




Does Testing Serve a Purpose in Holistic Application Review?

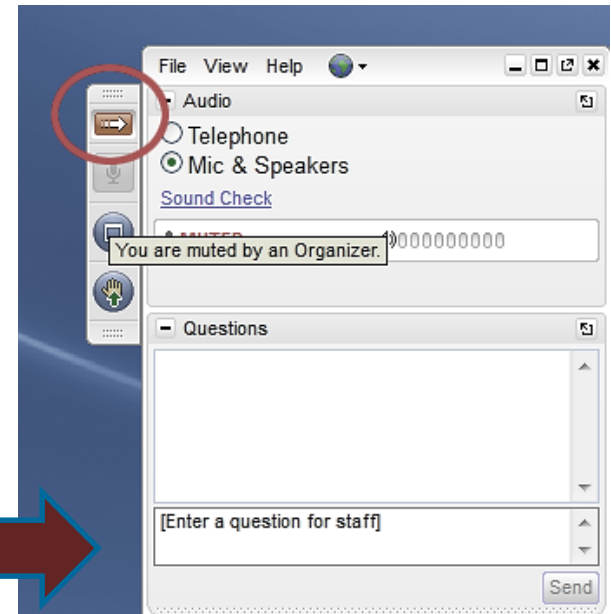
David G. Payne, Ph.D.

Vice President and COO, Global Education

ETS

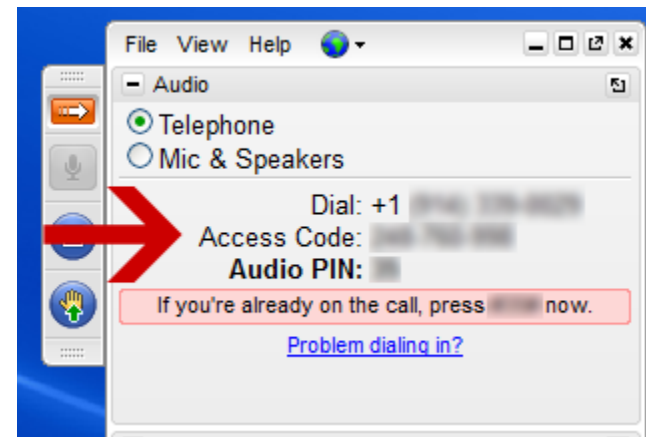
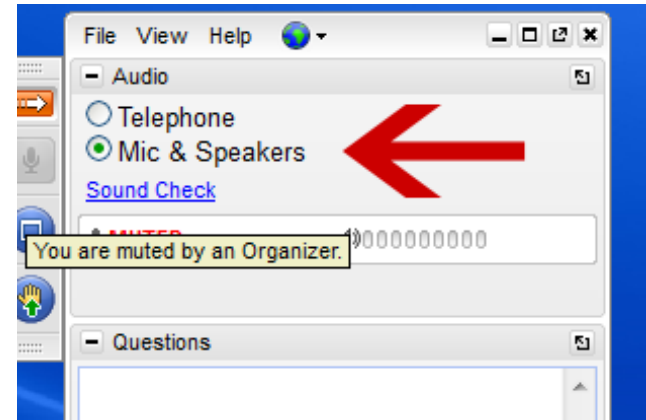
Plan for today

- **One presentation** of approximately **30 minutes**, followed by Q & A
- Webinar **recording and slides** will be **emailed** to participants and **posted** on the CGS website
- Please **submit questions** through the GoToWebinar **control panel** 
- **Technical issues?** Troubleshooting help available:
http://support.citrixonline.com/en_US/webinar



Audio Troubleshooting

- Having trouble hearing us? Try switching to a different audio connection. You can change from Telephone to Mic & Speakers or vice versa without leaving the session.
- If you experience trouble with a telephone connection, click “Problem dialing in?” for an alternate phone number to dial.



