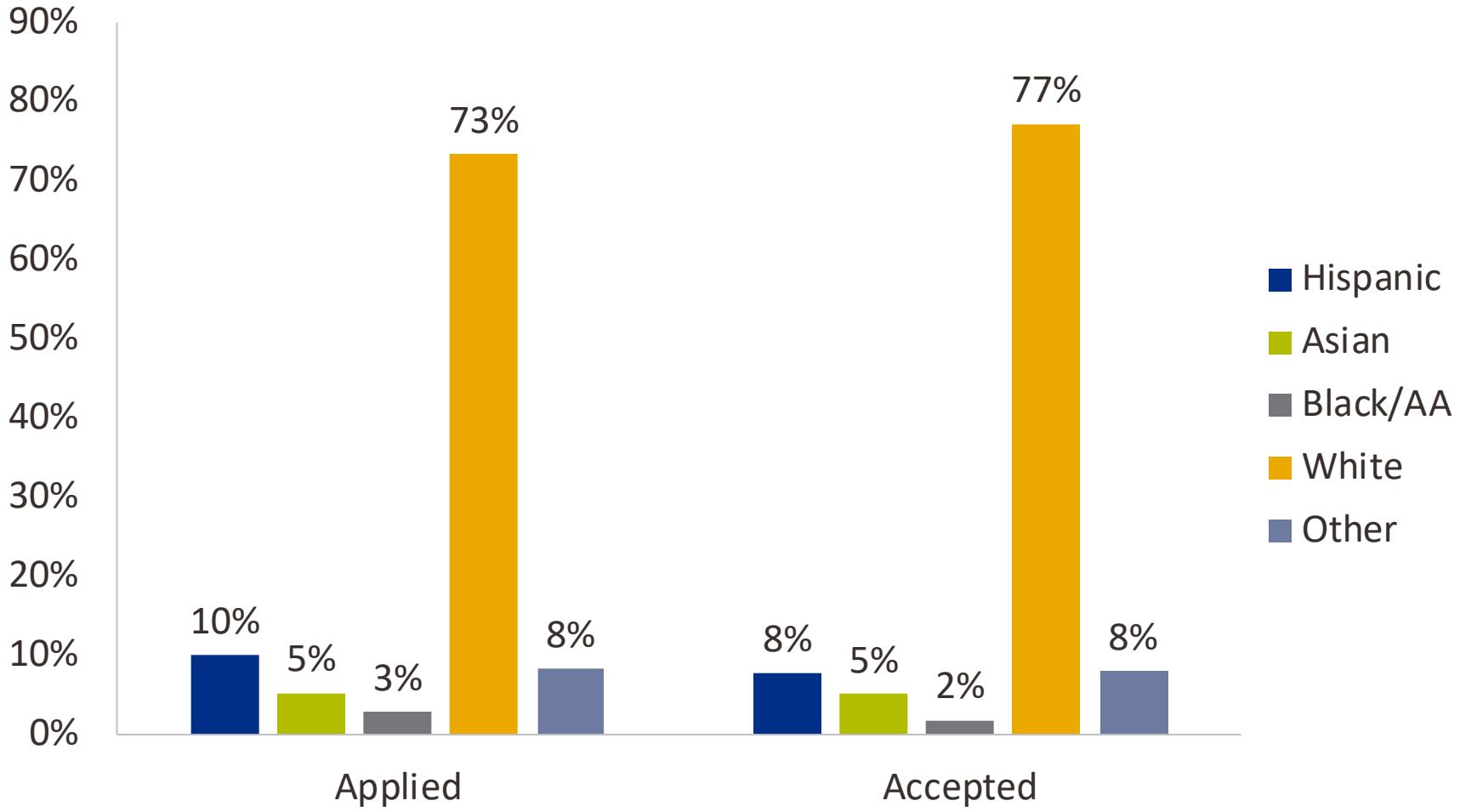
Race/Ethnicity: CSD



