Holistic Review of Graduate Applications

Perspective from The University Graduate School

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INDIANA UNIVERSITY
THE UNIVERSITY GRADUATE SCHOOL

Overview of the State of Indiana

- Population of 6,596,855 estimated for 2014
- Named the "Cross Roads of America" and the Hoosier State
- Politics
    - Republican controlled legislature and governor's office
    - Indiana Marriage Amendment (2014)
    - Religious Freedom Restoration Act (2015)
    - Forced away Syrian refugees (2015)
- History and reputation of southern Indiana

Overview of IU

- Total student enrollment (Fall 2015): 114,912
- Graduate and doctoral research student enrollment (Fall 2015): 16,457
- 8 campuses around the state
  - IU Bloomington
  - IUPUI Indianapolis
  - IU East
  - IPFW Fort Wayne
  - IU Kokomo
  - IU Northwest
  - IU South Bend
  - IU Southeast

Overview of University Graduate School

- Mission:
  1. **Promote excellence** in all Indiana University graduate programs to assure that all degrees conferred by The University Graduate School represent the highest standards of quality and academic integrity;
  2. **Support and serve academic units and campuses** in the shared responsibility for graduate education and graduate students, including serving as a home for inter-school/college graduate programs;
  3. **Assist academic units in recruiting, retaining, and graduating a diverse population** of talented graduate students by building institutional support through programs and grants;
  4. Enhance the overall **quality of graduate and professional student life**;
  5. Provide graduate students and postdoctoral scholars with additional opportunities for **career and professional development**, including international experiences;
  6. **Build financial resources to support existing and future initiative**s, and provide available funding to academic units for initiatives consistent with the priorities of The University Graduate School; and,
  7. **Advocate the efficacy of graduate education** to the state, national, and international communities.

- Offices on the two core campuses—IU Bloomington and IUPUI
- Decentralized model
- Decentralized admissions
- Admissions requirements determined by programs

The Challenge for IU…

How do we increase diversity in graduate programs?

INDIANA UNIVERSITY

Selection Best Practices Applied to Admissions

- Use of committees comprised of diverse members for selection decisions
- Mandatory unconscious or anti-bias training for selection committee members
- Use of multiple "tests"
  - Standardized tests used appropriately (i.e., GRE, GMAT, etc.)
  - References
  - Undergraduate GPA
  - Non-cognitive measures
  - Interviews
  - Personal statements
  - Work history
- Evaluate selection processes regularly