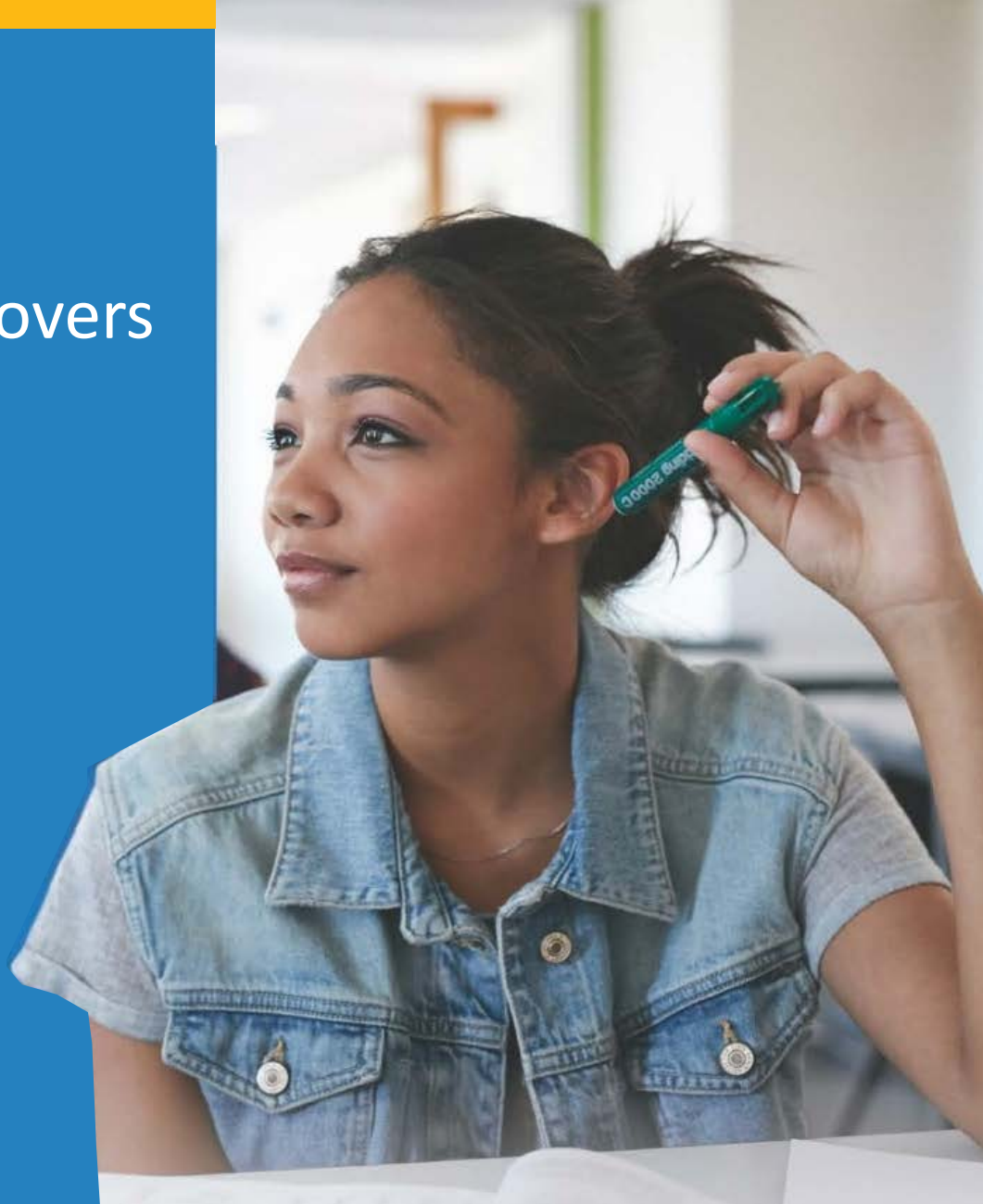
Does Testing Serve a Purpose in Holistic Application Review?