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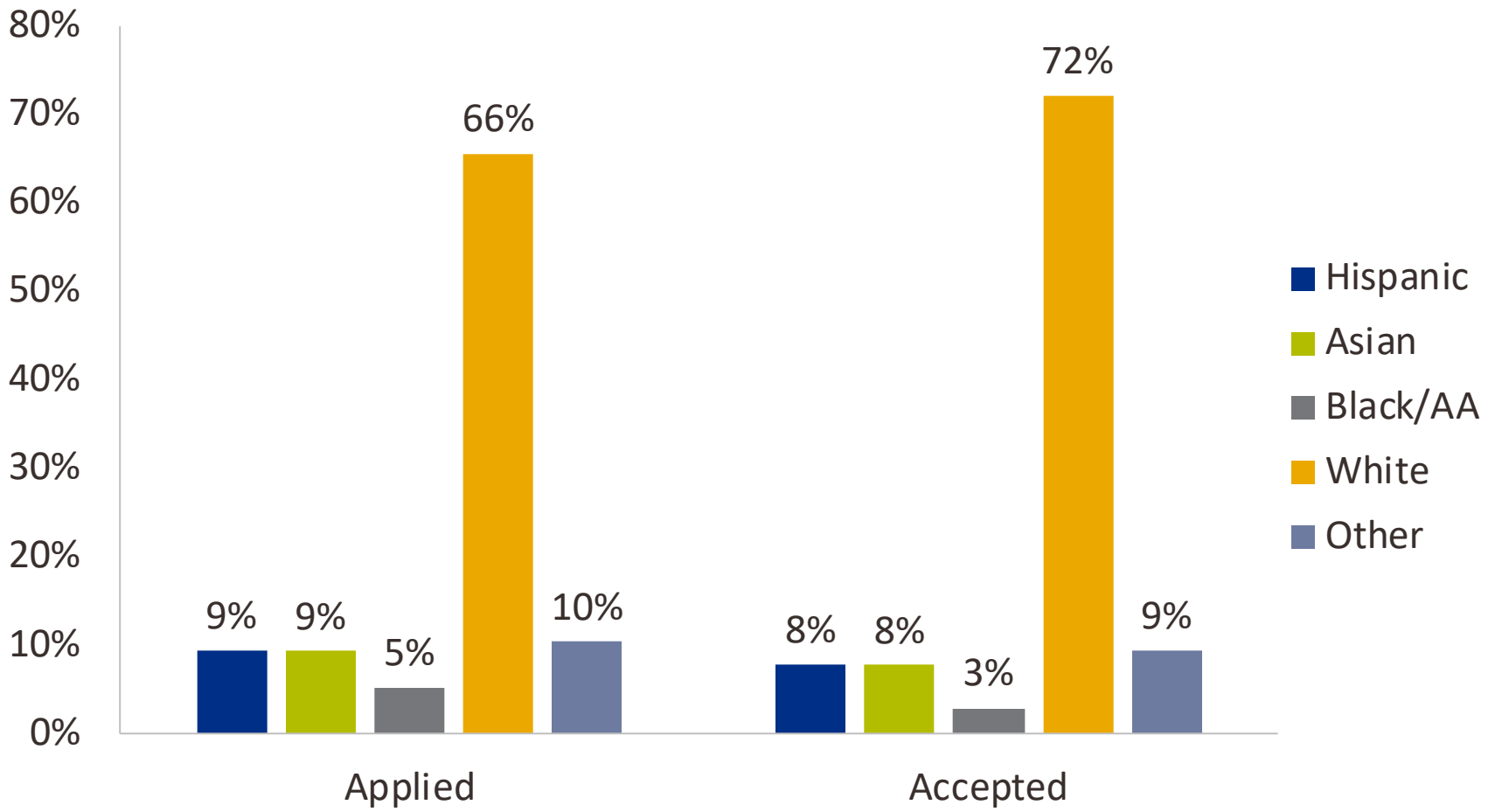
Race/Ethnicity: PT



