

Session 3: Upping the Ante on Holistic Review

Robert Massa, USC Rossier School of Education (Moderator)

Brennan Barnard, Khan Lab School

Jim Bock, Swarthmore College

Jenna King, Riverdale Country School

Courtney McAnuff, Rutgers, The State University of New Jersey

CERPP CONFERENCE 2022:

**Best Practices
in Test-Optional Admissions**

February 8 - 9

Introduction



Bob Massa

Adjunct Associate Professor
Rossier School of Education
USC

- Introduction of the panelists and their institutions
- A very brief history of holistic admission
- Questions posed by moderator to panelists
- We'll take several audience questions or comments after each moderated question (*Submit questions in Q&A section of Zoom OR on Whova platform on right side of your screen*)
- A final question for the panelists and wrap-up
- If time, we can take more questions/comments
- Breakout groups for further discussion



Brennan Barnard

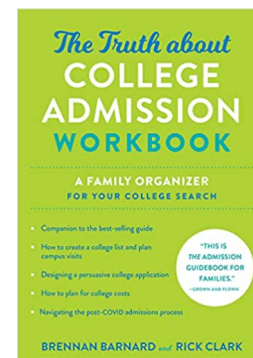
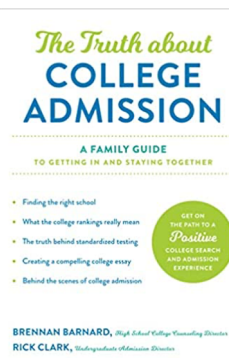
Dean of College Counseling and Outreach, *The Derryfield School*
Director of College Counseling, *Khan Lab High School*
College Admission Program Advisor, *Making Caring Common, HGSE*
Contributing Writer, *Forbes.com*

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Forbes.com/sites/brennanbarnard/

[The Truth about College Admission: A Family Guide to Getting In and Staying Together](#)



Swarthmore College

Profile and Quick Facts



Jim Bock

Vice President and Dean of Admissions

Swarthmore is a private, co-educational, residential college offering both a liberal arts and an engineering curriculum. Located 11 miles southwest of Philadelphia, Swarthmore educates students to become leaders for the common good. Swarthmore was founded in 1864 as a Quaker institution, and while now officially independent, Quaker values of peace, integrity, and community continue to imbue life at the College.

Total Enrollment: 1689

Applicants (Class of 2025): 13,012

Total Admits:	1,013
QuestBridge Admits:	218
First Generation:	30%
Small Town/Rural:	5%
Worked w/CBOs:	34%

Enrolled (Class of 2025): 454

Domestic Students of Color:	50%
African American/Black:	9%
Asian American:	16%
Hispanic/Latinx:	14%
Multi-racial:	10%
Native American:	2%
Int'l/DACA/Undoc:	16%
First Generation:	22%
Pell Recipients:	19%
Worked with QB or CBO:	25%





Jenna King

- Associate Head of School for Admission and Enrollment, Riverdale Country School
- Board Member, Enrollment Management Association
- Board Member, Character Collaborative

Riverdale Country School

1,250 students, PK-Grade 12

Independent day school

2 campuses in Bronx, NY

Highly selective

www.riverdale.edu



**Rutgers University –New
Brunswick
Fall 2021 Enrollment**

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Courtney McAnuff
Vice Chancellor for Enrollment Management

Total University Enrollment

50,804

UG 36,152 GR 14,652

Undergraduate Applicants 43,173
Admits 29,427

Enrolled
FY 7,107 TR 2,262 UG 9,369 GR 3,142

Mean SAT 1344
Mean ACT 29

Applicants with Test Scores 43%
Applicants w/out Test Scores 57%

**Out-of-state/
International 13%**
First-generation 28%

Asian	37%	African America	6%
White	30%	Hispanic/Latino	14%
2 or more races	4%	Other	1%

Holistic admission is not a new idea

- 1966 – Thresher’s *College Admissions and the Public Interest*
 - Uncovering student talents beyond test scores and grades
 - Non-academic factors should be considered in the context of the student’s environment
- Through the 70s and 80s, selective colleges created a “personal rating” to accompany the academic rating
 - Extracurricular activities; civic engagement
 - Teacher recs
 - Essays discussing unique experiences or mitigating circumstances

History of Holistic Admission

- **2000s: Education Conservancy- “College Unranked”**
 - Movement away from rankings’ obsession with tests
- **2016 and 2019: Making Caring Common (Harvard)**
200 admissions deans agreed that colleges--
 - Should assess students’ ethical engagement and contributions to others (in context)
 - Should redefine achievement in ways that level the playing field and reduces excessive achievement pressure
- **Character Collaborative (2016-present) advocates for the consideration of character in admissions decisions**
 - Creates training courses to help guide admissions leaders in this space

Holistic Admission Today

*With the explosion of “test-optional” during COVID:
a new era for Holistic Admission has emerged*

Question 1:

- What steps did your institution take to face the challenge of making admissions decisions without test scores for some, and with grades that perhaps were inflated or even pass/fail from COVID-interrupted semesters?
- How did these steps impact how you advised applicants?

Holistic Admission Today

Question 2:

- What changes did you make last year and this year in the weights that you assigned to various components of the application, especially for tests if a student submitted scores?
- Did you change your application process?
- What impact did these changes have on student applicants, on equity in admissions and on the composition of your class?

Holistic Admission Today

Question 3:

What challenges did you and your staff face last year in norming your decisions, especially as it relates to holistic admission?

Question 4:

With the disruption of COVID and the mass move to test-optional, how did predictive analytics work and what adjustments are you making this year?

Question 5:

How are you assessing the efficacy of a changed process?

Holistic Admission Today

And finally:

What is the impact of holistic admission on transparency, and how do we signal the importance of non-academic factors in the admissions process?

Q & A

If there are further questions or comments,
Please submit them in the
Q & A section of the Zoom webinar.

OR

Add your questions on the [Ukova](#) platform
on the right side of your screen.

Transition to Breakouts

Thank you for an engaging session!

At this point, we will transition to
Breakouts

Please return to the [Uhova](#) agenda and
select the next session.

*Note: Please wait in the Zoom waiting room until the host starts the
session at the scheduled time.*