David G. Payne, Ph.D.
VP and COO Global
Education



What this presentation covers

- Share “Promising Practices” for holistic application review collected, curated and developed by ETS research, market research, client relations and program staff





“Promising Practices” for holistic application review

Project Goals

- Learn more about current admissions practices and the challenges facing those involved in the admissions process
- Understand how the *GRE*® General Test and other tests are being used
- Curate and develop practices that admissions committees can use to move toward a more holistic graduate admissions process

We conducted extensive research about admissions practices and test use



Campus visits

**71 interviews with deans
and faculty in the
following disciplines:**

- Life sciences
- Physical sciences
- Engineering
- Social sciences
- Arts & humanities
- Education
- Business



Literature review

**Examined published works
related to graduate
admissions from early
1950s to present**

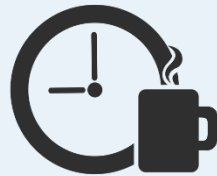
Our research focused on five key areas

- The types of materials that are collected as part of the application process
- The variety of admissions models that are used to make admissions decisions
- The decentralized nature of graduate admissions
- Training and tools used by graduate admissions committees to support the admissions process
- Program perspectives on admitting diverse applicants

Goal to provide “Promising Practices” that respect common challenges and constraints



**Overtaxed
faculty & staff**



Lack of time



**Careful
spending**



**Application
volume**



**Communications
challenges**



Promising Practices: Goal Setting

Work together to set goals and strategies to achieve them

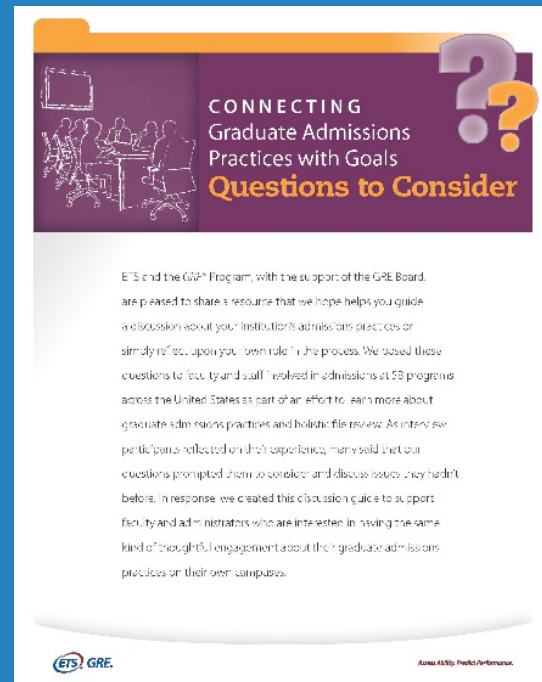
- Agree upon goals early on and structure entire admissions process (recruitment to enrollment) to achieve them
- Be explicit about plans to identify and recruit desired populations and how to assess desired attributes
- Determine the role and importance of each component of an applicant's file



Promising Practices: Goal Setting

Work together to set goals
and strategies to achieve them

What can help: Discussion Guide




Available at holisticadmissions.org

Promising Practices: Increasing Understanding

Determine and communicate the application review and selection process so all decision makers understand:

- Enrollment goals, strategy and process
- How to evaluate each component of the application
 - Role and importance
 - Order of review
 - What inferences can be made
- How to mitigate unconscious bias
- How disagreements will be resolved

A portrait of a young Black man with short, dark hair and glasses, wearing a white shirt. He is looking directly at the camera with a slight smile. The background is blurred, showing other people in a crowd.