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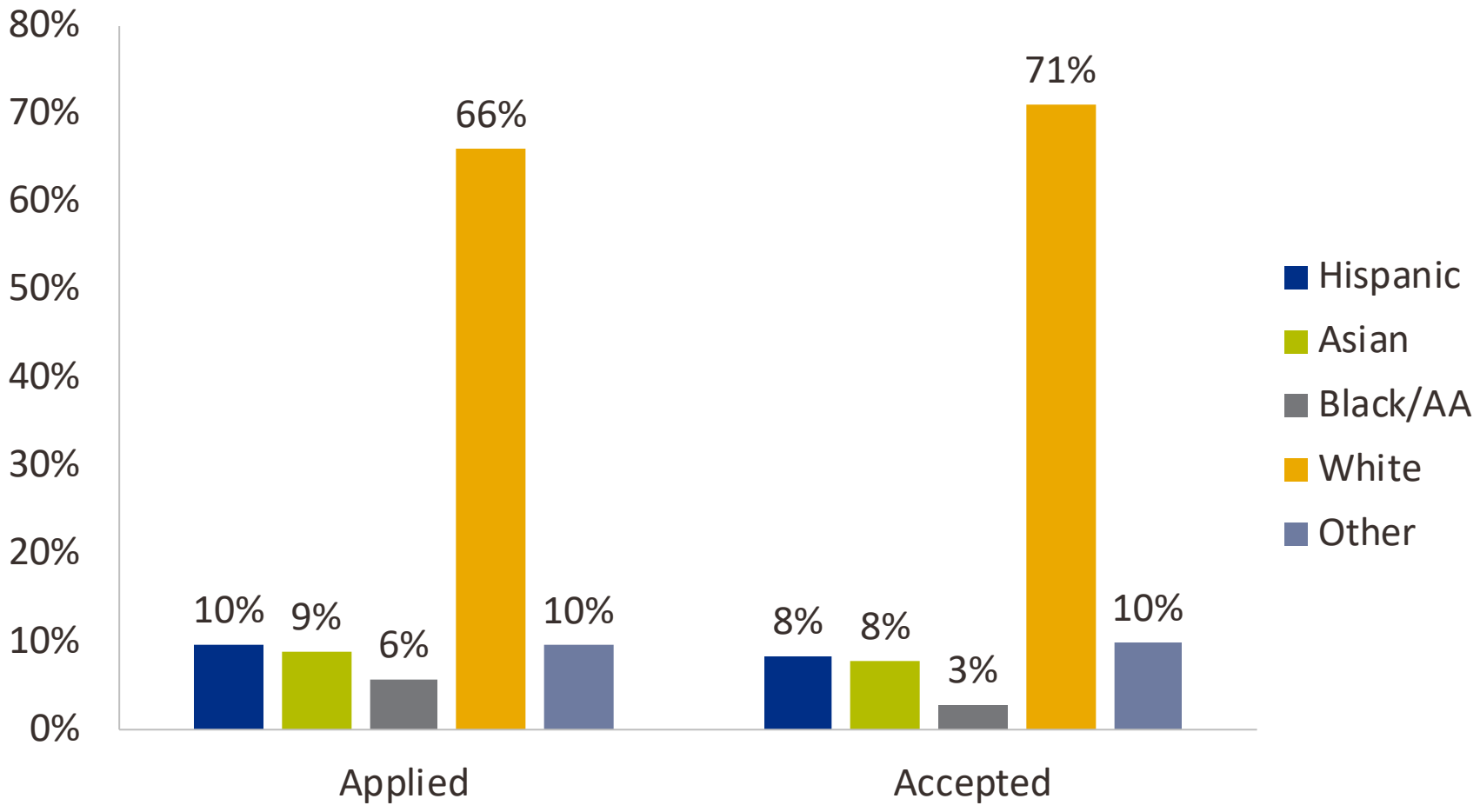
Race/Ethnicity: OT



