

Department Meeting

February 6, 2018

Noon – 1:00 Gould 100

Agenda items

12:00 — 12:05	Approval of minutes	Campbell
12:05 — 12:30	Holistic Review strategies	Campbell/Siembor
12:30 — 12:50	Discussion on voting/decision making	Campbell
12:50 – 1:00*	Announcements	Campbell

Present

Christopher Campbell, Diana Siembor, Phil Hurvitz, Rachel Berney, Dan Abramson, Himanshu Grover, Sofia Dermisi, Manish Chalana, Mark Purcell, Branden Born, Larissa Maziak, Qing Shen

PSA Rep Ishmael Nunez

Jan 23 Meeting Minutes: Approval

Qing move Phil Second

8 yes

0 no

0 abstain

Holistic Review Strategies

Diana attended a Graduate school workshop recently...will review the power point

Selected references provided

POWER POINT TALKING POINTS

What is holistic review?

>Holistic review takes into consideration all aspects of the application to provide us with the most accurate impression of the applicant.

>It allows for a mission-driven application process, and encourages students from varied backgrounds to apply.

Strengths of holistic review:

>Consideration of more than one criteria—seeks to “listen to” and take into account context of applicant’s talents, skills, abilities, attributes and experiences.

>Allows for more robust inclusion of applicants with diverse backgrounds, identities, and experiences conducive to the excellence of a world-class and public university.

Council of Graduate Schools (CGS) Report (2015): First Principles

1. Diversity is essential to the overall success of graduate programs (*and professions).
2. It is critical to think beyond the admissions process when developing strategies for diversity and inclusion.
3. Holistic review processes are most likely to be successful when well-aligned with a graduate institution’s mission and with the goals of particular graduate programs.

Implicit Bias

>Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

Some areas to consider for applicants’ personal qualities & achievements:

>Overcoming significant obstacles:

-Educational (first generation college student, under-resourced primary education)

-Economic (worked significant amount during school, consider how economic background influences institution selection)

-Personal (family turmoil, physical/mental illness, lack of support system)

-Personal adversity or disability

-Has made significant contributions to community, institution, or family

ETS recommends contextualizing GRE scores:

>“The content validity of the tests...should be determined by reviewing each test carefully and then making subjective decisions as to the weight, if any, the scores on GRE tests should receive in relation to other admission factors.”

-ets.org

Who's using holistic admissions review at UW? (These are just some of the programs)

Graduate Programs:

- Bioengineering
- Political Science
- Astronomy
- Biology

Discussion regarding current UDP Admission and Holistic Admission

What metrics do we use to look at MUPs? Surrogate metrics...other things that are not the student themselves

I think as a whole...we are already doing these types of things

What are the measurements of success?? Is it graduating, graduating with a high GPA? Getting a job?

We have looked at how we ranked applicants vs. how successful they were in the program and they don't match up

For something like transportation? I would definitely look at the GRE score...

PAB and Planetizen require the use of GRE as part of admissions

MSW dropped the GRE and they saw their own co-horts GPA improve

How important is it to the group where the student is coming from? Yes there is a difference based solely on how difficult one program is vs the other. Harvard VS Alabama for example

Speaking to GRE specifically? It's been shown to have implicit bias...One thing they do see is that by not having GRE is that it increases the application pool...

Can we have the GRE be optional?

Our ranking system is accurate but not precise...

There might be bias between Universities but there's so much importance on their personal statement...Are applicants encouraged enough to write a strong/stronger personal statement.

GRE's are a good measure for some things...for example Verbal score..

If Himanshu had the data...he could do some numbers...

The school of Public Health...they ask for a personal history statement. This was a great opportunity to have a voice and humanizing.

In the scoring system...is it possible to tweak that? The first set of criteria is not seen by admissions committee but final comments are and are very important.

Discussion on voting/decision making

At the last meeting there was not a consensus...

One suggestion is the **Fist of Five Method**

Provides a decision rule for moving forward

There is a "we can live with this" agreement with this method

Five would be highest: You love this idea

Fours: well supporting

Three: I don't love it but I'll go along with it

Two: I don't like it and I want to talk about it

One: This would be overall harmful to the department and it needs more discussion

This helps us acknowledge when to move forward...

Sometimes we have to make the decision like Promotion and tenure

When it comes to the curriculum. There are so many factors to take in.

Often we sink committee work out of sight...

What is the threshold? We need a 2 or above

Moving forward, we've built in two meetings for discussion on the curriculum committee proposals

Not everyone liked this idea...