*Making the
Implicit Explicit
Creating
Performance
Expectations for the
Dissertation*
Barbara E. Lovitts

Promising Practices: Increasing Understanding

Determine and communicate the application review and selection process so all decision makers understand:

What can help: An example



**Desired
Attribute**



**Related
Component**



**Unrelated
Component**





Promising Practices: Application Review

Review multiple components — even when narrowing the pool — and don't over rely on any one component

- If using cut scores, add another component
- Quantify traditionally qualitative components
- Align rubric weighting to goals
- Review components in order of priority based upon enrollment goals
- Consider an alternative review process



Promising Practices: Application Review

Review multiple components and
don't over rely on any one component

*What can help:
(Sample rubric for illustrative purposes)*

Component	Maximum Points
Research	5
Letters of Recommendation (LORs)	3
Work experience/CV	3
Undergrad curriculum	2
GPA	4
Personal statement	3
GRE® scores	5
Total	25

Component & Max Points	Points values
Research Max = 5	3 – 1 yr UG + work/internship research 2 – 1 year of UG research 0–1 – less than a year <i>1–2 extra for publications, posters, awards, etc.</i>
LORs Max = 3	3 – high on all 6 attributes 2 – high on 5 attributes 1 – high on 4 attributes
Work exp./CV Max = 3	2 – 2+ years related work exp. 1 – 1–2 years related work exp. <i>1 extra for volunteer work</i>
UG curriculum Max = 2	1 – extensive science coursework <i>1 extra for high UGI challenge</i>
GPA Max = 4	4 – 3.8 to 4.0 3 – 3.5 to 3.79 2 – 3.2 to 3.49 1 – 3.0 to 3.19

Sample rubric for illustrative purposes

Component & Max Points	Points values
Personal statement Max = 3	1–2 – quality of writing, maturity <i>1 extra for overcoming challenges, contribution to diversity</i>
GRE® Quant Max = 2	2 – 164–170 1 – 160–163 -1 – less than 142
GRE AW Max = 2	2 – 5.0–6 1 – 4.0–4.5 -1 – less than 3
GRE Verbal Max = 1	1 – 150–170 0 – <149

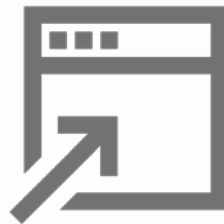
Total Score: 20–25 – Strong admit
17–19 – Admit
14–16 – Probable admit
10–13 – Probable deny
0–9 – Deny



Promising Practices: Application Review

Review multiple components and
don't over rely on any one
component

*What can help:
Alternate review processes*



Multistage



Two Pool



**Separate and
Convene**

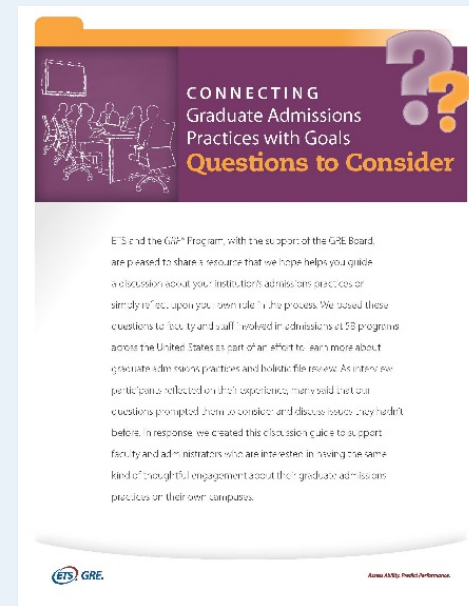
An overhead view of a study area with several round wooden tables and orange chairs. Students are sitting at the tables, some using laptops and others looking at papers. The scene is brightly lit, suggesting a modern educational environment.

Adopting Promising Practices is a change management process

It will take time.
It will take leadership.
It will be worth it.