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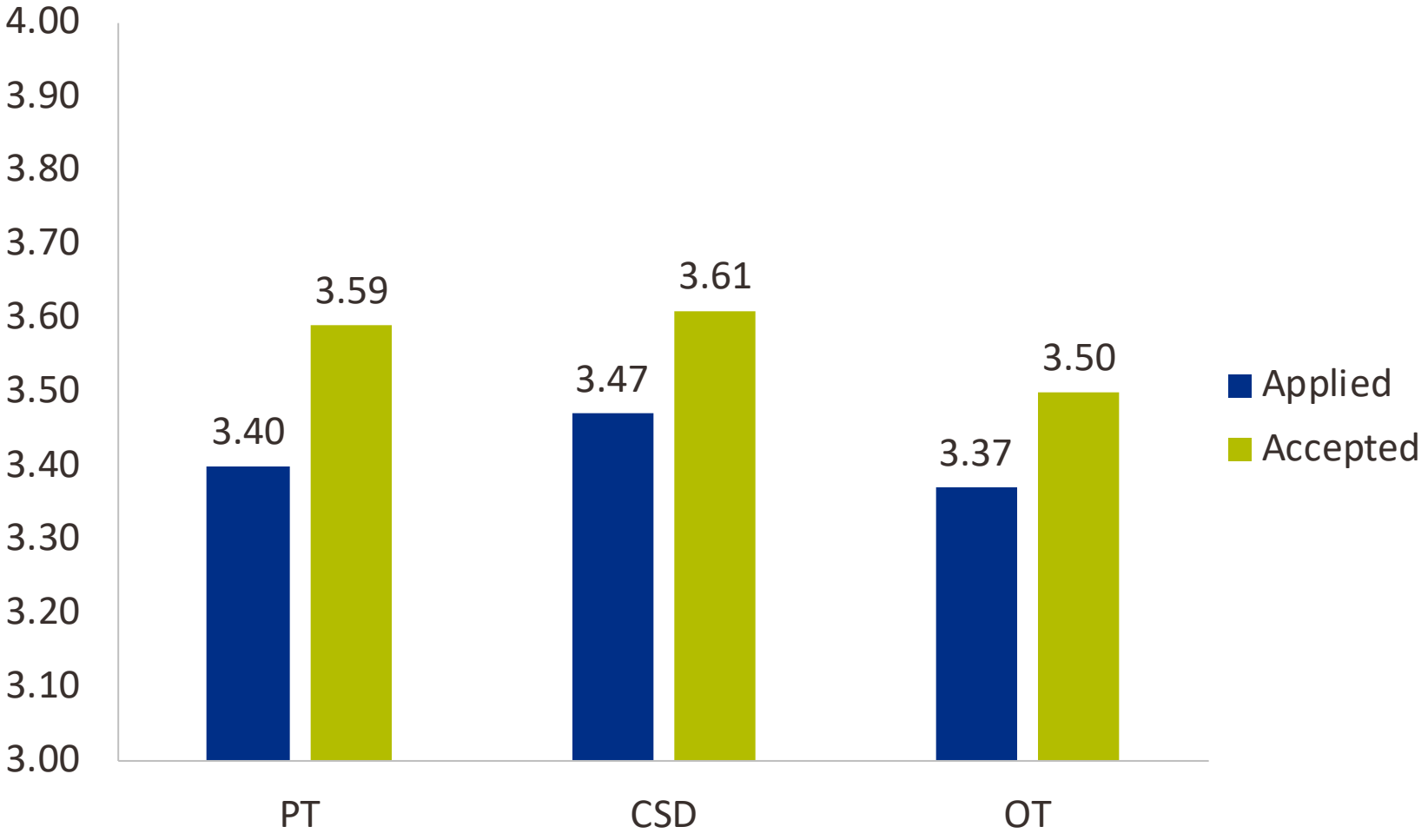
Undergraduate GPA



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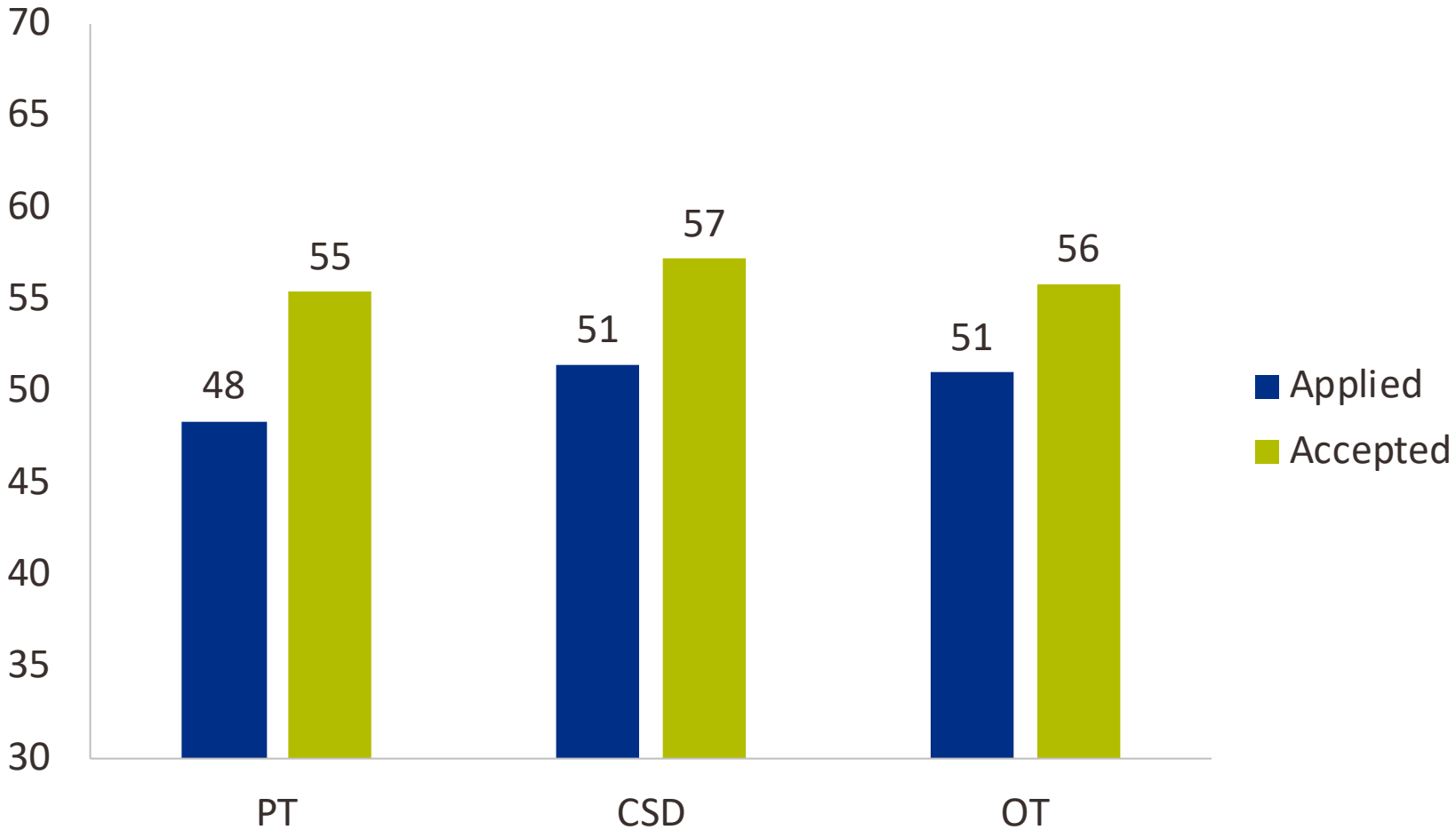
GRE-Verbal Percentile