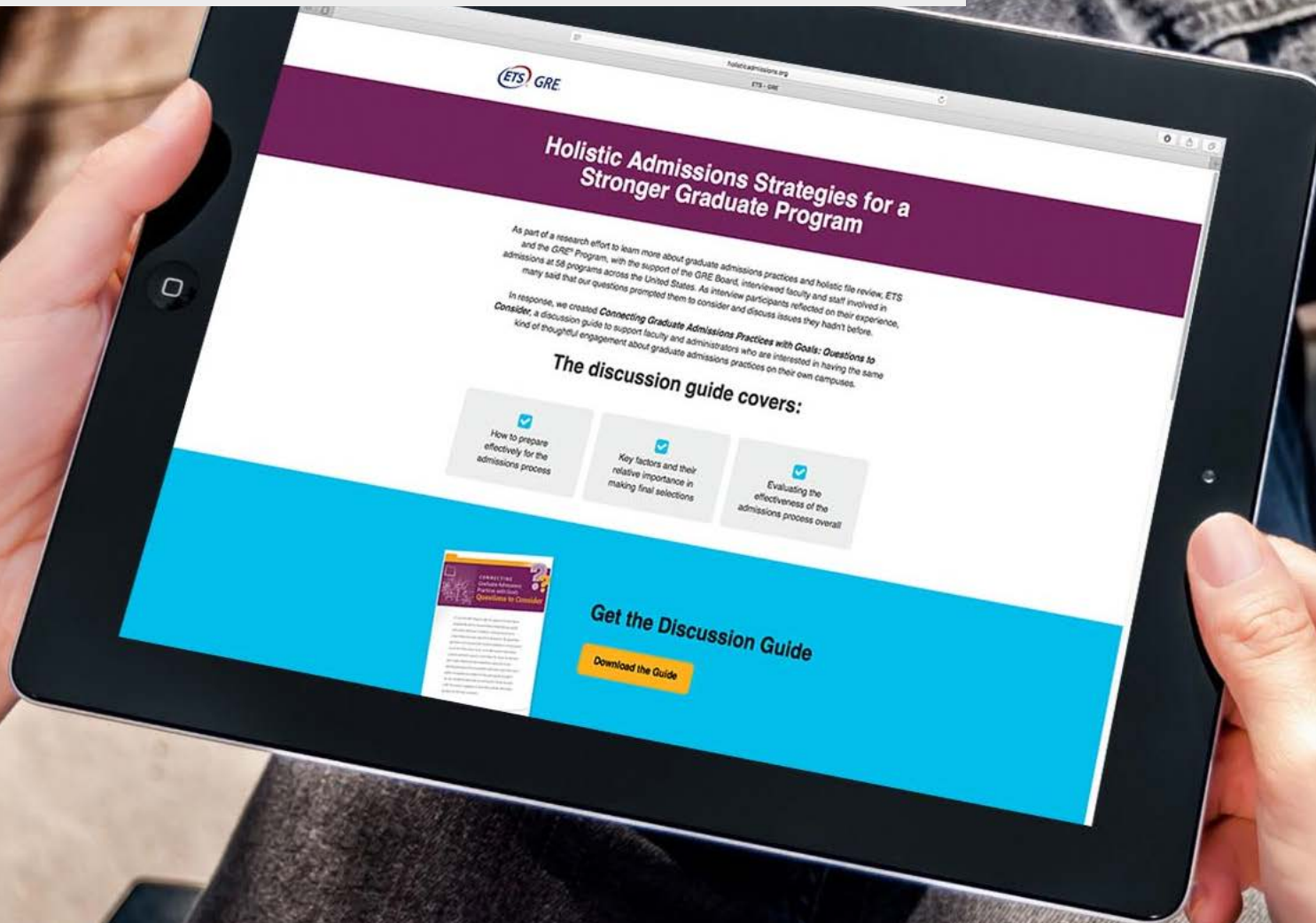
Resources to help you get started

created by ETS, grounded in research



Available at holisticadmissions.org

Recently launched: holisticadmissions.org



We are always ready to help



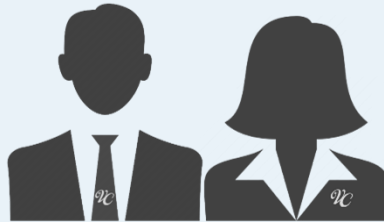
Prompt Response



Campus Visits



Presentations



Student Fairs



Webinars

GRE® Program
ets.org/gre/institutions
GREtests@ets.org
609-683-2002

Questions?

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