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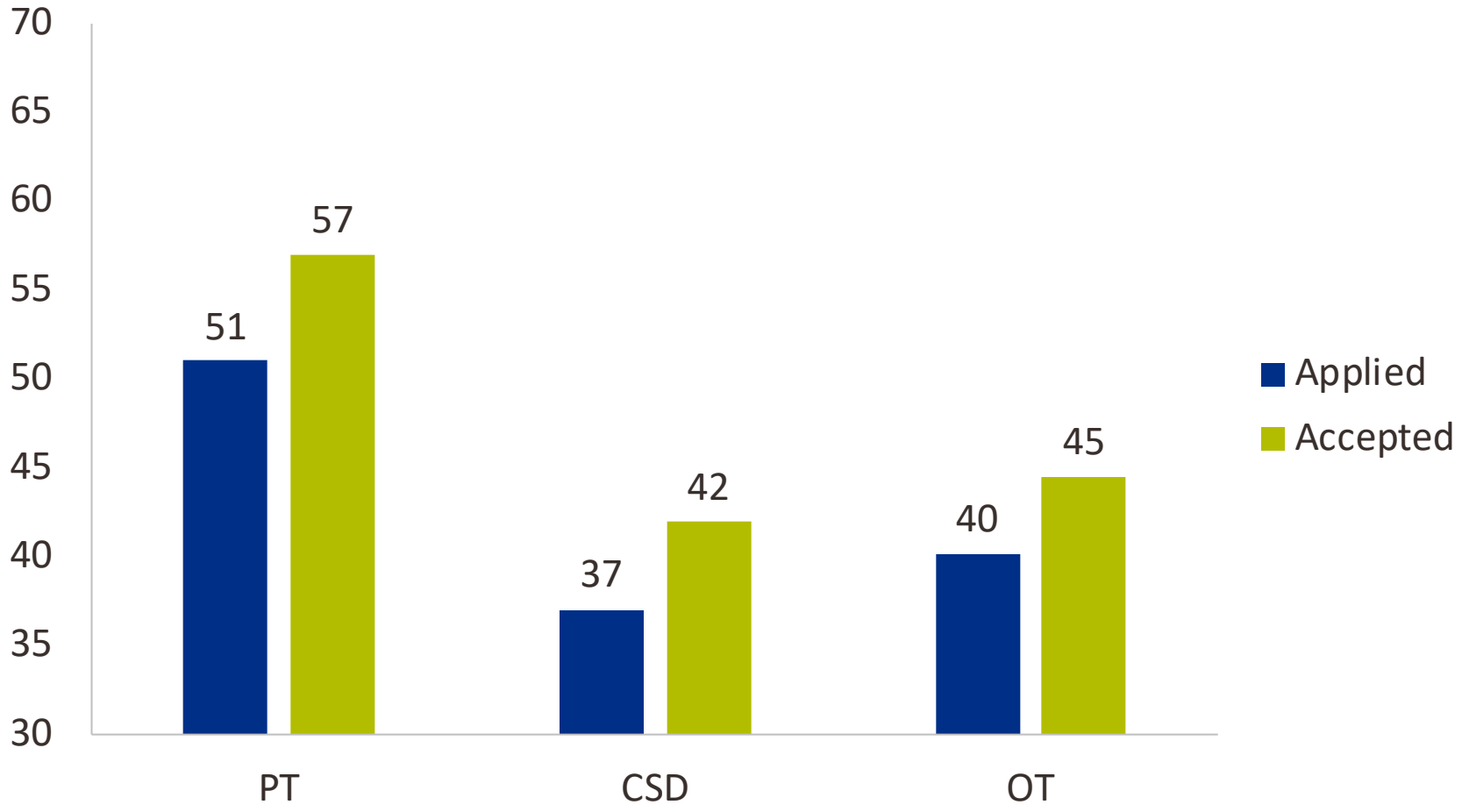
GRE: Quantitative Percentile



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Larry Boles

What Do We All Want, Anyway?

- The best, brightest, most diverse, most…
- What Are We Doing to Capture Them?
  - GRE, GPA, Interviews, Letters of Recommendation, Personal Essays…
- What Evidence Do We Have That It Works?
  - Um…

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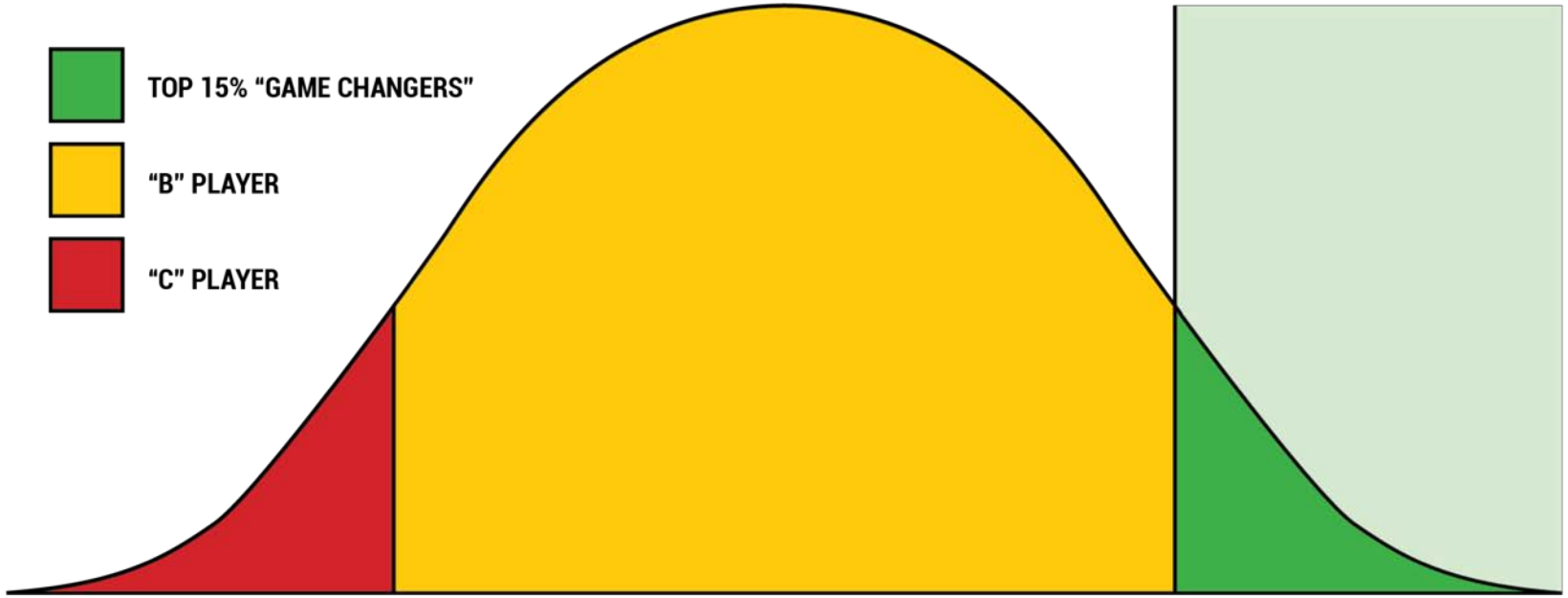
Ranking Applicants



"OMG Please No!" "Acceptable, May Need Support" "Rock Stars"

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Current State:

What University of the Pacific's current admission process looks like, what students it yields, and what we've learned

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Layers of Review

- What does your faculty value?
  - GPA
  - GRE
  - Writing skills
  - Critical thinking skills
  - Clinical potential
  - Scholarly potential
  - Personality

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Grade Point Average—What makes sense in your program?

- GPA by Subject
- GPA by Year
- Prerequisite GPA
- Local GPA

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GPA by Subject

- Biologic/Life Science
- Communication Sciences and Disorders
- Math & Statistics
- Physical Science
- Social/Behavioral Science
- Other GPA
- Total GPA

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GPA by Year

- Freshman GPA
- Sophomore GPA
- Junior GPA
- Senior GPA
- Post-Bacc GPA
- Cumulative Undergraduate GPA
- Graduate GPA
- Overall Total GPA

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Local GPA

- Last 60 Credits GPA
  - More recent
  - Likely to be most relevant grades
  - But a more narrow focus of overall abilities

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GRE Scores

- Verbal
- Quantitative
- Written

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Verbal

- OK, so we are a verbal field
- Native speakers tend to do well here
- But ESL speakers tend not to do well here

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Quantitative

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Written (Analytic)

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What Works For UOP

Initial Screening

Fine Tooth Comb

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Initial Screening

- Last 60 units
- GRE

Careful what you capture!

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Fine-tooth Comb

- Personal Essay
- Video
- Letters
- The Whims of the Individual Committee Member

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Video

- Prompts
- Length
- Analysis

- But Why Videos?

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Avoiding OMG—let's try videos!

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We resisted interviews!

- Not enough faculty with enough time for interviews
- No other option (personal essay, letters) captured the OMG-ness

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Measuring Outcomes

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An Ongoing Study at UOP

Boles, L. (in press) Predicting graduate school success in a speech-language pathology program. *Teaching and Learning in Communication Sciences and Disorders*.

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Predicting Graduate School Success

- What is “success”?
- Research Question
- Method
- Results
- Discussion

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What Is Success?

- SLP Success
- Graduate School Success
  - Praxis

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Research Question

What variables predict success?

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Method

- Participants
- Data Collection (go CSDCAS!)
- Analysis
- Results
- Discussion

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Methods—Participants

- n = 136
- Post-graduates who had taken the Praxis

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Methods– Procedures

Using CSDCAS, obtained the following:

- GRE-V
- GRE-Q
- GRE-AW
- Physics
- Biology
- Psychology
- Statistics
- Child/Human development
- Speech/Language Dev.
- Anatomy & Physiology
- Language Disorders
- Audiology
- Speech & Hearing Science
- Phonetics
- Articulation/Phonology
- Diagnostics
- Letter1
- Letter2
- Letter3

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Results

- Using step-wise regression, the question became, “what variables predicted the best Praxis Score (outcome)?”

- **Three variables predicted outcome (p =.004; R2 = 0.26): GRE-Verbal, GRE-Quantitative, and the grade in the speech and language development course.**

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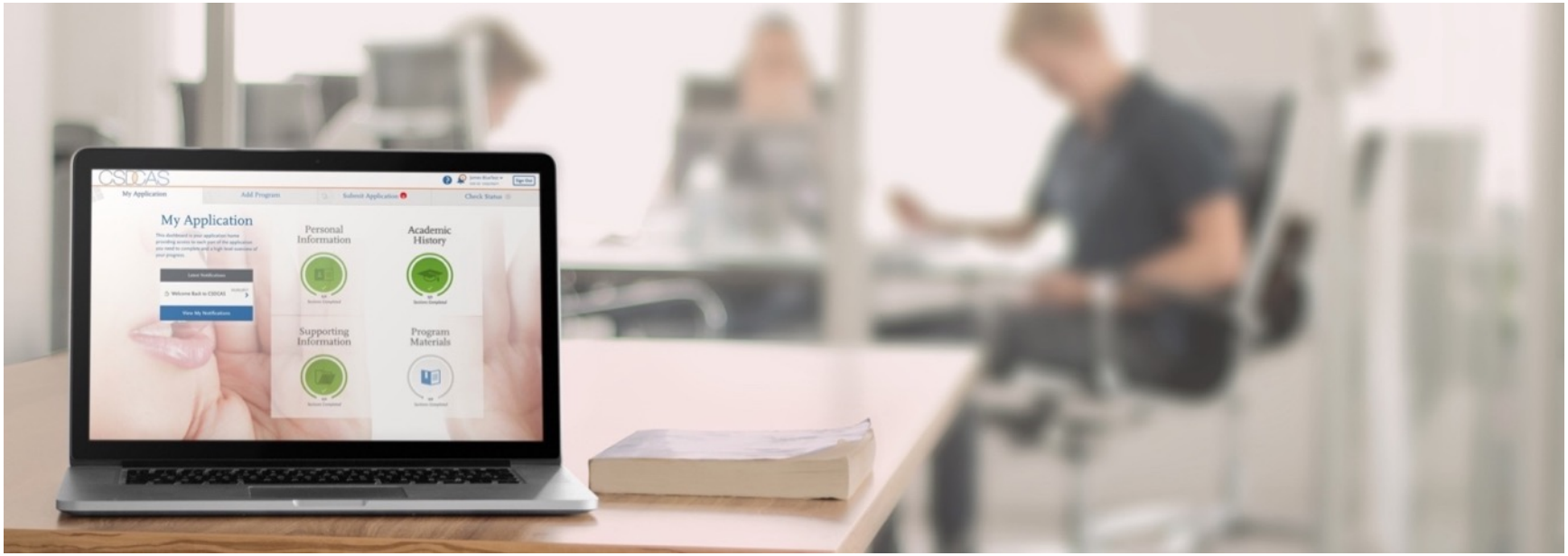
Discussion/Conclusions

- No single variable was useful as a predictor of success
- However, it was easy to use CSDCAS to find a regression formula that predicted graduate success
- GRE-Verbal and Quantitative were important, as was the speech/language development course taken as an undergrad



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What Will We Do With These Conclusions?

- Feel confident that GREs are (with other data) useful
- Give close scrutiny to the Speech & Language Development course
- Use videos in formula
- Use clinical performance as part of outcome (not just the Praxis)

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Liaison by the Numbers

2,200,000+ applications/yr

7,000+ programs

800+ campuses

99% retention

42 central application services

20+ years experience

LIAISON

Founded in 1990

300+ employees

Headquartered in Watertown, MA

Locations: NY, DC, TX, SC

Admissions and enrollment specialists

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Thank You.

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